

**IV. ASC-2022/Fall Congress**  
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**Alcide De Gasperi University of Euroregional Economy in Poland**

# **Change & Shaping The Future**



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**Change**  
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**Shaping The Future**

Nov 3-5, 2022 / POLAND

**BOOK OF ABSTRACTS**

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**INTERNATIONAL ACADEMICIAN STUDIES CONGRESS 2022 FALL  
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Akademik Çalışmalar Grubu olarak dördüncüsünü, gerçekleştirdiğimiz kongremiz nicel ve nitel bakımdan çok üst düzeyde gerçekleşmiştir. 5. kongremizde Polonya'da geleceği şekillendirme konusunu ele aldık. Kongremize Türkiye'den çok sayıda değerli akademisyen ve iş adamı yüz yüze katılım göstermiştir.

Kongremize 181 bildiri ile başvurulmuş ve 107 bildiri kabul edilmiştir. Bildirilerin 24'ü Türkçe, 83'ü İngilizcedir. Kongremize 13 farklı ülkeden 221 yazar katılmıştır. Katılımcıların 46'sı Türkiye'den 1'i Polonya'dan, 53'ü Zaire'den, 3'ü Bangladeş'ten, 1'i Çin'den, 3'ü Kuzey Kıbrıs Türk Cumhuriyeti'nden, 4'ü Hindistan'dan 8 Kırgızistan'dan 75 Malezya, 1'i Birleşik Krallık, 1'i ABD'den Amerikalı, 21 Pakistanlı, 2 Özbekistanlı, 1 Bulgaristanlı. Yabancı oranı %80'dir.

Kongremize desteklerini esirgemeyen CRT Metal yönetim kurulu başkanı Atif Ceritbinmez, Onbeş Kasım Kıbrıs Üniversitesi Rektörü Prof. Dr. Remziye Terkan hocamıza, ABD Merkez Bankası Fed Eski Araştırma Direktörü Erkin Şahinöz'e, çalışmalarımızı herdaim destekleyen Hakan Çalışkantürk'e, bu süreçte grubumuz adına kongre başkanlığını yapan ve grubumuzu en iyi şekilde temsil eden Prof. Dr. Susran Erkan Eroğlu'na, 7/24 yurtiçi-yurtdışı iletişimimizi gerçekleştiren ve bu konuda özellikle yabancı katılımcılarımız ve konuklarımızın takdirini alarak grubumuzu yine üst düzeyde başarı ile temsil eden Doç. Dr. Mustafa ASLAN ve Sidar Atalay Şimşek Hocama da grubumuz adına teşekkür ederiz.

Ayrıca isimlerini tek tek saymak istemediğimiz, grubumuz adına tüm süreçte ve özellikle kongre sürecinde kongre kurullarında, oturum başkanlıklarında ve oturumlarda katkı sunan "gizli güçlerimize" kıymetli hocalarımıza da teşekkür ederiz.

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# **THE EFFECT USE OF VIDEO LECTURE ON POLITEKNIK KUCHING SARAWAK STUDENTS' MASTERY OF COMPUTER AIDED DESIGN SOFTWARE**

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## **ABSTRACT**

Computer Aided Design course in Department of Mechanical Engineering, Politeknik Kuching Sarawak utilizes Autodesk Inventor, a three-dimensional design software as its teaching tool. This study aims to analyze the effects of video-based instruction, which can be found for nearly any topic on the internet that grabs one's interest these days. The study measured students' rate of mastery of basic modeling skills while using Autodesk Inventor. Data collection was conducted by comparing pre-test scores and post-test scores, before and after the intervention of video lectures. Thirty-five (35) students were subjected to the intervention and the results suggest that video lecture instruction increased students' rate of mastery and retention of basic modeling skills. It is also observed that these video lectures provide students with a means of reference during the teaching and learning process apart from during self-study.

**Keywords :** Computer Aided Design, Video lecture

## **CHANGE OF LEGAL PERSPECTIVE OVER THE PERSON FROM RIGHT-HOLDER TO OBLIGATION-BEARER**

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### **ABSTRACT**

One of the main differences between the natural and the social sciences is that while the former of these deals with physical matters the latter deals with psychical matters. In the case of the science of law, although relates to physical matters closely, it incorporates any physical or psychical being into itself which is called an institution. Legal personality is an institution created by the legal systems in order to reflect certain beings' position in relation to others. It is at the discretion of the legislator to decide whether a being is a person or not in her own eyes. The result of this decision is the only line that divides any the whole beings into two: the persons and the properties. Although propriety is also an institution of the law, the position of the property against a person makes it non-desirable at all because it is widely, if not wholly, accepted that a person is entitled to use, benefit from, and even abuse a property that belongs to him. This is the result of the legal perspective of the person as a right-holder.

In this paper, we will discuss that the main objective of the science of law is to determine the limits of human actions through the obligations rather than blessing them with certain rights. In doing this; firstly, we will argue that the rights do not exist but they are only a reflection of the obligations; secondly, the so-called rights are in fact obligations that are to unnecessarily be borne by its holder; and lastly, the obligations are to be focused on in order to establish the public peace rather than the public order.

**Keywords :** Legal Personality, Right-Holder, Perspective Change, Obligation-Bearer, Public Peace

## **FACTORS AFFECTING CONSUMERS' ATTITUDES TO WEARABLE TECHNOLOGY: A SMARTWATCH REVIEW**

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The world, is in the process of a great digital transformation, where technological systems are being integrated into all areas of life. Digital systems are the result of the fourth industrial revolution. Digital developments affect many sectors and transform the production process of organizations through artificial intelligence and autonomous robots, cloud technology, augmented reality, simulation, system integration, big data, internet of things, 3D printers, cyberspace. These technologies are the building blocks of industry 4.0. Although the internet of things is one of the building blocks of Industry 4.0,, it is a new concept, and it has become more and more in use on a daily basis. It is affecting nations, organizations and industries. One of the sectors affected by all these new developments has been the marketing activities. IoT technologies have brought a new breath to marketing by integrating objects with each other over a wireless network and created a new sector, wearable technologies. Wearable technologies are technological products that can be integrated with the clothes or accessories people wear and can transfer data to integrated devices via sensors in their internal systems. Smart watches are one of the most widely used and well-known products of wearable technologies, which include products such as smart glasses, smart contact lenses, hearing aids, smart earrings, smart headphones, smart watches, smart bracelets, fitness trackers, smart bracelets. With their computer circuit and existing processors, they can be integrated with smart phones as well as being used alone.

