

**LEMBAR  
HASIL PENILAIAN SEJAWAT SEBIDANG ATAU PEER REVIEW  
KARYA ILMIAH : JURNAL ILMIAH**

Judul Jurnal Ilmiah (Artikel) : Detecting Levels of Environmental Disturbance from Fish Farming Using Multivariate Analysis  
 Jumlah Penulis : Sapto P, Riche H, Erma P, **Endah D**, Rony K, Anton S / 6 orang  
 Status Pengusul : Penulis ke- 3  
 Identitas Jurnal Ilmiah : a. Nama Jurnal : International Journal of Innovation Creativity and Change  
 b. Nomor ISSN : 22011323, 22011315  
 c. Vol, No., Bln Thn : Volume 12, Issue 9, 2020, pp 143-156  
 d. Penerbit : ijicc  
 e. DOI artikel (jika ada) :  
 f. Alamat web jurnal : <https://www.ijicc.net/>  
 Alamat Artikel : [https://www.ijicc.net/images/vol12/iss9/12914\\_Putro\\_2020\\_E\\_R.pdf](https://www.ijicc.net/images/vol12/iss9/12914_Putro_2020_E_R.pdf)  
 g. Terindex : SJR (2018) 0.187; Q3  
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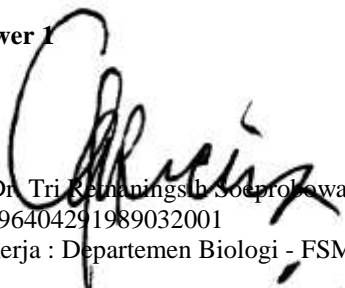
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b. Ruang lingkup dan kedalaman pembahasan (30%)	5,50	5,95	5,72
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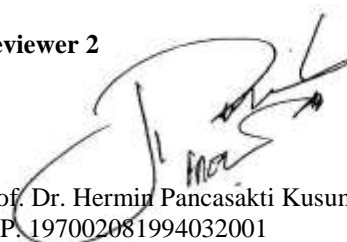
Semarang, April 2020

**Reviewer 1**



Prof. Dr. Tri Retnaningsih Soeprowati, MAppSc  
 NIP. 196404291989032001  
 Unit Kerja : Departemen Biologi - FSM UNDIP

**Reviewer 2**



Prof. Dr. Hermin Pancasakti Kusumaningrum, SSi, MSi  
 NIP. 197002081994032001  
 Unit Kerja : Departemen Biologi - FSM UNDIP

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 f. Alamat web jurnal : <https://www.ijicc.net/>  
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 g. Terindex : SJR (2018) 0.187; Q3  
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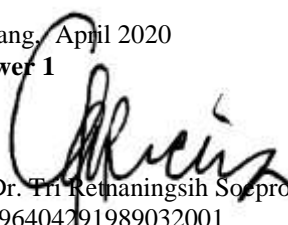
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- Kelengkapan unsur dan kualitas terbitan:**  
Artikel dimuat dalam International Journal of Innovation Creativity and Change, yang diterbitkan oleh Primrose Hall Publishing Group UK dengan kategori social science and education, subject art and humanities sehingga kurang tepat untuk kajian lingkungan di aspek biotik.

Semarang, April 2020  
 Reviewer 1

  
 Prof. Dr. Tri Retnaningsih Soeprbowati, MAppSc  
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d. Kelengkapan unsur dan kualitas terbitan/jurnal (30%)	6,00			6,00
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Semarang, April 2020  
Reviewer 2

  
Prof. Dr. Hermin Pancasakti Kusumaningrum, SSi, MSi  
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Unit Kerja : Departemen Bioteknologi - FSM UNDIP



