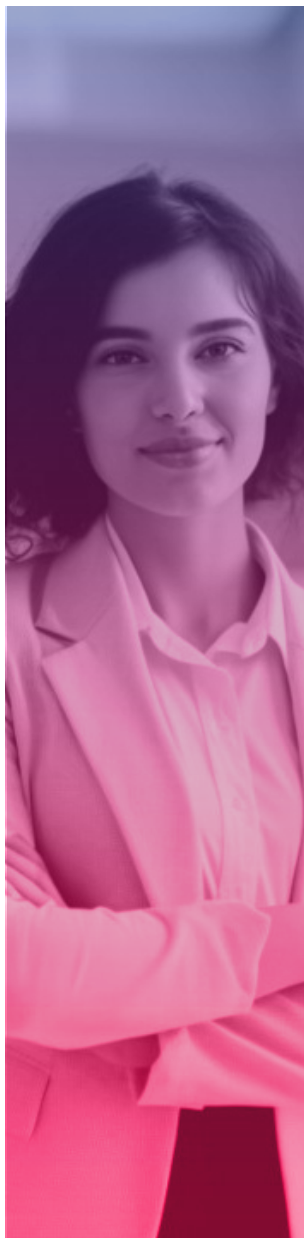




2024

International Conference on
**Women, Gender, and Leadership:
Redefining the Power Paradigm**

26th–27th September, 2024 | Bangkok, Thailand





International Conference on Women, Gender, and Leadership: Redefining the Power Paradigm,
Bangkok, Thailand

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Conference Theme

**“RE-EXAMINING LEADERSHIP
IN THE CONTEXT OF GENDER
EQUITY”**

Conference Venue

**M/S. Mandarin Hotel
662, Rama IV Road, Bangkok-10500-Thailand**

Preface

We are delighted to extend a warm welcome to all participants attending “International Conference on Women, Gender and Leadership: Redefining the Power Paradigm” organized by IFERP Academy–Thailand Society on September 26th–27th, 2024 at Mandarin Hotel, Bangkok, Thailand. This conference provides a vital platform for researchers, students, academicians, and industry professionals from all over the world to share their latest research results and development activities in the fields of Women, Gender and Leadership. It offers delegates an opportunity to exchange new ideas and experiences, establish business or research relationships, and explore global collaborations.

The proceedings for “International Conference on Women, Gender and Leadership: Redefining the Power Paradigm” contain the most up-to-date, comprehensive, and globally relevant knowledge in the field of Women, Gender and Leadership. All submitted papers were subject to rigorous peer reviewing by 2-4 expert referees, and the papers included in these proceedings have been selected for their quality and relevance to the conference. We are confident that these proceedings will not only provide readers with a broad overview of the latest research results in International Conference on Women, Gender and Leadership: Redefining the Power Paradigm but also serve as a valuable summary and reference for further research in this field.

We are grateful for the support of many universities and research institutes, whose contributions were vital to the success of this conference. We extend our sincerest gratitude and highest respect to the many professors who played an important role in the review process, providing valuable feedback and suggestions to authors to improve their work. We also extend our appreciation to the external reviewers for providing additional support in the review process and to the authors for contributing their research results to the “International Conference on Women, Gender and Leadership: Redefining the Power Paradigm”.

Since May 2024, the Organizing Committees have received more than 80+ manuscript papers, covering all aspects of Women, Gender and Leadership. After review, approximately 30+ papers were selected for inclusion in the proceedings of International Conference on Women, Gender and Leadership: Redefining the Power Paradigm. We would like to thank all participants at the conference for their significant contribution to its success.

We express our gratitude to the keynote and individual speakers and all participating authors for their dedication and hard work. We also sincerely appreciate the efforts of the technical program committee and all reviewers, whose contributions made this conference possible. Finally, we extend our thanks to all the referees for their constructive comments on all papers, and we express our deepest gratitude to the organizing committee for their tireless work in making this conference a reality.

About the Conference

The “Women, Gender, and Leadership: Redefining the Power Paradigm” conference, organized by the IFERP Academy & Shinawatra University, Thailand is a pivotal gathering scheduled for September 26-27, 2024, in the vibrant city of Bangkok, Thailand. This dynamic event aims to critically examine and reshape traditional power paradigms, focusing on women, gender, and leadership. Scholars, researchers, and professionals from diverse backgrounds will converge to explore topics such as women in leadership, gender equality, and feminist leadership models. The conference provides a platform for interdisciplinary discussions, fostering collaboration and the exchange of ideas to address contemporary challenges and opportunities in the realm of women and leadership. With Bangkok as the backdrop, participants can anticipate a culturally rich atmosphere that enhances networking, knowledge sharing, and the collective endeavor to redefine and promote inclusive leadership models.

Scope of the Conference

The scope of this gender equality conference 2024 is vast and covers a wide range of topics relevant to the challenges and opportunities faced by individuals of all genders in various aspects of society. This conference will discuss issues related to gender equality, exploring strategies to eliminate discrimination, biases, and barriers that hinder the progress of women in leadership roles. Further, we will teach you how to become a role model for women in your life.

In addition to addressing systemic issues, the conference will explore the personal and professional development of women, offering insights into leadership skills, negotiation strategies, and avenues for career advancement. It provides a platform for the exchange of ideas, best practices, and success stories that inspire and empower attendees. By covering a broad spectrum of topics, a conference on women, gender, and leadership contributing to the creation of more inclusive and equitable environments across various sectors.

Objective of the conference

The objectives of this conference are promoting gender equality, empowering women, and addressing issues related to women's leadership. IFERP provides a platform for academics, professionals, activists, and policymakers to share research findings, experiences, and best practices related to women, gender, and leadership. By showcasing successful stories of women leaders and highlighting effective strategies for change, conferences aim to inspire attendees to take concrete actions in their respective fields to promote gender equality.

Workshops, training sessions, and discussions will focus on enhancing negotiation skills, communication abilities, and other leadership qualities among women. Women's Identity Conference 2024 contributes to the advancement of knowledge by providing a platform for researchers to present their findings, engage in scholarly discussions, and contribute to the academic understanding of women, gender, and leadership.

About

IFERP

Institute For Educational Research and Publication (IFERP) is a non-profit professional association meant for research and development in Engineering, Science, and Technology. With a global presence, IFERP is committed to advancing knowledge across diverse disciplines through International Conferences, workshops, and scholarly publications. We provide help, assistance, and direction in preparation for SCI and SCIE journal publishing. These journals undergo a rigorous peer-review process to ensure quality publication. IFERP has established robust scientific, academic, and industry networks throughout Asia, the Middle East, and Europe.

Mission & Vision

Mission: “Upskilling the knowledge hub through technological innovation and excellence for the benefit of humanity”

Vision: “A Digitally equipped robust, dynamic & swift professional community integrating academics & industry for upgraded technical knowledge implementation.”

What We Do?

- **Convenient Access to Academic Resources:** IFERP advocates for accessibility to academic resources, ensuring that aspiring researchers and scholars worldwide can tap into a wealth of knowledge.
- **Diverse Educational Programs:** The institute organizes public education programs, workshops, conferences, webinars, seminars, guest lectures, short-term training programs, and faculty development programs across the expansive domains of engineering, science, and technology.
- **Innovation and Trends:** IFERP is dedicated to staying at the forefront of inquisitiveness, innovation, and the exploration of recent trends and developments in dynamic engineering and technology fields.
- **Collaboration:** Recognizing the power of collaboration, IFERP actively engages in knowledge sharing by collaborating with universities, organizations, and associations. This collaborative approach aims to contribute to a better tomorrow.