If smart watches are integrated with the mobile phone, they can perform almost all the operations of the phone. Considering all these features, smart watches are developing day by day and taking place more and more in human life in an increasing rate. Furthermore, these technologies have started to attract the attention of the scientific world. Therefore, this study was conducted with the aim of examining the factors that affect consumers' wearable technology acceptance in a smart watch-specific manner. As a result of the literature review conducted for this purpose, the Technology Acceptance Model is used in this study. The study aims to examine the factors affecting the attitude and intention of smart watch users. Smart watches are considered a good representation of the wearable technology products. In order to examine the effects, this study was conducted with 390 participants using the online survey method. The obtained data were analyzed with SPSS 25 and AMOS 26 programs. As a result of the analysis, it was determined that the perceived usefulness, perceived ease of use and social influence had a positive effect on the attitude. It has been determined that there is a negative effect between the perceived privacy risk and the attitude. It has been determined that attitude has a positive effect on intention. The results of the research are aimed to provide useful information for researchers and application developers interested in wearable technology products.

**Keywords :** Smart Watch, Wearable Technology, Technology Acceptance Model, Attitude, Intention

## **CHALLENGES FACED TO ONLINE EDUCATION & LEARNING IN PAKISTAN DURING COVID-19 PANDEMIC**

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### **ABSTRACT**

This study required to analyse the challenges/issues teachers and students encountered in the online education & learning process as it was being carried out in Pakistan during the Covid-19 pandemic. The social, economic, and political systems around the world have all experienced COVID-19 as a nightmarish. In Pakistan, one of the most damaged sectors is thought to be education. The developed nations have already switched from traditional classroom settings to online learning environments, while Third World nations like Pakistan were most negatively impacted because they lacked the necessary technology for online learning at any point during the COVID-19 pandemic. There have been several difficulties in getting teachers and students to adopt new technology. In this study, closed-ended questionnaires were used in a mixed-method research design. To improve data collection and analysis, the researcher issued questionnaires to students, teachers, and the management in addition to conducting management interviews. This study offers advice to online teachers in Pakistan on how to overcome their difficulties. The results show a negative attitude toward faculty members using online learning environments for teaching and learning. The difficulties faced by faculty members prevented them from providing effective teaching and learning. Faculty members also needed extensive expertise teaching online and were not provided the right training to deal with the technical difficulties. This study will assist educators in improving the quality of online teaching in Pakistan by identifying the suitable solutions and suggestions by exploring the experiences and difficulties faculty members have with online education and learning.

**Keywords :** Online Education & Learning, Pakistan, Covid-19 Pandemic, Online Teaching & Learning Challenges

## FUTURE SCIENCE AND GLOBAL COMMON PROBLEMS

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### ABSTRACT

Futurologists accept the present as data and make predictions and evaluations about the future. Understanding the change and its effects and planning accordingly are the basic principles of future science studies. It is a knowledge-based study that aims to mobilize resources, to use them effectively and to get results for the realization of predetermined goals. Future science is concerned with every field that affects humanity, from economics to politics, from technological development to social change. Future science is actually about planning the future by knowing the past, understanding the present. Future science tries to understand the future by evaluating information about the future. The most important problem regarding future studies is that future researches are carried out by developed countries and the possibilities of the future are planned to be shared among rich countries. Since the developed countries, which have the financial means to finance the studies, also have the opportunity to direct the studies in line with their own interests, the most important obstacle to the future science studies is that the studies about the future serve the egocentric visions of the developed countries. At the point reached today, it is certain that "mutual dependency will increase more and more". In the current form of government structure in the world, no matter how powerful states are, they cannot cope with global threats alone. Therefore, each country's shaping the future according to its own interests can negatively affect other countries in the globalizing world. In global problems, the solutions produced by each country to save itself deepen the problems as a whole.

**Keywords :** Futurologists, Future science, Global problems

# INTENTION TO PRACTICE HALAL MARKETING AMONG POLYTECHNIC STUDENTS IN MALAYSIA

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## **ABSTRACT**

The current international marketing practice may not always be suited for the population of Muslims due to the various religious teachings of Islam that are reflected in all other parts of the life of Muslims. Islam is more than just a religion; rather, it is a comprehensive way of life that includes teachings and instructions for every facet of a person's day-to-day activities. In light of this, it is essential to design a unique method of marketing that is suited for and in line with the views of Muslims. The advent of halal marketing as a subfield of marketing expertise has motivated both academics and practitioners to study the theoretical and practical ramifications of the theory for companies and their clientele. Several research has shown that a lack of knowledge, consciousness, and comprehension of the halal concept among Muslim manufacturers of halal products may contribute to a deterioration in halal values. This lack of knowledge and awareness of the halal concept was observed in the studies. The purpose of this research is to determine the level of halal awareness and knowledge that exists among marketing students who have goals of working in the halal marketing industry in the not-too-distant future. In addition, the purpose of the study is to investigate the views held by the students on halal marketing. This study analyses and determines the level of awareness, knowledge, and attitudes of polytechnic students regarding their potential involvement in halal marketing through the application of quantitative research methodologies. It is anticipated that data will be obtained through the questionnaires filled out by students currently enrolled in a Diploma in Marketing programme at polytechnic institutions. Through the application of quantitative research methods, this study investigates and assesses the amount of comprehension that polytechnic students have regarding the halal concept and practices. The PLS-SEM approach was utilized in order to do the analysis of the survey's findings. The purpose of the statistical findings of this study is to attempt to understand the behavior of students in Malaysian's polytechnic with regard to their intention to participate in halal marketing. The findings of this study will also provide support for future research that tries to explain a larger fraction of halal producers or practitioners in Malaysia, a country where the subject is still in its early stages of development.