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<b>Publisher</b>	<a href="#">Primrose Hall Publishing Group</a>
<b>Publication type</b>	Journals
<b>ISSN</b>	22011323, 22011315
<b>Coverage</b>	2013-ongoing
<b>Scope</b>	The International Journal of Innovation, Creativity and Change publishes scholarly work that promotes and fosters innovation, creativity and change in all fields of social sciences. The focus is on papers that will be influential in their field or across fields and will significantly advance understanding in the following topics: anthropology, sociology, politics, culture, history, philosophy, economics, education, management, arts, laws, linguistics and psychology. It provides an academic platform for professionals and researchers to contribute innovative work in the field.
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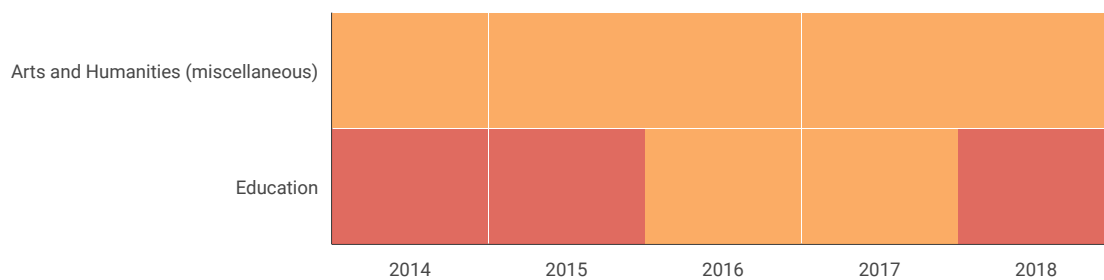
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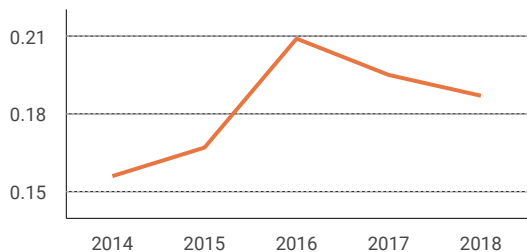
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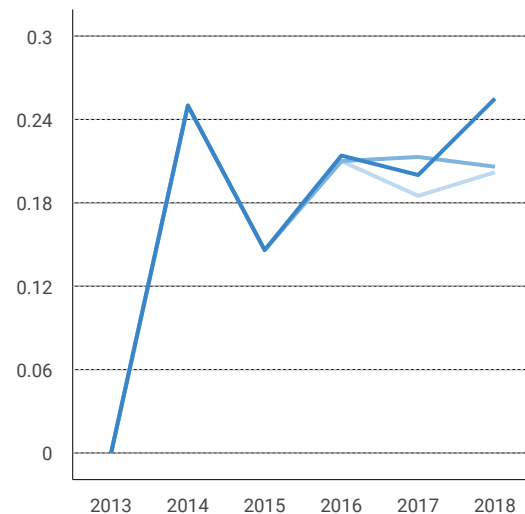
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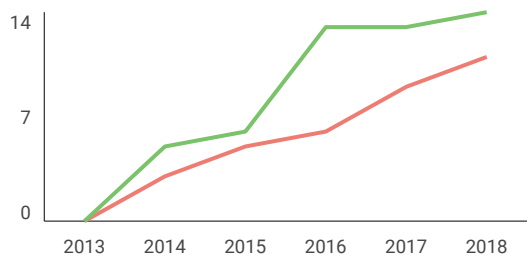
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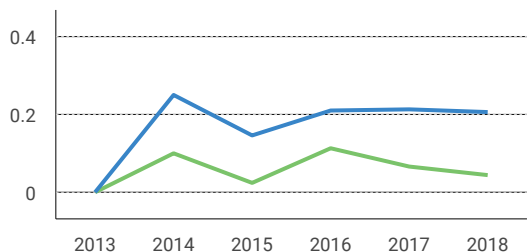
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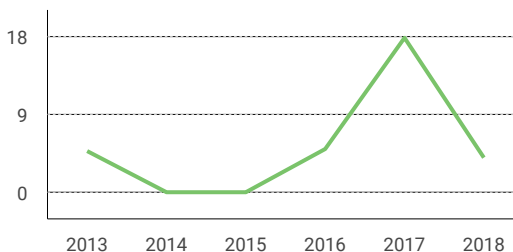
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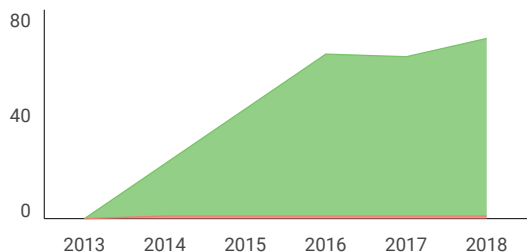
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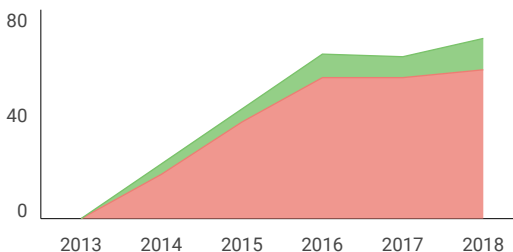
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Our Author Spotlight:

## Passionately Curious: How passion affects creativity in the context of supervisor support by Professor Tumpa Dey (/index.php/author-spotlight/96-passionately-curious-how-passion-affects-creativity-in-the-context-of-supervisor-support-by-professor-tumpa-dey)