Message From

Director, IFERP

On behalf of IFERP & the organizing Committee, I express my hearty gratitude to the Participants, Keynote Speakers, Delegates, Reviewers and Researchers. The goal of the Women, Gender, and Leadership: Redefining the Power Paradigm is to provide knowledge enrichment and innovative technical exchange between international researchers or scholars and practitioners from the academia and industries in the field of Women, Gender, and Leadership.

This conference creates solutions in different ways and to share innovative ideas in the field of Women, Gender, and Leadership: Redefining the Power Paradigm provides a world class stage to the Researchers, Professionals, Scientists, Academicians and Students to engage in very challenging conversations, assess the current body of research and determine knowledge and capability gaps.

Women, Gender, and Leadership: Redefining the Power Paradigm | will explore the new horizons of innovations from distinguished Researchers, Scientists and Eminent Authors in academia and industry working for the advancements in Science and Engineering from all over the world.

WGL-2024 hopes to set the perfect platform for participants to establish careers as successful and globally renowned specialists in the field of Women, Gender, and Leadership:.



Mr. A. Siddh Kumar Chhajer

Founder & Managing Director,
IFERP, Technoarete Group, India

Message From

CEO, IFERP

Women, Gender, and Leadership: Redefining the Power Paradigm this year in month of September, 2024. The main objective of WGL-2024 is to grant the amazing opportunity to learn about groundbreaking developments in modern industry, talk through difficult workplace scenarios with peers who experience the same pain points and experience enormous growth and development as a professional. There will be no shortage of continuous networking opportunities and informational sessions.

The sessions serve as an excellent opportunity to soak up information from widely respected experts. Connecting with fellow professionals and sharing the success stories of your firm is an excellent way to build relations and become known as a thought leader. I express my hearty gratitude to all my Colleagues, Staffs, Professors, Reviewers and Members of Organizing Committee for their hearty and dedicated support to make this conference successful. I am also thankful to all our delegates for their pain staking effort to make this conference successful.



Mr. Rudra Bhanu Satpathy

Founder & CEO,
IFERP, Technoarete Group, India

Conference **Chair**



Dr. Thosporn Sangsawang

Head, Center of Innovation Learning
and Technology
Faculty of Technical Education

Conference **Co-Chair**



Dr. Lampong Klomkul

Vice-Director for ASEAN Studies Centre
Mahachulalongkornrajavidyalaya
University, Thailand



Dr. Pratikshya Bhandari

Director, International Affairs,
Shinawatra University Pathum
Thani, Thailand

Keynote

Speaker

Ms. Elena Mayer-Besting, as the Programme Manager at the United Nations Economic and Social Commission for Asia and the Pacific (UN ESCAP) in Thailand, likely holds a crucial role in advancing the organization's objectives in the region. UN ESCAP is responsible for promoting regional cooperation and integration to achieve sustainable development goals in the Asia-Pacific region. As a Programme Manager, Ms. Mayer-Besting is likely involved in designing, implementing, and evaluating various programs and initiatives aimed at addressing key socio-economic challenges in the region. Her role may involve working closely with governments, international organizations, civil society, and other stakeholders to develop policy recommendations, provide technical assistance, and facilitate knowledge-sharing and capacity-building activities. Ms. Mayer-Besting's position underscores her expertise in areas such as sustainable development, economic policy, and regional cooperation, as well as her commitment to advancing the UN's agenda for inclusive and sustainable development in Asia and the Pacific.



Ms. Elena Mayer-Besting

Programme Manager at UN ESCAP
Thailand

Keynote

Speaker

Dr. Neyara Radwan With a rich academic background spanning Mechanical Engineering, accreditation expertise, and extensive teaching and research experience, I bring over 24 years of dedicated commitment to higher education. As an Associate Professor at both Suez Canal University and King Abdulaziz University, I bridge the gap between industry and academia, fostering collaborations and nurturing the next generation of engineers. My deep involvement in accreditation processes, combined with my passion for teaching and mentoring, ensures that I deliver courses aligned with the highest standards. My research interests in sustainability, circular economy, and artificial intelligence drive my contributions to international projects and collaborations, where I've been recognized with numerous awards and accolades. As a reviewer for esteemed journals and a seasoned keynote speaker and session chair at international conferences, I continue to engage with global academic communities, sharing insights and advancing knowledge in my fields of expertise.



Dr. Neyara Radwan

Associate Professor
Saudi Arabia

Keynote

Speaker

Ms. Lisa Bodell is a highly respected keynote speaker known for her expertise in innovation, leadership, and simplification. As the founder and CEO of FutureThink, a firm that provides consulting and training services to help organizations become more innovative and adaptable, she is recognized for her thought leadership in helping companies navigate complexity and drive change. With a background in strategic planning and design, Lisa is renowned for her ability to distill complex concepts into practical strategies that can be implemented effectively. Her keynote presentations are dynamic, engaging, and focused on empowering audiences to embrace simplicity, foster innovation, and drive meaningful change within their organizations. Lisa's insights have been sought after by leading corporations and organizations worldwide, making her a highly sought-after speaker in the business and leadership community.



Ms. Lisa Bodell

CEO
FutureThink
United States of America

Keynote

Speaker

Dr. Bella Gazdiyeva Management experience 15+ years' in Higher Education, Communications, Public Speaking, Leadership, Public Policy; Extensive experience of team and project management and independent work in diverse environment; Active researcher with national and international research collaborations in project management, leadership, communications; Senior Advisor at the Strategic Centre, UK; Strong analytical, leadership, communication, networking, negotiation, and inter-cultural skills; Active in public engagement as Reviewer/evaluator of natural and beauty products.



Dr. Bella Gazdiyeva

Director
Academy of Public Administration
under the President of the Republic of
Kazakhstan, United Kingdom

Keynote

Speaker

Anupama Ahluwalia, based in Bangkok, TH, is currently a Founder at Marketers across Borders, bringing experience from previous roles at TCO Reliance India Private Limited, Reliance GAS lifestyle India Private Limited, Ryohin-Keikaku Reliance India Private Limited (Muji) and Reliance Bally India Private Limited. Anupama Ahluwalia holds a Masters in Management Studies in Marketing @ University of Mumbai, India. With a robust skill set that includes Brand Management, Marketing Management, Management, Competitive Analysis, Telecommunications and more, Anupama Ahluwalia contributes valuable insights to the industry. Anupama Ahluwalia has 3 emails on RocketReach.



Ms. Anupama Ahluwalia

Founder
Marketers across Borders
Thailand

Keynote

Speaker

In “Yuri Education Center”, I fulfill the positions of Chief Sustainability Officer, Social Impact Director, and educator. It is an independent educational institution dedicated to promoting active learning methods. Students are immersed in a dynamic learning environment where they gain proficiency in science, sustainability, and English. They are encouraged to identify pressing issues, set achievable goals, and proactively implement solutions. If there is anything that can make this world peaceful and sustainable, that is EDUCATION.

I received the Education 2.0 Conference Outstanding Leadership Award in February 2024. Our educational philosophy: WE courageously DISCUSS, actively LEAD, and collectively ACT. In “Yuria’s Happy English program”, many parents and children, aged 4 months to 3 years, enjoy learning English songs and sustainability topics. I read a lot of books about animals, sea creatures, and nature. I also empower women especially mothers who have small children. In our center, students aged 4 to 18 learn math, science, and social studies both in Japanese and English. Students aged 8 and above participate in sustainability classes, discussions, presentations, and workshops. I regularly conduct workshops of SDG 12 responsible consumption and production. Each student selects and presents their own SDG 12 topic. In our Zoom sessions, I encourage students to speak and courageously communicate with people from all over the world including students aged 8 to 18, sustainability practitioners, professors, and adult attendees.