**Keywords :** Halal marketing, Awareness, Knowledge, Attitudes, Behavioural Intention

## **WORKPLACE HAPPINESS OF ORGANIZATION EMPLOYEES EFFECTS ON YOUR MOTIVATION**

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### **ABSTRACT**

Happiness is the state of contentment, happiness, and happiness that a person feels and feels because he/she has achieved everything he/she longs for and wants completely and continuously. Happy people approach events and situations more positively in every stage of their lives, both in their business and private lives, they are more social and their stress levels are lower. In addition, happy people have lower stress levels, so their immune systems are stronger. The most important factor for organizations to be successful in their activities and reach their goals is that the employees are both physically and mentally healthy, that is, their happiness levels are high. Happy employees will exhibit positive attitudes within the organizational structure, and thus they will be motivated to increase the performance of the organization. The aim of this study is to determine the effects of the concept of workplace happiness, which is thought to be so important in organizations, on the motivation levels of organizational employees. It is an indisputable issue that the positive effects of workplace happiness on organizational motivation are high. However; The issue of how these positive effects occur and how they affect the activities of the organization positively is examined in this study. When the studies in the literature are examined, the following conclusion can be obtained briefly; Factors such as good friendship relations among the employees of the organization, good communication of the managers with the employees, positive working conditions, rewarding and appreciation system are positive issues that increase the happiness of the employees in the organizations. Workplace happiness is extremely important for the future of organizations and the lives of the employees of the organization. For this reason, it is an important issue to identify and eliminate the factors that will make employees unhappy in organizations. In our study, firstly the concepts of workplace happiness and motivation were discussed, and then; It is aimed to reveal detailed results by examining the effects of workplace happiness on the motivation of organizational employees.

**Keywords:** Happiness, workplace happiness, motivation



# **OUTCOME-BASED EDUCATION (OBE) FOR INDUSTRIAL INTERNSHIPS EDUCATION PROGRAMS: INSIGHTS FOR LOCAL PRIVATE COLLEGE IN MALAYSIA**

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## **ABSTRACT**

The purpose of this paper is to share the results and continuous improvement of the curriculum structure of industrial internship training programs in local private college business departments, based on a survey conducted in 2020-2021. A total of 75 interns (25%) responded to a quantitative survey using a 5-point Likert scale to determine the effectiveness of intern training. Followed by in-depth interviews with 8 of selected trainees. As a result, it was found that there are factors that make industrial internship training effective: the role of the organization, the role of the supervisor, the role of the trainee, and the training and learning curriculum in the internship. The course offering included senior students who had completed internships in his different industries in multinational companies, state-owned enterprises, and local medium-sized companies. The practical implications of this research have resulted in changes to the curriculum structure of internship programs, improved student management and internship evaluation, and improved collaboration between universities and industry.

**Keywords :** Keywords: Industrial Training, Learning, Curriculum Development

## PRODUCT INNOVATION – JANNAH TRAVEL KIT

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### **ABSTRACT**

More of the business needed a product that meet customers and market needs because we live in the turbulent times. Definition of innovation is the introduction of something new, it could be incremental improvements to something that already exists for new services to products or processes. While definition in product innovation is development or improvement of products in a way that tries to solve problems for consumers, customers, companies or society in large. The purpose of this product innovation is for Muslim travellers to perform prayer when involving in outdoor recreational activities such as hiking, camping and fishing. This product known as Jannah Travel Kit. The objectives of the product are to identify the proper Muslim travel kit, to develop better quality product for usage and to evaluate the specified items needed in the kit. The sample was collected from primary data though questionnaire (survey) and online interviews with expertise from industries. Mix method was applied for the data collection. The data analysis showed all the respondents satisfied because it is small and easy to keep in the bag. There are a few recommendations proposed by the related travel agencies, Muslim travellers and outdoor expertise: the product was suitable for all but preferable for Umrah and Hajj travellers, it should wider not only for Muslims and some items in the kit can be improvise for usage. This product can help the Muslim travellers in their activities but have to do some improvement to expand in future.

**Keywords:** Muslim travellers, Jannah Travel kit, outdoor activities, multi-function product and convenient

# **PROBLEM OF ELABORATION OF THE FORECASTS OF THE SUBJECTS OF THE COURSE OF MATHEMATICS IN THE SECONDARY SCHOOLS: CASE OF THE TEACHERS OF THE CLASSES OF THIRD AND FOURTH SECONDARY**

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## **ABSTRACT**

This research follows an observation: the teachers of the secondary school mathematics course, particularly those of the third and fourth year classes of Quartier Gambela II, do not develop subject forecasts. However, the circular note n ° DEPS/CCE/001/84/00764/85 of March 27, 1985 specifies that the forecast of the subjects is an essential educational document, an important guide of the work which helps the teacher not to complete his course very quickly or not rush his teaching at the end of the school year to complete the program.

The purpose of this study is to explain the difficulties of developing subject forecasts by the teachers concerned. Thus, it emerges from our investigation in the field that the following factors are the basis of the observation that we have made:

- The lack of very extensive didactic materials (the national program, the textbooks approved and in accordance with the program, the school calendar and the civil calendar)
- The very broad content-subject of mathematics 3 and 4

- The insufficient weekly schedule, i.e. hours per week
- And the lack of theoretical concepts for calculating the numbers of working days, potential course days and actual course hours corresponding to the total number of lessons to be given throughout the school year.