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### Professor Tumpa Dey

Assistant Professor Organisational Behaviour and Human Resources

## (/index.php/author-spotlight/96-passionately-curious-how-passion-affects-creativity-in-the-context-of-supervisor-support-by-professor-tumpa-dey)

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**Bio (URL) :** <https://in.linkedin.com/in/tumpa-dey-bb9a384> (<https://in.linkedin.com/in/tumpa-dey-bb9a384>)

### Passionately Curious: How passion affects creativity in the context of supervisor support

In a sample of 400 employees working in 7 different large as well as moderately-sized manufacturing and engineering companies in and around Jamshedpur, India, I plugged a research gap recognized by creativity experts in the form of identifying a motivational mechanism other than intrinsic motivation that could affect creativity. As hypothesized, HP positively related to employee creativity, work engagement partially mediated this relationship in a supportive atmosphere. Same-source common method bias was reduced by employing dyadic data, both from the employees as well as their supervisors.

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## Four Pillars to Building a Positive School Culture by Dr. Jake Madden (</index.php/author-spotlight/107-four-pillars-to-building-a-positive-school-culture-by-dr-jake-madden>)



(</index.php/author-spotlight/107-four-pillars-to-building-a-positive-school-culture-by-dr-jake-madden>)

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### Dr. Jake Madden

Principal Al Yassat Private School, Abu Dhabi, UAE (</index.php/author-spotlight/107-four-pillars-to-building-a-positive-school-culture-by-dr-jake-madden>)

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### Four Pillars to Building a Positive School Culture

This article examines the premise of the Outstanding School. In dealing with such a premise, the paper examines what such schools have in common by detailing four key 'pillars'. Implicated in these pillars is the concept of leadership and the development of an appropriate school staffing culture. Building on the theme of change the article provides an insight into how change can be successfully implemented in a school when leadership is focused on what matters.

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## Applied Theatre as Participatory Action Research: Empowering Youth, Reframing Depression by Dr. Jason Sawyer (</index.php/author-spotlight/162-applied-theatre-as-participatory-action-research-empowering-youth-reframing-depression-by-dr-jason-sawyer-3>)



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### Dr. Jason Sawyer

(</index.php/author-spotlight/162-applied-theatre-as-participatory-action-research-empowering-youth-reframing-depression-by-dr-jason-sawyer-3>)

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## Applied Theatre as Participatory Action Research: Empowering Youth, Reframing Depression

This article documents a theatre based participatory research project implemented in response to an adolescent suicide. Integrating principles of play-building as qualitative research, youth participatory action research, and community education, youth ensemble participants build a play based on youth experiences of depression. Findings define depression, address stigma, deconstruct depictions of depression in the media, critique institutionalized helping systems, and offer hope for the future. Implications for collaborative youth engaged participatory research are explored alongside participatory media, stigma, community education, youth voice, social supports, and alternative paradigm research. Pages 83 to 97

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## Exploring the Impact of Pedagogical Strategies in Drawing Instruction on Drawing Skills Satisfaction: by Dr. Eric F. Eshun (/index.php/author-spotlight/95-exploring-the-impact-of-pedagogical-strategies-in-drawing-instruction-on-drawing-skills-satisfaction-by-dr-eric-f-eshun-3)



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### Dr. Eric F. Eshun

Senior Lecturer Kwame Nkrumah University of Science (/index.php/author-spotlight/95-exploring-the-impact-of-pedagogical-strategies-in-drawing-instruction-on-drawing-skills-satisfaction-by-dr-eric-f-eshun-3)

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## Exploring the Impact of Pedagogical Strategies in Drawing Instruction on Drawing Skills Satisfaction:

### A Case Study on Ghanaian Communication Design Students

This study delves into the understanding of Communication Design students' perceptions of drawing instructions and drawing skills satisfaction. The results show that there was no significant difference between students' perception of drawing teaching strategies based on gender. Also, the drawing learning strategies components demonstrated positive, significant relations with each other

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## The Correlation between 'Teacher Readiness' and Student Learning Improvement by Professor David Lynch (/index.php/author-spotlight/97-the-correlation-between-teacher-readiness-and-student-learning-improvement-by-professor-david-lynch)



(/index.php/author-spotlight/97-the-correlation-between-teacher-readiness-and-student-learning-improvement-by-professor-david-lynch)

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### Professor David Lynch

Professor Southern Cross University, Australia  
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## The Correlation between 'Teacher Readiness' and Student Learning Improvement

David Lynch, Richard Smith, Steve Provost, Tony Yeigh and David Turner, *Southern Cross University, Australia* (Pages 1 to 12)

This article reports the findings from a study that compared states of 'teacher readiness' with the learning performance of students. The findings of this study indicate that high levels of 'teacher readiness', as defined by the ACE approach, are associated with effective teaching and improvement in student outcomes. The study also drew attention to the idea that ACE focused leadership within a school has more impact on student achievement outcomes than external factors, such as school funding or even the socio-educational positioning of the school.