Also, I am committed to a sustainable future by making products (YURINDI) from recycled materials, helping lower-income communities with the sales, and promoting their independence through intermediate care and educational support. My sandal project is a signature project. Durable and fashionable sandals are made from used motorcycle tires and clothes. I am uniting the world with great traditional craftsmanship to help realize a sustainable world. I hold experiential studies and in-depth academic discussions around the 17 SDGs. Our current emphasis is on helping communities in promptly securing safe water collection through the use of our sustainable protective footwear. We provide education on sanitary practices to ensure ongoing water safety.



Ms. Yuri Hirayama

School Director, Principal Educator
Chief Sustainability Officer
Yuri Education Center
Japan

Keynote

Speaker

Dr. Silvi Asna is a faculty member of the Faculty of Economics and Business at Universitas Brawijaya, Indonesia. She is also an active research fellow at Shinawatra University, Thailand. Over the past five years, she has actively participated in international conferences in various countries such as Poland, New Zealand, and Japan. She has received numerous national and international award, including the best paper award at an international conference in India, winning a national competition held by the Ministry of Manpower of the Republic of Indonesia, and the best paper award at the ISEI conference in 2022. As an assistant professor in the Economics Department, she contributes to her field by publishing her work in reputable journals and serving as the Editor-in-Chief of the Journal of Indonesian Applied Economics (JIAE). Several of her books have been published by Gramedia, Rajagrafindo, and Kindle Publisher. Furthermore, since 2022 - recent, she has been involved in evaluating development processes at the national level in cooperation with the Badan Pengawasan Keuangan dan Pembangunan (BPKP) Republik Indonesia.



Dr. Silvi Asna Prestianawati

Department of Economics
Faculty of Economics and Business
Universitas Brawijaya
Malang, Indonesia

Session

Speaker

Dr. Karandeep Singh serves as the Director of Academics and Director of Business Development at Indus Trust in India. In this dual role, Dr. Singh likely plays a crucial part in shaping the academic direction of the institution while also spearheading efforts to foster growth and expansion through strategic business development initiatives. With a focus on education, Dr. Singh's leadership in academic matters ensures that the institution maintains high standards of teaching and learning, fostering an environment conducive to student success and holistic development. Simultaneously, his responsibilities in business development involve identifying opportunities for growth, forging partnerships, and implementing strategies to enhance the institution's reach and impact. Dr. Singh's multifaceted role underscores his dedication to advancing education and contributing to the overall development of Indus Trust, aligning with the institution's mission to provide quality education and make a positive difference in the community.



Dr. Karandeep Singh

Director of Academics and
Director of Business Development
Indus Trust, India

Session

Speaker

Mr. Virender Sharma is a multifaceted professional with a diverse range of expertise and experiences. As a TEDx and public speaker, he likely shares his insights and perspectives on various topics, inspiring and motivating audiences to drive positive change. In his role as a Startup MOC (Member of Committee) at NITI Aayog, Government of India, Mr. Sharma is likely involved in supporting and advising startups, contributing to India's entrepreneurial ecosystem and fostering innovation. Additionally, his work as a corporate trainer and motivator suggests that he imparts valuable skills and knowledge to professionals, empowering them to excel in their respective fields. Furthermore, his position as a technical adviser at NTT Data indicates his proficiency in providing strategic guidance and technical expertise to the organization. Overall, Mr. Virender Sharma's diverse roles highlight his commitment to driving innovation, empowering individuals, and contributing to the growth and development of both organizations and individuals in India.



Mr. Virender Sharma

TEDx and Public Speaker, Startup MOC
at NITIAYOG,
Govt. Of India, Corporate Trainer and
Motivator
NTT Data - Technical Adviser

Session

Speaker

Ms. Lisa Maria Braun Strong academic background in sustainable development, regional studies of Southeast Asia, business administration and intercultural communication coupled with hands-on experience coordinating cross-functional projects in the Asia-Pacific region. High level of cultural sensitivity and adaptive communication skills. I am enthusiastic about making a meaningful contribution to sustainable development and engaging in innovative projects, products, research and policy initiatives.



Ms. Lisa Maria Braun

Climate Partnerships and
Coordination Consultant
United Nations ESCAP
Thailand

Session

Speaker

My diverse International background, coupled with experiences across various sectors including private, government, and civil community, has provided me with invaluable learning opportunities and enabled me to assimilate best practices. I have consistently applied strong work ethics and innovative solutions, resulting in a positive impact on every organization I've been a part of. I am a dynamic decision-maker and leader with over 19 years of expertise in strategic management, project management, relationship strategy, process re-engineering, operations, and employee engagement.

I firmly believe in the transformative power of education and training, viewing them as pathways to continuous progress and success. I am particularly invested in knowledge transfer and training initiatives, aiming to cultivate a new generation of leaders capable of achieving excellence in their roles.



Ms. Basma Albassami

Planning expert & Leader of the
enabling program to support
competitiveness indicators
Oman

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Dr. Doris Ifeoma Ogueri

Researcher, Manager of International
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Shinawatra University, Thailand



Dr. Pratikshya Bhandari

Director, International Affairs,
Shinawatra University Pathum
Thani , Thailand



Dr. Imelda Hermilinda Abas

Lecturer, Academy of Arts and
Philosophy, Shinawatra University,
Pathum Thani, Thailand

Workshop

Speaker



Title: Empowering the Future – Women’s Role in Shaping Educational Research and Innovation

Dr. Sudtida Padrit

Lecturer of the Faculty of Social Sciences
University, Mahachulalongkornrajavidyalaya
University, Thailand

Pre Conference

Webinar

Title: The Complete Guide to Writing and Publishing Research Articles



**Dr. Thanakorn
Thanathanchuchot**

Lecturer, Faculty of Management,
Shinawatra University, Thailand

Title: Effective Presentation Skills for Academic Researchers



Ms. Julie Simon Macariola

Manager, International Relations,
Shinawatra University, Thailand

Committee

Members

Organized by IFERP, the Women, Gender, and Leadership: Redefining the Power Paradigm Conference invites experts from various fields to join as committee members.

The Women, Gender, and Leadership: Redefining the Power Paradigm committee comprises four committees: Scientific Committee, Review Committee, International Advisory Committee, and National Advisory Committee.

Each committee is responsible for reviewing submitted abstracts, identifying conference themes and speakers, and more. The entire committee maintains the quality and integrity of the event while guiding to ensure the Conference meets the highest academic standards.

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Exploring the Role of Female Leadership in Fostering Positive Organizational Behavior and Cooperative Learning Communities in Chinese Universities

Han Juan

Faculty of Business, Economics and Accountancy, University Malaysia Sabah, Jalan UMS, Kota Kinabalu, Malaysia & Fujian Polytechnic of Information Technology, Fuzhou City, Fujian Province, China

Chiew Tung Moi

University Malaysia Sabah, Jalan UMS, Kota Kinabalu, Sabah, Malaysia

Abstract:

This questionnaire-based research investigates the influence of female leadership on fostering positive organizational behavior and cooperative learning communities within Chinese universities. With a sample size of 383 participants, the study delves into the perceptions and experiences of students and faculty members. Utilizing quantitative analysis methods, the research explores the correlation between female leadership and organizational behavior, as well as its impact on the development of cooperative learning environments. The findings highlight the significance of female leadership in promoting collaborative learning cultures and nurturing positive behaviors within academic settings. By examining the dynamics of leadership gender, this study contributes to the growing discourse on gender diversity and its implications for organizational dynamics and educational outcomes. The insights garnered from this research provide valuable implications for university administrators, policymakers, and educators striving to create inclusive and productive learning environments within Chinese higher education institutions.