**Keywords :** Forecasting, Mathematics, Teachers

# **AUTOMATED GUIDED VEHICLE (AGV) LINE TRAINING KIT USING ARDUINO**

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## **ABSTRACT**

Automated Guided Vehicle (AGV) has a mechanically built structure to transport items from one station to another station automatically. It is one of the material handling equipment that are most often used in the industrial applications to move materials around a manufacturing facility or a warehouse. The system is completed through the written code structure programmed into the Arduino Nano microprocessor which acts as the machine controller. The design attached at the front section of the frame is the ultrasonic sensor which is used to detect an obstacle and send signal back to the microprocessor to stop the motor in a 50 cm range from the detected obstacle. Meanwhile, the design attached below the frame, at the front is two auto calibrating sensors which can cover the line detection of 1 cm to 3 cm wide, dark colour line. The sensors are built with five infrared (IR) transmitters and receivers. Lastly, the auto calibrating sensors detect the presence of a black line on the ground and send signal to the Arduino Nano microprocessor which in return send signals to the motor drivers which are installed to control the speed of the motor to drive the wheels through a chain and sprocket drive.

**Keywords:** *Automated Guided Vehicle, Material Handling, Arduino Nano, microprocessor*

## HALAL ENTREPRENEURSHIP DEVELOPMENT AMONG POLYTECHNIC MALAYSIA STUDENTS

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### ABSTRACT

Individuals that are self-motivated have the opportunity to build their own professional path, produce revenue, and motivate themselves to develop things or services that people want or need through the pursuit of entrepreneurship, which is an opportunity. Students in today's higher education institutions are actively encouraged to pursue entrepreneurial endeavors and to play a role in the creation of new jobs. In recent years, academics who study Islamic economics have come up with a new phrase that they call "Halal Entrepreneurship" or "Halalpreneurship." The aim of this term is to distinguish and separate conventional entrepreneurs from those who work in the halal industry. The objective of this research paper is to investigate the growth of halal business owners and operators among students of Malaysian polytechnics who have taken entrepreneurship classes at their respective institutions. In addition to that, the purpose of this study was to investigate the students' perceptions, levels of financial assistance, and levels of market availability in relation to their intentions to become involved in halalpreneurship. The approach of the survey, which will be distributed to polytechnic students in Malaysia, will be used for the research. The data obtained from the survey will be analyzed making use of the Structured Equation Model — Partial Least Square (SEM-PLS). The purpose of the statistical analysis that this study undertook was to determine the elements that inspire people to start their own halal businesses. Regarding the implication side of things, it is anticipated that this study will enhance and provide a fundamental strategy to promote halal businesses among students attending Malaysian polytechnics.

**Keywords :** Halalpreneur, student's perception, financial assistance, market availability

## **RESTRUCTURING THE EDUCATION CURRICULUM ACCORDING TO THE NEEDS OF THE 21ST CENTURY**

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### **ABSTRACT**

The 21st-century world has become home to immersive technology that has already replaced people in many jobs that require manpower. Many professions have been lost, changed, or transformed. According to the projections of the OECD, in many more jobs, machines and robotic techs will be used without the need for manpower. However, human-connection-required professions have emerged in which machines cannot be used. Because of the function of education to produce a workforce, education systems need to be restructured according to these changes and developments in the labor market. The curriculum may be one of the main intervention areas as it constitutes the content of education and the sum of the learning experiences. The need for curriculum transformation has clearly come to light in the coronavirus pandemic. Normal life has stopped for a long time, despite the great technologies, incredible communication networks, and many other opportunities. These technologies may not function as expected unless there are skilled people using them. Therefore, one of the reasons for this pandemic crisis may be that the curriculum still reflects the traditional paradigms of the early stages of the industrial revolution. The present curriculum may be insufficient to prepare people for the world of the future. In this regard, the crisis experienced with the pandemic may be a curriculum crisis. Thus, this study aims to examine the curriculum crisis of the 21st century and to put forward suggestions. Eventually, we present some issues, inferences, and implications in this study. The curriculum of the 21st century needs to prepare students for the new demands brought by rapid social, environmental, and economic changes; for professions

that have not yet emerged; for technologies that have not yet been invented; and for social problems that have not yet been encountered. The curriculum also has to be flexible and resilient enough to handle future crises and ambiguity. In the present fast-changing world, it is desired that the curriculum be affected by these changes in the least possible way. A flexible curriculum refers to a curriculum that is sensitive to the needs of individuals. As a result, it has become a necessity for both Turkey and other countries to restructure and study the curriculum in a flexible and durable structure with the knowledge and skills that will enable individuals and societies to keep up with the pace of the age and survive in the 21st century world.

**Keywords :** curriculum, education, educational systems, learning, 21st century



# **DESIGN AND DEVELOPMENT OF AIRCRAFT MAINTENANCE MANUAL SMART READER AT POLITEKNIK BANTING SELANGOR**

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## **ABSTRACT**

Department of Aircraft Maintenance, Politeknik Banting is a Civil Aviation Authority of Malaysia (CAAM) approved Aircraft Maintenance Training Organization and is a leading aviation maintenance Technical and Vocational Training (TVET) institution in Malaysia. Aircraft Maintenance Manual (AMM) is a document that contains all the procedures that have to follow during the mandatory maintenance of an aircraft which is stated as in ATA chapters. A manual developed by the manufacturer of a particular airplane that contains information necessary for the continued airworthiness of that airplane. For each type of aircraft there is different type of AMM. Aircraft Maintenance Manual is a vital document for maintenance personnel. AMM are available currently in hardcopies and softcopies but because of a lot of ATA chapters in AMM we have to scroll and search for the correct procedure during the maintenance and sometimes the maintenance personnel and students get confuse if they are not familiar with the maintenance manual. AMM Manual Smart Reader is actually to enable the aviation student and maintenance personnel to refer to Aircraft Maintenance Manual an easy and fast access to the maintenance task within the AMM when undergo inspection in aircraft. The AMM is developed with speech

to text recognition and named Aircraft Maintenance Manual Smart Reader. The AMM smart reader was created by four software which is Framework 7, Adobe Phone Gap Build, Firebase and Cloud speed API. This application reduces the time taken to search on the maintenance manual and they can save their time when inspecting aircraft. Then, it also prevents the oil stains from contacting with the hardcopy of the maintenance manual when they use AMM smart reader. Currently the AMM Manual Smart Reader to be used by Politeknik Banting Selangor by students and lecturers for their workshop, laboratory practices and at the hangar for maintenance task.