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## Tensions in Creating an Innovative Community of Vocational Education and Entrepreneurship by Dr. Teemu Ylikoski (/index.php/author-spotlight/98-tensions-in-creating-an-innovative-community-of-vocational-education-and-entrepreneurship-by-dr-teemu-ylikoski)



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## Tensions in Creating an Innovative Community of Vocational Education and Entrepreneurship

New innovations are necessary to ensure and enforce entrepreneurship skill development and working-life-centricity in vocational education. We present an example from Finland. InnoOmnia is a multi-actor knowledge community within a VET organisation. It brings together students, entrepreneurs, and teachers in a non-formal setting where traditional roles are revamped.

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## Determinants of Social Media Use by Handicraft Industry of Indonesia and Its Impact on Export and Marketing Performance: An Empirical Study

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The present study attempts to examine the determinants of social media use by handicraft industry of Indonesia and its impact on export and marketing performance. The primary data has been collected from the sample of 301 respondents. To examine the impact of incorporated variables on the marketing and export performance, the Confirmatory factors analysis and Structural equation modeling approaches are incorporated in the study, as well as several tests that were applied including descriptive analysis, KMO and Bartlett's test, rotated component matrix, convergent and discriminant validity. The results show significant differences in direct and indirect effects. The direct effects indicated that perceived ease of use and subjective norm are the insignificant predictors of marketing performance, whereas, relative advantage significantly predicts marketing performance. Likewise, for export performance, perceived ease of use and relative advantage are found as significant predictors. While the indirect effects show that social media use significantly mediated the relationship of perceived ease of use, relative advantage, subjective norm and marketing performance. On the contrary, no mediation of subjective norm is observed in the relationship between subjective norm and export performance, while, social media use acts as a significant mediator in the relationship of perceived ease of use, relative advantage and export performance. Also, the study embraces several theoretical, practical and policy-making implications for the marketing management practitioners and strategy developers to attain high levels of marketing and export performance with the utilisation of social media. Lastly, various limitations have been discussed for in-depth findings by future researchers. Pages 1 to 21

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## Toni Morrison's Desdemona in the light of Dante's Suffering Spirits: Confessions in The Divine Comedy

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The focus of this study is on the metaphorical portrayal of the insistent need of the spirits to confess flaws and actions they once engaged in when they were in earthly bodies, now they are living in a world in the afterlife. This theme is clearly reflected in Dante's *The Divine Comedy* (1308-1321), a long epic poem. Accordingly, this study deals with Toni Morrison's *Desdemona* (2011) in light of the confessions of Dante's suffering spirits' who are portrayed as characters in his *Divine Comedy*, shedding light in particular on the subject of individuals who have died and so are prevented in communicating to the living. Therefore, metaphorically converting the setting literarily to the afterlife gives an opportunity to specific individuals to reveal what they want to tell, and this is the best way for authors to communicate and give their viewpoints. Depending on this thread, the character of *Desdemona* is the victim in Shakespeare's *Othello* (1603). This heroine is unjustly accused of infidelity after too few days of marriage to Othello and killed without her truth being told. Morrison attempts to give a voice to this victim to tell what she wants to reveal but from the afterlife, a metaphorical world. The study is divided into several accounts, beginning with an introduction and a background illustrating and preparing the main important relevant points. Dante's *The Divine Comedy* is explained in a separate section according to the chosen theme. Then, Morrison's *Desdemona* is analysed in light of the intended purpose. Conclusions are presented to clarify the results. Pages 22 to 38

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### The Applicability of Value-Added Tax in Iraq

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The research aims to show the possibility of applying this type of tax as an alternative to the indirect tax system in Iraq, by using a suggested model suitable for application in the Iraqi environment. The research reviews the procedures through which it is imposed and the implementation of value added tax. The research presents the justifications that called for the introduction of the value added tax as one of the most important sources of tax revenue in Iraq. In addition to favouring it as an alternative to customs taxes in light of international and regional blocs, the value-added tax can consequently play an effective role in financial contribution in addition to other financial means and be appointed to the role of supporting the national economy. To achieve these goals, the following hypothesis has been tested: "The implementation of value added tax in most countries of the world makes their application in Iraq possible and effective as a substitute for the indirect tax system". The research concluded that until the advent of the implementation of the value-added tax in Iraq which provides tax revenues, the decrease in oil and customs revenue would be compensated for, and, as a result, this provides the entry for Iraq into the World Trade Organization, abolishing the customs tariff, and bringing low oil prices. Pages 39 to 50