Keywords:

Female Leadership; Organizational Behavior; Cooperative Learning; Chinese Universities; Gender Diversity

Empowering Startups Through Accelerator Services in Lebanon: A Phenomenological Case Study

Manal Hamzah

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Abstract:

This study explores the landscape of accelerator programs in Lebanon, a country plagued by severe political instability and economic issues. The research uses a qualitative methodology and is based on semi-structured interviews with 13 Lebanese entrepreneurs who launched firms between 2016 and 2019 and took part in accelerator programs. The interviews examine various aspects of accelerator programs, with a focus on the spectrum of services provided to startups and entrepreneurs, challenges, and the advantages gained from participation in accelerators. Key insights are revealed through the study including the importance of accelerator programs, the role they play in aiding startups, as well as the particular improvements or services that accelerators in Lebanon might provide to solve the unique challenges faced by entrepreneurs. The findings demonstrate that, despite accelerator programs being frequently seen as beneficial, there are distinct requirements and challenges that Lebanese entrepreneurs confront that may be better handled.

Keywords:

Lebanon, Entrepreneurship, Startups, Accelerator Programs, Economic Development

Advantages of Feminist Postmodernism in Viewing Women's Leadership: A Comparative Analysis with Realism

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Abstract:

In contemporary discourse on women's leadership, contrasting perspectives of feminist postmodernism and realism offer distinct lenses through which to understand and advocate for gender equity in leadership roles. This paper explores the unique advantages of feminist postmodernism over realism in the context of women's leadership. Realism traditionally emphasizes objective truths and hierarchical structures, often reinforcing existing power dynamics that marginalize women in leadership. In contrast, feminist postmodernism challenges these constructs by deconstructing binary oppositions, embracing diversity, and questioning essentialist assumptions about leadership.

This comparative analysis examines how feminist postmodernism encourages a more inclusive and nuanced understanding of leadership, recognizing the intersectionality of gender with race, class, and other identities. By foregrounding multiple perspectives and narratives, feminist postmodernism promotes the empowerment of diverse voices and experiences in leadership roles. Moreover, it critiques traditional norms and values, fostering environments where women can challenge and redefine leadership paradigms without conforming to pre-existing patriarchal frameworks.

Through case studies and theoretical frameworks, this paper illustrates how adopting a feminist postmodernist approach enhances organizational effectiveness, innovation, and ethical decision-making within diverse leadership contexts. By embracing complexity and fluidity in gender identities and roles, feminist postmodernism offers a transformative pathway towards achieving more equitable and inclusive leadership practices globally.

Keywords:

Feminist Postmodernism, Women's Leadership

Perspectives of Women's Leadership in Plastic Surgery Residency Programs and Community

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Abstract:

Background: Women's contribution to the medical field has significantly increased over the years, and this trend is also evident in Indonesia's plastic surgery community. However, despite the growing number of female plastic surgeons, they remain underrepresented in significant leadership roles. This study aimed to examine perceptions of gender equality, specifically regarding representation in leadership positions within plastic surgery residency programs and the plastic surgery community in Indonesia.

Methods: This qualitative study involved an in-depth examination of three plastic surgery residency programs in Indonesia. Using the maximum variation sampling method, a diverse group of participants, including residents, lecturers, residency program managers, and alumni user groups, was selected for interviews. The collected data were analyzed and processed using thematic analysis techniques.

Results: This study focuses on the theme of leadership, with three subthemes emerging that divided the respondents into three groups: proponents of gender equality, those who favor gender disparity, and those who view women as a grey eminence. These subthemes revealed conflicting opinions, highlighting the ongoing perception of male dominance in leadership roles within plastic surgery residency programs in Indonesia.

Conclusions: Despite the evolving gender dynamics within plastic surgery residency programs and the plastic surgery community in Indonesia, the representation of women in leadership roles remains a debatable issue due to existing disparities. However, there is a prevailing perception of gender equality, emphasizing the belief that women are capable to lead when given the opportunity.

Keywords:

Feminist Postmodernism, Women's Leadership

Internalization of Religious Education Based on Self Responsibility Through Religious Activities: Perspective of Psychology – Sociology of Religion

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Abstract:

This research will examine and analyze the internalization of religious activities at the 'Aisyiyah Ponorogo Integrated Social and Child Welfare Institution from a psychological and sociological perspective that incorporates the study of religion. The research will investigate the influence of religious activities on the sense of responsibility among foster youth, with a particular focus on behavioral outcomes. This research employs a qualitative approach with a case study design and prioritizes a Miles and Huberman analysis. The findings of this study indicate that a subset of the foster youth in the study population perceive themselves as capable of assuming responsibility and of conceptualizing the life goals they aspire to achieve. Moreover, they demonstrate exemplary conduct in terms of respecting others and assisting their peers. Nevertheless, some of the subjects continue to experience challenges in assuming responsibility and exhibit limited comprehension of the purpose of life. The methods employed in this context include advice, exemplification, habituation, and punishment. The primary factor influencing the development of a sense of responsibility among these individuals is the intrinsic desire to become responsible decision-makers in all aspects of their lives, including in matters of religion. The findings of this research have implications for formal and non-formal educational institutions seeking to implement diversity activities for adolescents in the context of moral decline.

Keywords:

Foster Youth, Sociology of Religion, Psychology of Religion, Religious Activities, Religious Education

The Role of Women in Leadership in Minangkabau: Gender Equality in a Matrilineal System

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Abstract:

This study explores the role of women in leadership within the Minangkabau society, known for its matrilineal kinship system where lineage and inheritance are passed down through the female line. This system places women in unique and important positions within the social and cultural structure of the Minangkabau community. Through a comprehensive literature review, this research analyzes various aspects of gender equality in the context of female leadership, including their roles in the family, community, and decision-making processes. The findings indicate that although Minangkabau women hold strong structural positions, they still face challenges in accessing education, economic participation, and involvement in decision-making. However, the matrilineal system also offers significant opportunities for women's empowerment, such as their central role in managing family assets and influence in customary decisions. This study highlights the importance of enhancing education and training for women and supporting local initiatives that promote gender equality and economic empowerment. This research provides deep insights into gender dynamics within Minangkabau culture and offers practical recommendations for enhancing women's empowerment in the community. By understanding the existing challenges and opportunities, it aims to foster broader dialogue on gender equality in leadership and its contribution to social and economic development.

Keywords:

Women in Leadership, Gender Equality, Matrilineal Systems, Minangkabau Culture, Female Empowerment

Does the Ciswak Ritual Truly Symbolize the Lack of Power Experienced by Chinese Indonesian Women?

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Abstract:

Women in Chinese Indonesian society can be considered as a subordinate gender. Indeed, numerous women serve as the main support system for their families and are compelled to shoulder the responsibility of their parents' financial obligations. While women do not often receive their surnames from their parents and may be subject to being utilized as a kind of economic exchange, they possess unique qualities and abilities. This study aimed to investigate the experiences of empowered women within the family who also face societal pressures to conform to patriarchal norms, such as undergoing ruwatan rituals. These rituals are believed to prevent difficulties in finding a partner and establishing their own family, as expected by the wider community.