**Keywords :** Aircraft Maintenance Manual; ATA chapters; Smart Reader; Framework 7; Airworthiness.

# THE MEDIATING ROLE OF SOCIAL MEDIA ADDICTION IN THE RELATIONSHIP BETWEEN DIGITAL CITIZENSHIP AND CYBER BULLYING

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## ABSTRACT

This research was carried out in order to determine the mediating role of social media addiction in cases where individuals who use digital formations at high levels, which are an extension of the modern life understanding changing in parallel with current technological developments, have digital citizenship understanding and individuals in the virtual environment voluntarily and repetitively hostile behaviors occur. Revealing this relationship is important in terms of the extent to which digital media opportunities and the compulsive and malicious behaviors of digital citizens, who own it, in the virtual world, are associated with social media addiction. Considering the impact of digital environments, and as an extension of social media, on daily life in shaping the future of humanity, research on digital environments has strategic importance for determining new living and working conditions. Digital citizenship, which is one of the variables of the study, is a concept used for people who take care of social benefit by using the digital environment actively and positively by highlighting compliance with legal regulations, rules and principles set by the society when using technology (Ribble & Bailey, 2007) or grouping digital information appropriately. (Farmer, 2010). The concept of cyberbullying, the relationship of which has been examined, is the repetitive and deliberately hostile behavior of individuals or groups in the digital environment (Tanrikulu, 2020). Social media addiction, whose mediation relationship is examined, can be defined as spending time on social media tools to an extent that prevents different social activities by being excessively busy with social media networks, creating a strong motivation for participation in new social media networks (Andreassen, 2015). Within the framework of these variables, 390 questionnaires collected by simple random sampling method on 4 different university students were analyzed. Since it is accepted that 384 samples will be sufficient for a population of 100,000 and above (Sekaran, 2003), the sample size of 390 obtained is sufficient to represent. In addition to the assumption that the answers reflect the truth, the research also includes limitations such as the application being limited to 4 Universities.

Pearson product-moment correlation analysis was conducted to examine the relationship between digital citizenship, cyberbullying and social media addiction. Mediation analysis (Sobel Test) was applied to reveal the mediating role of social media addiction between digital citizenship and cyberbullying. Hierarchical regression analysis was used to test the mediation hypothesis. As a result of the analysis, it can be said that there is a statistically significant relationship between digital citizenship and cyberbullying. In addition, in order to reveal the existence of the effect of social media addiction, which is the mediating variable, it is necessary to look at the change in the relationship between digital citizenship and cyberbullying, which are dependent and independent variables. Considering the effect of social media addiction, which is the mediating variable in this relationship, on the model, it was determined that the relationship was significant but weakened the relationship between dependent and independent variables.. This result shows that there is a partial mediation effect. It was concluded that there is a significant relationship between digital ethics, digital access, digital security and digital communication, which are sub-dimensions of digital citizenship, and cyberbullying behaviors. According to this partially significant relationship, as digital citizenship attitudes increase, cyberbullying behaviors tend to decrease. Examining this research conducted among university students in different sample groups or according to demographic characteristics will contribute to the literature.

**Keywords :** Digital citizenship, cyberbullying, social media addiction, university students

# THE CHANGING DEBATE ON INTERNATIONALISATION OF HIGHER EDUCATION

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## **ABSTRACT**

“Internationalization”, the growing border-crossing activities between national systems of higher education is losing ground to “globalization”, increasing border- crossing activities of blurred national systems which is often employed to depict world-wide trends and growing global competition. This article addresses recent issues of knowledge transfer. It points out tensions between increasing diversity in higher education and efforts to facilitate recognition of prior studies on student mobility. It shows the diversity of steering and management policies with respect to internationalization and globalization. Finally, it asks whether globalization of higher education has to be viewed as a manifestation of “turbo-capitalism” or could be viewed instead as a move towards “global understanding”.

**Keywords :** Internationalization, Globalization

## **MODERNIZATION IN THE OTTOMANS AND QAJARS: THE SOCIAL POSITION OF THE ELITES AND CHANGE IN THE 19TH CENTURY**

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### **ABSTRACT**

To have an idea about the current political and social situations of Turkey and Iran is to understand the similarities and differences of this transformation that took place in the 19th century. With reference to Edward Carr, it might be said that the authors of this study explore acknowledging that the past by being exposed to the conditions of the present and the past cannot be separated from the effort to understand how and why the past affects the present. Today, Turkey and Iran both maintain a historical rivalry and have various partnerships. This situation reaches its most obvious point when comparing Turkey's "Western" oriented political configuration and Iran's restructured state structure based on Shiite fiqh. But However prior to that , it is necessary to look at the 19th century, when the change became similar and evident. During the 19th century, countries which ruled by Ottoman and Qajar dynasties experienced a certain process of change. Comparing this change in terms of both prominent actors and power areas constitutes the framework of the study. It can be said that the Ottomans and Qajars started a technological, cultural and political change program against the threat of Tsarist Russia. Another common feature is that they have a Muslim majority population. On the other hand, their dealings with imperialist powers and their domestic dynamics have obvious differences. This situation caused the reforms attempted during the 19th century to yield different results. The efforts of both countries to implement a Western-oriented change program in a similar historical turn, and the reason why they are at different points today, have reasons that go back not only to their experiences in the 20th century, but also to the first period of change, namely the 19th century. The aim of this study is to explain some of the reasons for today's difference by revealing the crossroads in the direction of change in the 19th century.