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### The Effect of Employing the Electronic Cost Accounting System in Dealing with Government Spending: Applied Research in the General Company for the Cement Industry

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The research aims to shed light on the impact of employing the electronic cost accounting system in dealing with government expenditures in the General Company for the Cement Industry, The electronic cost accounting system has a significant impact on controlling government spending and the extent to which the service is used corresponding to the cost borne by the state by providing financial credits to accomplish activities that represent the basic building block of community service in all specialisations that benefit from it, which is represented by the inputs to reach a good production represented by the outputs. This requires spending money to achieve this goal by controlling government spending using an integrated accounting method that provides appropriate and timely data, and this method is to distribute the spending to the spending centres (the cost) according to the quantity and type of it, and to determine the responsibility about its spending, whether it is operating or capital expenditures. To achieve this, the research relied on the analysis of its variables on the questionnaire as a main tool for collecting data and information. The application results have shown that there is a positive and moral effect of employing the electronic cost accounting system in dealing with government spending, and this is a good indicator of the impact of the electronic cost accounting system in dealing with government spending for the research sample company. Pages 51 to 71

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### Reverse Processing Series System Integration with Cleaner Production Processes in Iraqi Industrial Companies

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This study aims to test the integral relationship between Cleaner Production (CP) processes and chain processes. The study adopted the issue of cleaner production processes as an explanatory variable, as well as the process of the reverse processing chain as a responsive variable. The study is in the field of production management and operations in four veins and proposes to answer the following question: Are the cleaner production and back-up processes integrated in the company under consideration? A key hypothesis has been formulated to be tested in the company in order to diagnose the complementary relationship between CP and reverse processing chain processes. To achieve a deeper understanding of that relationship the researcher has adopted a questionnaire methodology. The study reached a number of conclusions including the existence of a significant complementary correlation between cleaner production processes and reverse processing chain processes. As well this research provides an important proposal, namely that the company under consideration should adopt cleaner production and back-chain operations. This is better because one is complementary to the other and preserves the natural environment. Pages 72 to 84

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### Effect of Endorsers on the Evaluation of Fast Moving Consumer Goods (FMCG) Advertising and Lux Soap Brand Loyalty in Communities in the Regional Area of Jember

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This study was conducted to determine the effect of endorsers on evaluating fast moving consumer goods (FMCG) advertisements and brand loyalty on lux soaps in the Jember region. The research method uses Structural Equation Modelling (SEM) and testing using AMOS. There was a research sample of 182 people chosen through a multi-stage random sampling method. The study found that endorser variables, message content, message structure, and message source have a positive and significant effect on the evaluation of fast moving consumer goods ads. However the message format has a positive but not significant effect on the evaluation of fast moving consumer goods advertisements in the Jember region. A second test was conducted to determine whether the relationship of endorsers, message content, message structure, message format, and message source significantly influence brand loyalty in the Jember Korwil community while evaluating if fast moving consumer goods advertisements significantly influence Lux soap brand loyalty. Pages 85 to 97

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### **Internal Control Systems and Good Village Governance to Achieve Quality Village Financial Reports**

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This study examines the effect of internal control system implementation and good village governance on the quality of village government financial reports in Buleleng Regency, Bali, Indonesia. The research method used is quantitative with a database of research respondents. Research data was collected through filling out questionnaires and multiple linear regression tests were conducted to obtain the results of the study. The number of samples used was 30 village heads who received the village funds from the central government in the Buleleng Regency. Sample determination is assisted by using the Slovin formula. The results obtained show that there are significant simultaneous effects between internal control systems and good village governance on quality village government financial reports. The partial test results show that the internal control system and good village governance variables have a significant positive effect on the quality of village government financial reports in Buleleng, Bali-Indonesia. Pages 98 to 108

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### **Effect of Product Attributes on Consumer Satisfaction of Organic Vegetables at Dian Pertiwi Supermarket, Ambon City**

**Natelda R. Timisela<sup>a</sup>, Raja M. Sari<sup>b</sup>, Marfin Lawalata<sup>c</sup>, Stevianus Titaley<sup>d</sup>**, <sup>a,b,c</sup>Faculty of Agriculture, Pattimura University, Jln. Ir. M. Putuhena, Kampus Poka, Ambon 97233, <sup>d</sup>Faculty of Engineering, Pattimura University, Jln. Ir. M. Putuhena, Kampus Poka, Ambon 97233, Email: <sup>a</sup>nateladatimisela@yahoo.com, <sup>b</sup>natelda.timisela@unpatti.ac.id (mailto:nateladatimisela@unpatti.ac.id), <sup>b</sup>rajamilyanizasari@gmail.com, <sup>c</sup>marfinlawalata@gmail.com, <sup>d</sup>stevi\_74@yahoo.com