Keywords:

Ciswak Ritual, Chinese Indonesian women

Empowering Women for a Sustainable Future: Integrating Gender Equality and Environmental Stewardship

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Abstract:

This study aims to evaluate the impact of government policies supporting gender equality on environmental sustainability in Indonesia. Utilizing a quantitative, cross-sectional design, data were collected through a structured questionnaire from a stratified random sample of 300–500 respondents across various demographic groups. The analysis revealed that factors such as access to education and employment, political participation, healthcare and reproductive rights, freedom from violence and discrimination, and economic empowerment positively influence environmental sustainability. Furthermore, supportive government policies significantly enhance these positive effects, underscoring the vital role of policy interventions in promoting sustainable development. The study recommends that the Indonesian government continues to implement gender equality-promoting policies, enhance women’s participation in political and economic spheres, improve healthcare and reproductive rights, and ensure freedom from violence and discrimination. This research contributes novel insights by empirically demonstrating the moderating role of government policies in the gender equality–environmental sustainability nexus, offering valuable guidance for policymakers and stakeholders committed to sustainable social and environmental transformation.

Analysis of the Dilemma of Women Facing the Digital Gender Gap under the Digital Economy

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Abstract:

Chinese society is transitioning from an industrial society to a digital one, leading to profound changes in the labour landscape for women in the digital era. On one hand, the digital economy presents new opportunities for women in the workplace, offering them greater prospects for development. On the other hand, the digital dividend has not been equally distributed among different groups, and may even exacerbate the digital divide between regions and genders. The gender balance in the employment structure of digital industries has experienced a considerable decrease as the digital economy has evolved, with the proportion of women declining steadily each year. Based on the dilemma of the digital gender gap women face, this paper explores, from the perspective of social cognitive theory, the impact of environmental and individual factors on Chinese women's behavior in the face of digital societal transformation. Furthermore, it analyses the causes of the digital gender gap among Chinese women and their interrelationships and proposes solutions.

Keywords:

China, Digital Gender Gap, Dilemma, Women

Investigating Gender and Grade Level Variations in Mathematics Self-Efficacy and Anxiety Among High School Students

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Abstract:

Affective aspects of students, such as self-efficacy and anxiety, significantly influence the process and outcomes of learning mathematics. This study aims to examine the differences in self-efficacy and math anxiety among secondary school students based on gender and grade level, as well as to explore the relationship between mathematics self-efficacy and math anxiety. A quantitative survey was conducted with a purposive sample of 144 secondary school students from both high schools and vocational schools in Service Branch XII of Central Java. Data were collected using validated questionnaires and analyzed to identify significant differences and correlations. The t-test was used to determine whether self-efficacy and math anxiety differed by gender, while the Kruskal-Wallis test was used to determine whether they differed by grade level, and Pearson correlation analysis was used to determine the relationship between self-efficacy and math anxiety. The analysis revealed a significant difference in math anxiety based on gender, while no significant differences were found in mathematics self-efficacy or math anxiety based on grade level. Additionally, the study found a negative relationship between mathematics self-efficacy and math anxiety, indicating that higher mathematics self-efficacy is associated with lower math anxiety. These findings suggest the need for targeted interventions to address math anxiety, particularly considering gender differences.

Keywords:

Mathematics Self-Efficacy, Math Anxiety, Gender

The Hybrid Work Model and What Women in Indian IT Companies Prefer

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Abstract:

The recent pandemic (COVID-19) changed the way business is conducted in several industries. One of the early responders to the situation was the Information Technology industry. Remote working was already prevalent in the IT Industry but it was only for select employees based on the role that they have been performing. The pandemic situation got everyone to work from home. Working from home was earlier a preferred choice for women employees but during the pandemic they found working from home extremely stressful. This was more prominent with married women who had various additional responsibilities at home. We worked on a detailed questionnaire and reached out to 307 women employees from the IT industry from 27 companies across India. We studied two groups of employees based on their marital status, those who were married/co-living and those who were unmarried and living without a partner. We tried to understand and compare the sense of belongingness amongst these two groups of employees. A One Way ANOVA was performed to compare the means and the outcome of the survey. The result was conclusive and corroborated the fact that, working from home was stressful during pandemic for married women. This was primarily due to lack of proper support systems at home. Also, the managers failed to understand the problems faced by married women during the pandemic. While with the onset of return to work initiated by most organizations, these married women prefer to work in a hybrid model. We interviewed a cross section of women employees, their managers and HR personnel. The relevant points that emerged have been tabled as recommendations based on the study.

Keywords:

HR, Covid 19, Hybrid Working, Women Workforce

Development of a Cloud Computing-Based Student Database Application Utilizing Google Workspace Education for Guidance and Counseling Service Needs Assessment Counseling

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Abstract:

This research aims to: (1) To implement a cloud computing-based student profile data set system utilizing Google Workspace Education for guidance and counseling service needs assessment, (2) To determine the model/prototype of cloud computing-based student database application for guidance and counseling service needs assessment, and (3) To determine the effectiveness of using cloud computing-based student database application for guidance and counseling service needs assessment in its application. This research uses a development method for instrumentation applications for assessing the needs of guidance and counseling services. Data collection using questionnaire instruments, observation and interviews. Data analysis using percentage analysis related to the application of valid, practical, and effective applications. The results showed that: (1) The mechanism for collecting student personal data is still done conventionally/manually based on paper. (2) Developed a model/prototype of student database application along with its usage guidelines to facilitate counseling teachers in carrying out assessment of guidance and counseling service needs in schools, and (3) Based on the assessment results of the acceptability test, and the effectiveness test of this research, the model/prototype of cloud computing-based student database application for assessing the needs of guidance and counseling services can be declared feasible to be used as the main tool of counseling teachers classified as guidance and counseling instrumentation applications.

Keywords:

Student Database, Cloud Computing, Needs Assessment

Empowering Democracy through Community Radios: A Case Study of Radio Mattoli in the 2019 Wayanad Election and Its Implications for the 2024 Polling

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Abstract:

This case study investigates the transformative potential of community radios in influencing election polling and voter empowerment, using the exemplary journey of RadioMattoli during the 2019 Wayanad Election as a lens for understanding. The study explores how community radios can amplify democratic engagement and shape electoral outcomes, setting a precedent for the upcoming 2024 elections. Focusing on the 2019 Wayanad Election, where Rahul Gandhi's victory marked a historic margin, the case study highlights Radio Mattoli's role as a dynamic force connecting airwaves to ballot boxes. As the sole community radio station in Wayanad district, Radio Mattoli's partnership with the Festival of Democracy, endorsed by the Election Commission of India and supported by UNESCO Chair on Community Media and the University of Hyderabad, propelled electoral literacy and awareness. Radio Mattoli's programming initiatives, including informative skits, expert interviews, and live interactive sessions, served as a conduit for educating citizens about voting procedures, candidate profiles, and electoral significance. Through the lens of Radio Mattoli's success, the study extrapolates valuable insights for the forthcoming 2024 elections. The case study underscores the pivotal role of community radios in bridging information gaps, igniting conversations, and shaping electoral narratives, thus serving as a beacon of empowerment in the journey from airwaves to ballot boxes.