**Keywords :** Qajar Dynasty,Tanzimat,Power Struggle,Modernization

# PERCEPTIONS OF MALAYSIAN POLYTECHNICS ON THE IMPLEMENTATION OF LEAN MANUFACTURING PRACTICES IN HIGHER EDUCATION

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## ABSTRACT

Competition in today's higher education sector is growing increasingly ferocious throughout the world. Higher education institutions must exhibit the highest quality and performance in order to be successful. Recognizing the benefits of lean implementation in the industrial industry, higher education institutions are not far behind. Malaysian Polytechnics are also in the process of using lean to boost their management and academic programmes. Furthermore, organisations have utilised lean as a method to enhance capacity, reduce and/or remove non-value tasks, and provide value to services and products for customers, clients, and students. Although lean manufacturing is a well-established idea, applying lean concepts to higher education institutions, particularly Malaysian Polytechnics, is a relatively new invention in the literature. As a result, the purpose of this study was to analyse current Lean in higher education institutions in order to enable researchers and practitioners obtain a better understanding of how to adopt Lean. This research advocated that institutions that employ Lean implement and justify changes using the PDCA cycle. When used as intended, this is a rigorous, scientific technique of experimentation that allows institutions to generate hypotheses and test them in order to understand how to advance fast and continually toward their desired future state. As a result of past research, higher education institutions should apply Lean in the academic and managerial fields in their respective institutions. It is especially important at Malaysian polytechnics to adapt and execute the lean approach in order to improve quality and efficiency.

**Keywords :** Higher education; Lean; Polytechnics

## THE INVESTIGATION OF THE EFFECTS OF LIVING WITH A SINGLE PARENT ON CHILDREN AND ADOLESCENTS

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### ABSTRACT

The aim of this study was to examine the effects of living with a single parent on children and adolescents. Because single parenting has significant effects on children and adolescents. It is important for future generations to grow up as healthy individuals and have psychosocial resilience so that they can adapt to social, economic, cultural and communicative, scientific and technological changes and find solutions to problems such as global warming climate changes, urbanization and population density and migrations. In this context, the need to examine children and adolescents living with a single parent arose. Children are left to live with a single parent for reasons such as divorce, living apart, abandonment, prolonged separations due to working in a different city or country and death. Young age marriage, low education level, divorced parents, having a baby before marriage, miscommunication, social, economic and cultural differences are among the factors that lead to an increase in divorce. Divorce affects not only parents, but also children and other members of the family. The effects of divorce differs depending on the child's age, developmental characteristics, relationship with child's parents and relatives. At pre-school children; regression (thumb sucking, bed wetting, parents and pounding, connecting to a favorite toy or object, clinging), increase in emotional needs, dependency, aggression, fear, anxiety, sadness, anger, sleep problems, as can be observed. At school age, problems such as outbursts of anger, defiance, committing crimes, school failure and truancy may occur. In a study conducted with 155 adolescents whose parents were divorced, it was found that there were statistically significant ( $p < 0.01$ ) differences ( $F(4,425) = 13.679, p = .000$ ) between the self-worth scores of the divorced ( $x=21,589$ ), non-subsistence ( $x=27,13$ ) and living in subsistence family ( $x=20, 95$ ). Adolescents who are divorced and raised in non-subsistence families have lower self-esteem than the children of subsistence families. Living in an non-subsistence family negatively affects the self-worth of children more than a divorced family. The self-esteem, trust in people, parental interest scores of the children of the subsistence family are higher, depressive affect and psychic isolation scores are lower ( $p < 0.5$ ). In a study in which the social skill scores of 309 adolescents living with single parents were compared: It has been found that social skill scores of the adolescents who go to the cinema (293.61), are higher than those who don't (279.28;  $t(307) = 4.53, p = .000$ ), who go to the theater ( $x= 303,58$ ), are higher than those who don't ( $x=285,00$ ;  $t(307) = 4,57, p = .000$ ), who go to the concert ( $x=299,20$ ), are higher than those who don't ( $x=285,02$ ;  $t(307) = 3,82, p = .000$ ), who go to the cafeteria



( $x=296,00$ ), are higher than those who don't ( $x=281,71$ ;  $t(307) = 4,64$ ,  $p = .000$  ). Social skill scores of the adolescents who play computer games ( $x=284,04$ ), are lower compared to those who do not play ( $x=291,71$ ) ( $t(307) = -2,43$ ,  $p = .01$  ). The difference between them is statistically significant ( $p < .01$ ). According to these data, the effects of living with a single parent has been discussed in terms of psychological and family counseling and some suggestions have been presented.

**Keywords :** Self-Worth, Divorce, Single Parent, Social Skills

# DESIGN AND FABRICATION OF TOOL BIT SHAPING GUIDE RING FOR BETTER TURNING OPERATION BY USING A 3D PRINTER

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## ABSTRACT

Tool bit or cutting tools are used in the lathe machine to form a symmetry workpiece. A cutting tool with different shapes can perform various operations such as turning, facing, boring, and undercut, also called single-point cutting tools. A few parameters should be considered while shaping the tool bit: side rake angle, side relief angle, side cutting edge angle, end cutting edge angle, and end relief angle. Shaping accurate side rakes and side relief become challenging to the student at Politeknik Kuching Sarawak as they lack experience in shaping tool bit. Inaccurate side rake and side relief angle cause bad surface finishing to the workpiece during turning while shortening the tool life. This study aims to design and print a shaping guide ring to improve students' shaping skills on side rake and side relief for right cut roughing operation cutting tool using a 3D printer. 3D printer, specifically fused deposition modeling (FDM), is a widespread technique in the design process to produce a prototype or model at an affordable price. This shaping guide ring has three identical parts and attaches to the tool bit. By referring to the guide ring, users with less experience will have a significant idea regarding the tool bit shaping angle. The researcher surveyed the user to verify the outcome of the product, and it found that most users were satisfied with the result of the tool bit. According to the students, they felt more confident in shaping the tool bit. Meanwhile, an angle gauge uses to verify that the side rake angle and side relief angle are in the acceptable range as recommended according to the tool bit material. With this newly designed cutting tool guide ring, students can shape a tool bit with a good side rake angle and side relief angle.