This research aims to analyse the effect of product attributes on consumer satisfaction of organic vegetables. The study was conducted at Dian Pertiwi Ambon City Supermarket. The research sample of 50 respondents was organic vegetable buyers taken by a random sampling method. The measured variables were customer satisfaction and product attributes consisting of the price (X1), packaging (X2), continuous and available on time (X3), clean and fresh (X4), quality (X5) and labelling (X6). Analysis of the research data was by using multiple regression. Based on the explanation above, the relationship between output and input is linear. The results of the analysis showed that simultaneously variables of prices (X1), packaging (X2), continuous and timely availability (X3), clean and fresh (X4), quality (X5) and labelling (X6) affect the satisfaction of organic vegetable consumers. This was shown with an F-count of 34.895 > F-table (2.29). The coefficient of determination was 0.83. This coefficient means that 83% of customer satisfaction can be explain by price, packaging, continuous and available on time, clean and fresh, quality and labelling. While other variables outside the model explain the other 17%. Partially the value of t-count for the price variable (X1: 5.93), packaging (X2: 4.37), clean and fresh (X4: 5.39), and quality (X5: 3.12) had a significant effect on customer satisfaction because of the value of t-count > t-table (2.01). Pages 109 to 122

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### **Promoting Knowledge Management Approach and Active Learning Model in Blended Learning Activities of Higher Education**

**Henny Suharyati<sup>a</sup>, Lungguh Halira Vonti<sup>b</sup>, Eka Suhardi<sup>c</sup>, Oding Sunardi<sup>d</sup>**, <sup>a,c,d</sup>Department of Education Management, Postgraduate, Universitas Pakuan, Bogor, Indonesia, <sup>d</sup>FKIP, Universitas Pakuan, Bogor, Indonesia, Email: <sup>a</sup>henny.suharyati@unpak.ac.id

This research studies the implementation of blended learning and to promote the implementation of knowledge management techniques and active learning model in the learning process. The data was taken by examining the theory, documents and surveys. Also data was collected by observation of activities in blended learning courses involving 100 students experienced in blended learning courses from the faculty of teacher training and educational science, majoring in four study programs. The research method applied was qualitative descriptive. This was done by describing the proses of teaching in blended learning courses and the implementation of knowledge management and active learning in blended teaching and learning activities. The key findings showed that the blended learning process consists of three steps: planning, developing and implementation. There was a significant correlation between variable X1 (knowledge management) and variable X2 (active learning) with variable Y (blended learning). Pages 123 to 142

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### Detecting Levels of Environmental Disturbance from Fish Farming Using Multivariate Analysis

**Sapto Purnomo Putro<sup>a\*</sup>, Riche Hariyati<sup>b</sup>, Erma Prihastanti<sup>c</sup>, Endah Dwi Hastuti<sup>d</sup>, Rony Koneri<sup>e</sup>, Anton Satria Prabuwono<sup>f</sup>,** <sup>a</sup>Centre of Marine Ecology and Biomonitoring for Sustainable Aquaculture (Ce-MEBSA), Diponegoro University, Semarang, Indonesia, <sup>b,c,d</sup>Department of Biology, Faculty of Science and Mathematics, Diponegoro University, Semarang, Indonesia, <sup>e</sup>Department of Biology, Faculty of Mathematics and Natural Science, University of Sam Ratulangi, Manado, Indonesia, <sup>f</sup>Faculty of Computing and Information Technology, King Abdulaziz University, Saudi Arabia, Email: <sup>a\*</sup>saptoputro@gmail.com, saptoputro@live.undip.ac.id (mailto:saptoputro@live.undip.ac.id)

Environmental disturbance of water ecosystem, both natural and anthropogenic, may affect sediment structure, which macrobenthic animals inhabit. This study aims to determine environmental disturbances caused by aquaculture, through linking abiotic parameters and macrobenthos community structures. A coastal area of Menjangan Besar Island, Central Java was researched, between August and November 2018. A systematic, random sampling method was used by collecting three stations from both: Location I (monoculture sites) and Location II (reference sites). Sampling occurred twice, with a sampling interval of two months. Non-metric Multi-Dimensional Scaling (NMDS) of Bray-Curtis similarities and k-dominance curves represented visually the differences between sites over time. To assess the environmental disturbance at each station, EWS-3SWJ software was introduced. Results were acquired using NMDS by location and sampling time. They indicate a tendency of grouping, and hence a degree of difference in macrobenthos community structure response, spatially and temporally. The results of the k-dominance curve at the R3T1 (Reference site; second sampling time) and station M3T1 (Monoculture site; first sampling time) are at the top. This indicates the dominance of a species from *Anodontia* sp. Both locations are classified as moderately disturbed areas, owing to the strong current and organic nitrogen level. Pages 143 to 156