Keywords:

Community Radio, Democracy, Election, Radio Mattoli

The Role of Government Assistance in Zhanjiang Holistic Tourism Branding

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Abstract:

In recent years, the concept of holistic tourism has emerged in China, providing a new perspective and direction for the development of the tourism industry. Government tourism assistance has been shown in research to impact public attitudes toward the tourism sector to some extent. This is particularly prevalent in China, where decision-making is made from the top down. As a result, the purpose of this study was to look at the role of government support in Zhanjiang tourist integrated marketing communication strategy in the context of holistic tourism development. The UTAUT and AIDA models are combined in this work, along with interaction and diversity expectations as independent variables and government assistance as a moderator. The researchers conducted descriptive and inferential analyses after distributing online surveys to 388 Zhanjiang residents. It is found that the major hindrances to Zhanjiang tourism's popularity have been identified as lacking promotion and construction. Furthermore, the results reveal that the audience appreciates receiving tourism information through mainstream media, and their adoption of integrated marketing communication is linked to performance expectation, effort expectation, social impact, interaction expectation, and diversity expectation. Additionally, government assistance is critical in creating Zhanjiang's holistic tourism brand and moderating the relationship between the adoption of integrated marketing interaction and diversity expectations. Overall, the paper states that the government should undertake comprehensive tourism as a key project in the region, supporting the reform of its overall structure and mechanism, and encouraging the participation of all main departments and society.

Keywords:

Government Assistance, Holistic Tourism, Integrated Marketing Communication, Unified Theory of Acceptance and Use Technology

An Exploration of Predictors of English Scores in an Admission Examination: Research Notes from a Turkish Context

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Abstract:

This study aimed to identify the predictors of the short answer scores in the English component of a private high school entrance exam. A purposive of 390 high school students were drawn from the student body who took the admission exam of a private co-educational high school implementing two international programs (International General Certificate of Secondary Education and International Baccalaureate Diploma Program) along with the Ministry of National Education (MoNE) program. Multiple linear regression was used to identify the predictors of English scores in the school admission examination. A statistically significant and moderate relationship was found between the scores in English and Mathematics scores in this admission exam conducted in a school located in eastern Turkey. The study is significant as it was conducted in a Turkish context using an admission assessment test for the first time. The findings yield important implications for practice for educators, practitioners, and curriculum policymakers.

Keywords:

English, Admission Examination, Turkish

The Impact of Management Information System's Organizational Slack to Syngenta Company

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Abstract:

Management information systems (MIS) is the usage of information systems at the operational, tactical, and strategic levels so that businesses are aided in the achievement of goals. (Oprea, 2007) While the use of MIS is already quite common, its many benefits have lately piqued the interest of researchers particularly on the phenomenon of slack. Companies typically prefer to remove slack as it has suffered from a negative reputation. However, recent studies by Bae and Rhee (2014) as well as by Heng, Ding, Guo, and Luo (2014) have shown that slack actually leads to innovation. It is because of these interesting discoveries that pushed the proponent to conduct a study on the contribution of organizational slack towards the innovative performance of Syngenta company. Survey were gathered to provide the needed information. Key informants were likewise interviewed in order to generate additional insights about the variables under investigation. The results showed convincingly that slack affects the innovation of the company. However, some effects of the slacks were positive and some were negative. The recommendations put forward by this research is that JDI should maximize its innovation, they should reduce both absorbed and unabsorbed slack as much as possible since slack and innovation are inversely proportional in JDI's case. As long as they cut back on excessive spending on equipment and make use of their spare resources like reserve funds, then the innovation the company will surely improve.

Keywords:

Absorbed Slacks, Unabsorbed Slacks, Management Information Systems, Innovation

Customer Engagement and the Corporate Sustainability Reputation of UNIQLO Impact Consumer's Purchase Intention as Mediated by Customer Satisfaction

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Abstract:

The ongoing debate on “fast fashion” and environmental impact has created a great divide amongst fashion industry players as well as consumers. The two sides of the narrative posits the upsides to retail manufacturing and consumer accessibility, whereas the other offers responsible consumption with long-term impact. Where fast fashion is defined as clothing manufactured at a rapid production cycle—from design to retail—for the purpose of creating or leveraging trends. This innovation in the supply chain has enabled clothing companies to introduce capsule collections over a two-week period. The United Nations Environment Programme (2019) published an article citing the fashion industry as responsible for two to eight percent of global carbon emissions, and with implications expanding to a social context. With cognizance of the United Nation's Sustainable Development Goal (UN SDG) 12, the conversation leads to a study on sustainable consumption and production patterns. One such company now participating in this conversation is UNIQLO. Considered among global players in the fast fashion sector, the company has decided to consciously depart from this approach towards a more sustainable model. This study focused on an investigation of the customer engagement and the corporate sustainability reputation of UNIQLO consumers as mediated by customer satisfaction. The main concepts include two independent variables of customer engagement, the dependent variable of purchase intention, and the mediator of customer satisfaction. The researchers intend to take a quantitative approach via survey questionnaire, adapting items from measurements scales in previous studies. A total of 449 responses will be obtained from students from Metro Manila, Philippines. The data obtained will undergo statistical tests, including Cronbach's alpha, Pearson's correlation, simple linear regression, multiple linear regression, and mediation analysis. The results highlighted, firstly, that the variables of customer engagement, corporate sustainability reputation, and customer satisfaction significantly correlate and impact purchase intention. Secondly, it indicated that customer engagement and corporate sustainability reputation can substantially influence purchase intention. And, thirdly, the observation on customer satisfaction partially mediating the relationship between customer engagement and corporate sustainability reputation on purchase intention. As we accelerate towards the United Nation's call to action on the SDGs come 2030, this study may bear significance to fashion industry practitioners, consumers, the Academe, on legislation, and the UN Alliance for Sustainable Fashion towards shifting the narrative on the fashion sector.

Keywords:

Customer Engagement, Corporate Sustainability Reputation, Purchase Intention, Customer Satisfaction, Fashion Business

Perceived Stress and Resilience of Criminology Teachers and Students during Covid 19 – Pandemic

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Abstract:

Due to the COVID-19 pandemic, education has undergone rapid and profound changes, leading to feelings of uncertainty, anxiety, social isolation, and potentially detrimental behaviors that undermine well-being. In this situation, it is essential to understand the link between perceived stress and resilience among vulnerable populations, including teachers and students, as society navigates the new normal in delivering high-quality education. Furthermore, since little scholarly attention has been invested in understanding the impact of the pandemic on Criminology teachers and students, targeted studies are necessary. Thus, this descriptive-correlation study assesses the perceived stress and resilience among Criminology teachers and students in Negros Occidental (Western Visayas, Philippines) during the pandemic. To this end, 154 Criminology teachers using total enumeration technique and 377 Criminology students from 12 different institutions were recruited using simple random technique to participate in an online survey. The data was collected through Google Form because travel restrictions and quarantine was still imposed during the conduct of the study. The study used the frequency and percentage in terms of the profile of the respondents, mean and standard deviation to determine the level of perceived stress and resilience and coefficient correlations for significant correlations. The findings revealed that Criminology teachers had a moderate level of perceived stress and resilience, indicating their ability to manage stress and cope with teaching challenges during the pandemic. Conversely, students experienced a high level of stress, particularly among females, while demonstrating moderate resilience. Furthermore, a notable disparity was found between teachers' and students' stress levels and resilience, affirming that the latter are more resilient, albeit more stressed, because finishing their degree during the pandemic signifies a remarkable achievement for them. These results underscore the need for tailored interventions that effectively manage stress and promote the development of coping mechanisms. By acknowledging the unique stressors Criminology students face and harnessing their inherent resilience, educational institutions would be able to support their success and well-being during these challenging times.