**Keywords :** Lathe, Cutting Tool, Tool Bit, Turning

# COMMUNICATION COMPETENCE OR LANGUAGE PROFICIENCY FOR EMPLOYABILITY? AN INVESTIGATION INTO MALAYSIAN POLYTECHNICS' ESL ENGINEERING STUDENTS

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## ABSTRACT

There are issues concerning language proficiency, communicative competence, and employability at Malaysian polytechnics. This study examined the relationships between communicative competence, language proficiency, and employability using descriptive analysis and inferential statistics. Pearson's Correlation determines the correlation between communication competence, language proficiency, and employability skills of Malaysian Polytechnic ESL engineering students. The total number of participants was 81 final-year engineering students. The findings revealed high positive correlations between communicative competence ("I can talk with a friend in English.") and employability skills ( $r = 0.854$ ,  $p = .031$ ) and language proficiency ("I can understand the English songs I listen to") and employability skills ( $r = 0.887$ ,  $p = .038$ ). The result is consistent with the theories. The result revealed that for the 81 students, communication competence, language proficiency, and employability skills are firmly and significantly correlated. Thus, it concluded that communicative competence and language proficiency are equally essential to ensure higher employability among Malaysian polytechnic ESL engineering students.

**Keywords :** Communicative Competence; Language Proficiency; Employability; Malaysian Polytechnic; ESL

## **TOURIST SATISFACTION TOWARDS PERLIS STATE PARK**

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### **ABSTRACT**

Satisfied tourists bring success to the tourism business. However, dissatisfied tourists might not go back to the same place and might not encourage it to other travellers. Even worse, dissatisfied tourists can review a place online and harm its market position. The current study aims to gauge tourists' levels of satisfaction because it is becoming increasingly crucial for promoting travel. Further, the findings were derived from a questionnaire survey of visitors who visited Perlis State Park. The objective of this study is to identify tourist satisfaction at Perlis State Park, to analyse factor influencing tourist satisfaction at Perlis State Park and to measure the satisfaction level of tourist at Perlis State Park.

Therefore, this study is proposed on how tourist satisfaction towards Perlis State Park. The purpose of this study is to see whether tourist satisfied with the visit to the Perlis State Park and also to know factor that contribute to tourist satisfaction at Perlis State Park.

**Keywords :** Keywords: Tourist, Satisfaction, Perlis State Park

# **MENU PLANNING: PERCEPTIONS TOWARDS MENU SERVED ON CAMPUS AMONG STUDENTS OF POLITEKNIK SULTAN IDRIS SHAH**

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## **ABSTRACT**

Students are always complaining about the food and beverages served at on-campus foodservice operations. I believe there are reasons behind their complaints, based on a study conducted there are negative responses regarding their satisfaction of foodservice operation inside campuses including the elements such as quality of food, ambiance, value for money, food and beverage selections, and service quality. To find out the students' perception on menu served of an on-campus foodservice operation in Politeknik Sultan Idris Shah, Selangor. This study will help to further elaborate regarding the foodservice operation operated on-campus with the elements as such quality of food, value for money, and food and beverage options. A survey will be conducted by distributing questionnaire to a sample of 30 to 300 respondents. The set of data and findings collected are of standard and precise. The demographic data illustrated above found that many of the respondents that took part in answering the questionnaires are female, and group age between 21 – 23 years old. The relationship between the components of value and quality of food, and food and beverage options with perceptions of students were evaluated in this chapter. Apart from that, item price value shown to be the upmost contribution in students' perceptions towards the element of value and quality of food. The analysis was done to obtain the factors contributing or affecting the level of satisfactions and perceptions towards on-campus food service operation among Politeknik Sultan Idris Shah's students. The results showed that the value and quality of food has the most positive effect towards students' perceptions towards on campus cafeteria followed by the food and beverage selections. Furthermore, based on the results, the perceptions of students towards Politeknik Sultan Idris Shah's cafeterias were found to be positive whereas mostly agreed that they were satisfied.

**Keywords :** Menu Planning, Perceptions, Menu Served

## **INTERNET OF THINGS FOR MANAGEMENT INFORMATION SYSTEMS: APPLICATION AREAS AND CHALLENGES**

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### **ABSTRACT**

Due to the rapid spread of digitalization throughout the world, process management differs in production, logistics, finance, marketing and similar areas in business life as well as in social life. This rapid change has a great impact on business management and as a result, the need for information management systems is increasing day by day. The developments in sensor technology and the widespread use of the internet in recent years force businesses to update their information management systems. One of the main issues that push information management systems to update is examined under the heading of Internet of Things. Internet of Things technology affects social life through smart applications as well as the business world. Today, internet of things (IoT) applications is used intensively in many fields such as health, agriculture, industry, education and urbanization. In this study, the concept, scope and application areas of the internet of things for information management systems are examined. The results obtained from the literature review and the examined IoT applications are discussed and it is tried to determine what kind of updates the information management systems need.

**Keywords :** Internet of Things, Management Information Systems, IoT Application

# **TRANSFORMATION OF INTERNATIONAL SECURITY IN THE POST-GLOBAL PANDEMIC: PROJECTIONS FOR THE FUTURE**

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## **ABSTRACT**

International security entered a new process in the nineties with the effect of the change in the global systemic structure. what the threat was clear at that time. The instruments to eliminate the threat were also relatively clear. In the new process, it seems that clarity has been replaced by ambiguity. In the institutional context, what will be the mission and vision of organizations such as NATO in the new process? What should be the changing agenda of security at national and global scales? Especially with the wave of technological change and transformation, non-state actors, which show an upward trend, have changed the parameters of the security equation. This has produced priority confusion among reference objects and problems of who and what the threat is. It is important how the new systemic structure that is in the construction process will respond to this new developments. The main purpose of this study is to examine the effects of the global pandemic crisis on international security in the process of change and transformation. Within the framework of this main purpose, first of all, the effects of the pandemic process on international security are discussed. Secondly, the transformation of international security is examined in the context of actors. Finally, the future reflections of the international security transformation are discussed.