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### The Effective Trading Strategy for High Dividend Stocks on the Jakarta Stock Exchange

**Yudhia Mulya<sup>a\*</sup>, Sri Hartini<sup>b</sup>, Chaerudin Manaf<sup>c</sup>,** <sup>a,b,c</sup>Department of Management. Faculty of Economics. the University of Pakuan. West Java. Indonesia, Email: <sup>a\*</sup>yudhiamulya@unpak.ac.id

**\*\*The Following Article is For Academic Purposes only and Should not be used as a Trading Guide\*\***

Companies with the ability to consistently share dividends would be an attractive investment to most investors. The Jakarta Stock Exchange released a new, high dividend index in the middle year of 2018. This study examines the most appropriate trading strategy for high dividend yield stocks, by comparing equally weighted Dogs and Dows (DoD) and minimum variance optimal portfolio strategies. The result of ANOVA testing shows that the DoD strategy provides significantly higher returns and risks in all periods of investment. Semi-annual portfolio rebalancing provides significant differences in performance among investment periods, in terms of the Sharpe ratio. It implies that dividend information allows investors to receive higher returns, which does not support the semi-strong form of the efficient market hypothesis. Pages 157 to 169

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### MSME Innovation and Value Chain Performance through Competitive Advantage

**Dini Lisnawati<sup>a\*</sup>, Suryana<sup>b</sup>, Eeng Ahman<sup>c</sup>, Chairul Furqon<sup>d</sup>,** <sup>a</sup>Student of Doctoral Program of Management, Postgraduate School, Universitas Pendidikan Indonesia, Bandung, Indonesia, <sup>b,c,d</sup>Study Program of Management, Universitas Pendidikan Indonesia, Bandung, Indonesia, Email: <sup>a\*</sup>dinilisnawati@student.upi.edu, <sup>b</sup>suryana@upi.edu, <sup>c</sup>eengahman@upi.edu, <sup>d</sup>c\_furqon@upi.edu

The fashion industry has recently become a lucrative industry in Indonesia. Its growth is constantly increasing, in contrast to the product fashion made by MicroSmall Medium Enterprises (MSMEs) in Indonesia. They are experiencing a trend of decreasing demand. Also, the sheer number of competing products from developed countries whose prices are lower and more fashionable in terms of function and appearance makes consumers prefer mass-produced products. One proof is the fashion centre in the city of Bandung. It has been decreasing in demand for the last three years. Declining public purchasing power is one cause of the decrease in demand for MSME products; it has been felt by most MSME entrepreneurs, from 2016 until now. This is consistent with the results of Statistics Indonesia (Badan Pusat Statistik, BPS) research. In 2017, 40% of the population was under pressure or crisis. This ensured that low purchasing power, innovation strategies, and product value are needed, to be able to compete with cheap but high-quality products in the market, to remain competitive. The research question is whether increasing product value and innovation will improve the business performance of fashion designers in the city of Bandung. Data is processed using Partial Least Square, on 99 MSME samples taken from consumer fashion houses in the Bandung area. The results illustrate that 99 MSMEs can improve their business performance, by escalating innovation and value chain management. Pages 170 to 181



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### **The Implementation of Industrial Training for Students with a Disability: The Role of Adaptability in Enhancing their Workplace Well-Being**

**Zainoriza binti Zainun<sup>a</sup>, Abdul Rahim Razalli<sup>b</sup>, Arasinah Kamis<sup>c</sup>, Kway Eng Hock<sup>d</sup>**, <sup>a,b,c,d</sup>Universiti Pendidikan Sultan Idris, Perak, Malaysia, Email: <sup>a</sup>zzainoriza@yahoo.com

Industrial training for schools was introduced by the Malaysian Ministry of Education in 2017. The Upper Secondary Industry Apprenticeship program [PIMA] was implemented in vocational schools, as an extension to the industrial apprenticeship program since 2010. Industrial training is a career transition to prepare students for the workforce. Special education students are also required to seek relevant knowledge and training, to acquire a career. Industrial training should provide an equal opportunity of education for diverse students, as stipulated in the Malaysian Education Blueprint 2013 to 2025. Hence, industrial training plays an important role in enhancing students' career well-being, and developing their potential, interests, and skills. This paper assesses the implementation of industrial training for students with disabilities. It is also examines the role of adaptability in enhancing students' workplace well-being. The results and implications are discussed critically. Pages 182 to 193