Keywords:

Perceived Stress, Resilience, Criminology, Well-Being, Pandemic

Issues and Challenges Encountered by Police Officers in Automated Fingerprint Identification System Operation

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Abstract:

Automated Fingerprint Identification Systems (AFIS) play a vital role in modern law enforcement by aiding in the identification and apprehension of criminals through fingerprint analysis. However, despite their significance, challenges in operating AFIS remain the main hindrance to its effective utilization. Thus, this study aims to investigate the issues and challenges faced by police officers in the Philippines with AFIS. Employing a convergent parallel mixed methods research design, quantitative data were collected through a survey questionnaire, while qualitative data were obtained through in-depth interviews. The study participants comprised six experienced Filipino police officers purposively chosen for their exposure to AFIS operations. The study uses the mixed method. Descriptive statistics and Mann-Whitney U Test were used during quantitative data analysis, while thematic analysis was used in analyzing qualitative data. The study findings revealed that the top challenge faced by police officers in the Philippines is comparing and storing fingerprints in the AFIS database, primarily due to insufficient training and technical support. Themes such as regular training, technical support, and continuous learning emerged to address the challenges related to fingerprint quality, technical issues, storage limitations, and hardware problems. The study also revealed that Filipino police officers encounter moderate challenges when operating AFIS, with variations depending on sex, age, and length of service. In conclusion, the study underscores the significance of continuous training, technical support, and effective communication for successful AFIS operations. Law enforcement agencies are urged to prioritize providing proper training and technical support to ensure accurate and reliable utilization of this technology in policing.

Keywords:

Automated Fingerprint Identification System (AFIS), Challenges, Issues, Mixed Method Research, Police Officers

Bullet Accuracy of Canik TP9SF Elite Pistol and Taurus G3 Pistol: A Comparative Analysis

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Abstract:

Bullet accuracy evaluation is vital for firearm enthusiasts as it directly affects effectiveness and precision. In addition, bullet accuracy is crucial in determining the suitability of firearms for various applications. However, limited studies have been conducted to assess bullet accuracy, particularly of handguns. Thus, this study used Randomized Complete Block Design (RCBD) to compare the bullet accuracy of Canik TP9SF Elite Pistol and Taurus G3 Pistol, two of the most used handguns. Each handgun was used in four experiment setups, each with varying distances (i.e., 40m and 50m) and types of bullets (i.e., reloaded and full metal). The handgun was fired thrice in each setup, and the results were recorded with the help of two ballistics experts. The collected data were analyzed using mean, standard deviation, and t-test. The study results are as follows: First, Canik TP9SF Elite Pistol had varying levels of accuracy depending on bullet type and distance fired. Second, the Taurus G3 Pistol demonstrated low accuracy regardless of bullet type. Third, Canik TP9SF Elite Pistol was generally superior to Taurus G3 Pistol, especially when using full metal jacketed bullets. Nevertheless, both pistols showed limitations in accuracy, particularly at longer distances.

Keywords:

Firearm Design, Groupings, Precision, Shot Placement, Shooting Experiments Statistical Analysis, And Type Of Ammunition

Emotion-Fueled Health Protection Purchase Intentions: Unraveling the Influence Amidst and Post COVID-19

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Abstract:

This study investigates the impact of emotions on consumer purchase intentions within the context of health protection, focusing on the COVID-19 pandemic and respiratory illnesses. Emotions are categorized into integral and incidental, examining fear-based campaigns and well-being associations in relation to consumers' intention to purchase vitamins. Utilizing the Appraisal-Tendency Framework and the Theories of Planned Behavior and Protection Motivation, we empirically test a set of hypotheses. Drawing from a randomly selected sample of 411 respondents from customers of drugstores selling vitamins, this research employs path analysis as the primary statistical technique. The results reveal significant effects of various factors on purchase intention, with varying degrees of influence. Notably, perceived behavioral control emerges as the most influential. While Threat and Coping Appraisal exhibit comparatively lower influence, they still contribute to the decision-making process. Emotion's impact is consistent with prior studies, indicating the significance of both positive and negative emotions in influencing protective behaviors. Furthermore, constructs of the Theory of Planned Behavior, specifically, subjective norms and attitudes, significantly shape purchase intention. This study contributes to understanding emotion-driven consumer behavior, highlighting the vital role of emotions, appraisals, and psychological constructs in shaping purchase intentions within the domain of health protection.

Keywords:

Theory of Planned Behavior, Purchase Intention, Appraisal-Tendency Framework, Health Protection

Students' Satisfaction on e-Learning at Faculty of Nursing-Medical Technology of Ho Chi Minh City University of Medicine and Pharmacy

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Abstract:

This study is conducted to describe the satisfaction on e-learning and identify factors related to the satisfaction on e-learning of students at faculty of Nursing – Medical Technology in a national University of Medicine and Pharmacy. We designed a cross-sectional study with questionnaire collected from 736 nursing students. The participants have high satisfaction with an average mean score of 3.86/5. The criterion with the highest value is Capacity and the lowest is Reliability. Factors related to student satisfaction with e-learning include gender, course, content of course, activities before class, distance education methodology and academic results. This result reinforces previous findings regarding e-learning satisfaction among nursing students in a developing country and contributes to the current systematic studies in this field at the developing countries.

Keywords:

e-learning, Satisfaction, Nursing Students, Factors

Communication Patterns of Hindu Towani Tolotang and Muslim Community in Sidenreng Rappang Regency

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Abstract:

Communication between groups has a contribution in maintaining and forming social relations that live in a multicultural society. This study aims to analyze the communication patterns of Hindu Towani Tolotang community with Muslim Community in maintaining harmonious relations in Sidenreng Rappang Regency, which can be an inspiration for people who live in a diversity of religions, ethnicities, and cultures. The research method is qualitative, using ethnographic studies that describe the meaning and form of socio-cultural in a multicultural society, by conducting observations and interviews with personality interviews and in-depth interviews. The research locations were in Amparita District and Duapitue District, Sidenreng Rappang Regency, South Sulawesi Province, Indonesia, where Hindu Towani Tolotang live. Research informants were selected through purposive sampling by choosing religious leaders, community leaders, and local government who are Hindu Towani Tolotang and Muslims. The results of the study show that, the Hindu Towani Tolotang community and Muslim community in Sidrap Regency use two communication patterns. First, the Wheel The group is led by a central figure referred to as the Uwa', who first serves as the recipient of all pertinent information. Second, all channels and the star communication pattern. This pattern allows for optimum member participation. That is, everyone has the same power to convey information and approaches to individuals and groups.

Keywords:

Communication Patterns, Tolotang, Diversity, Sidenreng Rappang Regency

Determinants of Female Employee Well-being: Interplay of Personal Agency, Societal Norms, and Organizational Contexts

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Abstract:

Drawing from a qualitative methodology, this study intricately examines the determinants of well-being within the framework of work and non-work domains. Through four detailed case studies, we unravel how individuals' experiences within their professional roles, embedded in various organizational settings, influence their well-being. Central to our analysis is the understanding that individual perceptions of well-being, while navigating work and non-work domains, are intimately intertwined with larger social structures, historical trajectories, and material conditions. The insights derived from these cases illuminate the intricate relationship between personal agency, societal norms, organizational influences, and well-being. Key findings highlight the significance of role flexibility, life stage influences, and specific life circumstances (e.g., single parenthood, spiritual engagement) as determinants of well-being. By providing a comprehensive understanding of the multifaceted determinants of well-being, this research offers valuable insights for organizational practices, policy-making, and individual well-being strategies.