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### **A Study of Implementation of Village Government Competences in Aceh Province, Indonesia**

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This study identifies the competence implementation of Gampong government. Also, it analyses the obstacles and influences upon that implementation, in Gampong Lamteh Banda Aceh city, based on Law number 6, 2014 of the Indonesian Parliament. A descriptive qualitative design is used for this study. Data was collected by observation, interviews, and documentation. It was analysed using an interactive model that consists of data reduction, data display, and a conclusion. The results of this study found that certain factors became an obstacle, to the implementation of the regional competence of the Gampong Lamteh village government, which exercises the Gampong apparatus promoting socialisation under Law number 6 2014. There is representation in preparation to face various program policy implementation. Also, the Gampong apparatus has been able and prepared for full policy implementation, based on experience and government. In addition, the supporting factors of motivation, cooperation, awareness of responsibility, and a sense of belonging, provide an excellent Gampong government environment. In conclusion, the right communication, support, open disposition, attitude or commitment in event and bureaucratic structure becomes public policy implementation. The obstacle comes when the conversation does not run well. Pages 194 to 205

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### **A Study of Money Lending Philosophy, at the Bantul Traditional Markets, Indonesia**

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This study investigates the philosophy of the traditional market traders of Bantul Regency, in implementing loan activities. The obstacles encountered in implementing borrowed money, faced by traders in the traditional markets of Bantul Regency, is a principle of money lending. The design of this study is qualitative with descriptive analysis, which involved the traders themselves. It aims to illustrate and describe in detail the philosophical activity in money loans at the sites. Primary and secondary data are used. The informants were selected purposively. The results of the analysis show that the believed philosophy of the traders, in carrying out money loan activities from the providers, was an honest life philosophy. The obstacles faced by the traders were both internal and external. The principle of the money loan activities demanded by traders in the traditional markets in Bantul Regency, in future, is the principle of convenience combined with the law of prudence. Pages 206 to 221

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### **A Comparison of Student Environmental Literacy: Public and Islamic Schools in Banda Aceh, Indonesia**

**Rusli Yusuf<sup>a</sup>, Maimun<sup>b</sup>, Sanusi<sup>c</sup>, Iwan Fajri<sup>d</sup>, Jumadil Saputra<sup>e</sup>**, <sup>a,b,c,d</sup>Department of Civic Education, Faculty Teacher Training and Education, Universitas Syiah Kuala, Darussalam, Syiah Kuala, 23111 Banda Aceh, Aceh, Indonesia, <sup>e</sup>Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu, 21030 Kuala Nerus, Terengganu, Malaysia, Email: <sup>a</sup>rusliyusuf@unsyiah.ac.id, <sup>b</sup>maimunaceh@unsyiah.ac.id, <sup>c</sup>sanusi\_ppkn@unsyiah.ac.id, <sup>d</sup>iwan.fajri@mhs.unsyiah.ac.id, <sup>e</sup>jumadil.saputra@umt.edu.my

The purpose of this study is to examine the differences in students' environmental literacy levels, between public and Islamic high schools in Banda Aceh. This study was conducted in four high schools in Banda Aceh, involving 327 students. The data was obtained through a questionnaire of environmental literacy, administered to the students and analysed using descriptive statistics and SPSS version 22. The results of this study showed that high school students' literacy was good. Further, the student environmental literacy level at an Islamic school was higher than at a public school, with average scores of 3.821 and 3.684 respectively. The findings showed that female students' environmental literacy level was higher than male students; 3.637 and 3.528 respectively. In conclusion, the application of environmental literacy at all levels of schooling must be integrated with students' daily life. Pages 222 to 239



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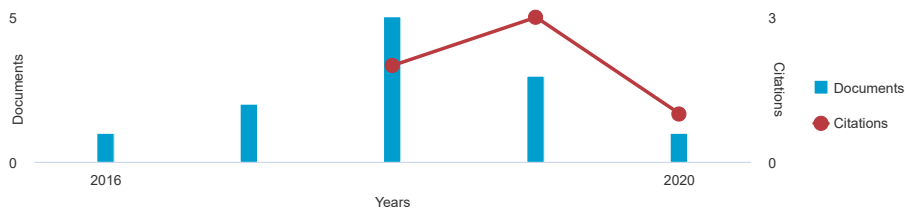
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