Keywords:

Work-Nonwork Domain, Role Strain Theory, Job Demand-Resources Model, Well-Being

Enhancing Teacher Capacity in Implementing Internet Literacy Education

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Abstract:

As increasing the application of information technology, awareness of internet literacy is acquiring crucial for teachers. On the other hand, Indonesia is still in infancy in supporting educator capability on utilize global information through internet. We arranged a training module named The Smart People for Smart Schools to provide experiences to secondary high school teachers in exerting the internet in educational practice purposes. This study also examined validation of the module that benefit to improve teacher efficacy in implementing the internet literacy education to the students. Participant of this research were 25 teachers from 10 public secondary schools in Yogyakarta. Instruments used are Scale of Internet Literacy Education for Teacher and Test of Internet Literacy Education. Content and empirical evaluation of the module were conducted through professional judgment and untreated control group design with dependent pre-test and post-test samples. Data analysis using Aiken's V indicated that the module has adequate validity ($v > 0.70$) and independent sample t-test showed the significance effect of the training.

Keywords:

Experimental Research, Online Learning, Instructional Innovation, Professional Development, Teaching Practices

Increasing Women's Representation in Leadership: Challenges and Efforts Towards Gender Equality at the Executive Level

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Abstract:

This study aims to explore the gender gap in leadership, with a specific focus on the roles and challenges faced by women across various sectors. The data analyzed include correlations between various aspects of women's roles, personal responsibilities in leadership, and gender equality in corporate social responsibility (CSR) practices. The research utilized the NVIVO application to qualitatively measure achievements and realities in the issues of women, gender, and leadership gaps. The analysis results indicate a weak positive relationship between the challenges and opportunities for women in the information technology (IT) industry and personal responsibility in team leadership ($r = 0.254958$). Additionally, women's roles in the family and community also show a weak positive correlation with adaptability in female leadership in CSR practices ($r = 0.237367$). Other correlations indicate very weak relationships between various variables, suggesting that while there has been progress in some areas, significant gaps remain in the implementation of gender values and recognition of women's roles across sectors. This study highlights the need for further efforts to address barriers and support women in reaching their full potential in various leadership contexts. The findings provide important insights for the development of more inclusive policies and programs that support gender equality in leadership.

Keywords:

Gender Gap; Women's Leadership; Personal Responsibility; Gender Equality; CSR Practices; IT Industry

The Intersection Between Cyberfeminism, Gender Issues and Religion in The New Media Era

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Abstract:

The many cases of violence against women and children, as evidenced by the results of data surveys on violence in various countries, encourage feminists to move to empower women. Advances in information and communication technology have brought feminists into a new media era, which can be called cyberspace. Social media as one of the most widely used platforms in cyberspace by people from various parts of the world, has become a new public space to empower women from various kinds of subordination to them, which is embodied in cyberfeminism. Indonesia as a country with a majority Muslim population has presented Muslim feminist figures such as R.A Kartini, Qasim Amin, Hussein Muhammad, and others. However, in reality, there are still many gender-related cases that are happening today. The public view of the women's empowerment movement is still interpreted as resistance to men, even for most religious people consider it contrary to religious ideology. This study uses the performativity theory to analyze gender issues in the new media era and Husein Muhammad's gender thinking as a counter to religious ideology. Therefore, the research brings together cyberfeminism, gender issues, and religion in a theoretical study that can be implemented pragmatically.

Evaluating the Gap Between Actual and Target Competencies in Human Resources in Indonesia: Analysis of Key Competency Correlations and Innovative Approaches for Integrated Development

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Abstract:

This study investigates the disparity between actual achievements and target competencies of Human Resources (HR) in Indonesia, focusing on the identification and analysis of key competencies. Data were collected and analyzed using NVivo to explore correlations among various competencies, such as innovation management through power-sharing models and quasi-experimental methods. The results reveal a significant positive correlation among several competencies, indicating that improvements in one area can coincide with advancements in another. However, the findings also highlight a substantial gap between actual achievements and desired targets, underscoring the need for a more holistic and integrated approach to competency development. By utilizing NVivo, this research identifies areas requiring further attention and offers strategic insights for more effective HR development. The main conclusion of this study is the necessity to focus on strengthening underdeveloped competencies and leveraging synergies among competencies to bridge this gap. The proposed strategies aim not only to narrow the competency gap but also to enhance global competitiveness and Indonesia's readiness to face modern challenges.

Keywords:

Competencies; Gap; Innovation; Power; Quasi-Experimental; Correlation; NVivo

Bridging the Gender Gap: Challenges and Opportunities in Women's Leadership in the Digital Age

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Abstract:

This research explores various factors affecting gender gaps and women's leadership, identifying persistent structural, cultural, and policy barriers despite progress in women's empowerment. Although gender equality policies have increased women's workforce participation, challenges such as wage gaps and underrepresentation in senior positions remain. Digitalization and diversity also play crucial roles, with unequal access to technology hindering women's participation in the digital economy. Different feminist approaches highlight varying perspectives that can impede consensus in development policies. This study employs qualitative analysis using NVIVO software for data coding and theme processing. Additionally, traditions within the Catholic Church and Emiratization policies in the UAE highlight the need for reforms to enhance women's roles. Initiatives in the private sector show progress, but corporate support for gender equality faces obstacles. To address these gaps, a holistic and inclusive approach is required, encompassing more supportive policies, gender awareness training, and the elimination of structural barriers. These measures aim to minimize gender gaps in leadership, enabling women to contribute optimally across various life aspects.

Keywords:

Gender Gaps; Women's Leadership; Women's Empowerment; Gender Equality Policies; Structural Barriers; Digitalization and Gender

The Impact of Management Competencies, Critical Reflection, and Intercultural Skills on Human Resource Development and Business Success in the Digital Age

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Abstract:

This study investigates the relationship between various crucial competencies in the contexts of management, education, and business, particularly in the digital and globalized era. The findings reveal a positive correlation between the independence and competencies of university management teams in distance education. Additionally, critical reflection skills and intercultural competencies are shown to be vital for human resource development (HRD), enhancing communication, collaboration, creativity, and innovation in the context of Industry 4.0. The study employs a qualitative method, using NVIVO software for data coding and thematic analysis. The ability to communicate, collaborate, innovate, and be creative plays a significant role in shaping an effective organizational culture and strategic planning, including specific competencies. These findings underscore the importance of various competencies, including critical reflection and intercultural understanding, in supporting the autonomy and competencies of management teams in distance education. The research emphasizes the necessity of comprehensive competency development to tackle the challenges of the digital and global era.

Keywords:

Management Competencies; Critical Reflection; Intercultural Competence; Digital Era; Industry 4.0; Business Performance

The Role of Women in the Progress of Al-Munawwir Islamic Boarding School Yogyakarta

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Abstract:

At this time, women are still underestimated, especially in the aspect of leadership. Women are always compared to men in terms of responsibilities, such as being a leader or managing a big responsibility. It is as if women cannot carry out that responsibility and the negative idea about women is only in charge of doing housework. Even in some countries, restrictive rules are made related to women's activities. Such a view seems to need to be revisited. The purpose of this study is to examine the role of the government in carrying out its duties as the manager of the Al-Munawwir Islamic boarding school in Yogyakarta. This type of research is a field study that uses data collection methods from interviews, observations, and documentation related to the role of women in the progress of the Al-Munawwir Islamic boarding school in Yogyakarta. The results of this study show that the role of women in the advancement of Islamic boarding schools is very significant, including being the principal and head of the dormitory, playing an active role in the economic empowerment of the Islamic boarding school, managing the job training center, and running the event organizer, which is carried out at the Islamic boarding school.

Keywords:

Role, Woman, Islamic Boarding School, Progress, Leadership