**Keywords :** Global Pandemic, International Security, Threat, Actor

## **STUDY OF THE LOAD FACTOR ON THE EFFICIENCY OF AN HV/ MV TRANSFORMER". CASE OF THE UNILU SUBSTATION**

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### **ABSTRACT**

The load factor is a ratio that exists between the electrical energy actually produced by a transformer over a given period and the energy it would have produced over a given period if it had operated at its nominal power during the same period. In principle, it is a time-dependent quantity, which follows the respective transformer power consumption depending on the transformer load. According to our analyzes on a UNILU post transformer, the load factor is average over the duration of the analysis, we calculated over a week (see the curve). And this average is calculated over the operating time (the moments of energy interruptions are not taken into account). Thus as a result obtained, depending on the load of each week.

**Keywords :** Factor, Charge, Yield, Transformer



## **THE DIMENSION THAT SOCIAL MEDIA, A COMMUNICATION TOOL, BRINGS TO SOCIAL CHANGE**

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### **ABSTRACT**

This study examines the effects of the use of social media, which is a communication tool, on communication and relationships. Social media, which reaches large masses at once, influences many cultures and understandings and causes changes in person/person-specific behaviours. Behavioural changes shape relationships and add a different dimension to communication. The dominance of internet technology in today's new world order and keeping all fields within its scope has turned social media into a manipulation and communication tool. The increase in internet usage, the people spending time in the new world order, new digital media and entering a normalized life harmony such as breathing has taken social media out of just a communication tool and turned it into an interactive agency in today's world order. It evolved into a form that has made it impossible for individuals to stay away from this indispensable technology. Hence, the communication habits of individuals have also changed in such a digital life flow. While change takes place rapidly, and the flow of information takes place in our lives at a tremendous speed, it has brought with it, sometimes conscious and sometimes unconscious, all change, flow, what is wanted to be manipulated and manipulation methods. Although social media, which is a communication tool, affects social, cultural and political movements, it has the power to provide global mobility in the desired direction as an interaction tool. In the new world order, life ceases without social media, which controls it as the main factor of life, though it is agreed that nothing can be done. Social media means a world of advantages, but it also brings disadvantages. It is necessary not to ignore that the balance of advantages and disadvantages can be achieved through social approaches, though it is the person/persons in the first place. This study has tried to reveal how social media, which is the basis of the new world order, and how social media affect communities, cultures, thoughts and beliefs, how and how communication changes, especially people, and how it can change the dynamics in communication. It has been tried to reveal how even known facts can become tied to a thread and how the subject in question can be transferred to millions of people with the desired methods and techniques and become accepted. The fact that values are affected and changed so quickly, of course, what a significant disadvantage in

the life cycle with misuse and the fact that it creates an infrastructure for pollution in the new world order has an importance that cannot be ignored. The study will reveal the advantages and disadvantages of social media in the new world order in the process of change and development. It will raise awareness about what to pay attention to in the subsequent digital flow.

**Keywords :** Social Media, Communication, Interaction, Change, Development Process

# DESIGN LOW NOISE AMPLIFIER CASCADED USING T-MATCHING NETWORK FOR WIRELESS APPLICATIONS

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## ABSTRACT

This project presents the low Noise Figure (NF) cascaded LNA at 5.8GHz using T-matching network applicable for wireless application. The amplifier used FHX76LP Low Noise SuperHEMT FET. The LNA designed used T-matching network consisting of lump reactive element at the input and the output terminal. The cascaded LNA produced noise figure of 1.3 dB and forward gain of 36.8 dB. The input reflection ( $S_{11}$ ) and output return loss ( $S_{22}$ ) are -12.4 dB and -12.3 dB respectively. The bandwidth of the amplifier is more than 1.24 GHz. The input sensitivity is compliant with the IEEE 802.16 standards.

**Keywords :** Cascade LNA, Radio Frequency, T-Matching Network

## **POST COVID-19 CRISIS TRAVEL BEHAVIOUR AND SENTIMENT CHANGES TOWARDS THE PERCEIVED RISK: A CASE STUDY OF TRAVEL AGENCIES IN KUALA LUMPUR**

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### **ABSTRACT**

The Malaysian government has implemented a Movement Control Order (MCO) to prevent the spread of an epidemic of the novel coronavirus COVID-19. The Visit Malaysia 2020 campaign has been scrapped, causing a downfall in tourist arrivals. The tourism industry is hit the hardest because it can further spread the deadly virus globally. It is crucial for Travel Agencies in Malaysia to stay in business. The management has tried many ways to prevent the COVID-19 hitting the premises. Thus, this research aims to identify the crisis travel behaviour predicament throughout the COVID-19 issues and their approach to the changes. Three major factors contribute to the research, which is to identify the changes in people travel behaviour in post COVID-19 time, to determine the factor approach to surmount the crisis travel behaviour throughout the pandemic, and to analyse the pertinent recommendation to overcome the sentiment changes towards perceived risk throughout the pandemic. This research uses a quantitative method. The questionnaire was constructed using Google Forms and then distributed by WhatsApp to all potential traveler around Kuala Lumpur, Malaysia. The result indeed shows that travel behaviour and sentiment change due to safety purpose. Nevertheless, this research provided recommendations to other travel agencies and tourism provider on how to surmount an expected issue that arises.

**Keywords :** COVID-19, Travel Agency, Travel behaviour and sentiment

## **SPORT, AN EMPOWERING FORCE FOR INDIAN FEMALE PLAYERS: THE OPPORTUNITIES AND SOCIAL CONSTRAINTS**

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### **ABSTRACT**

The present paper attempts to shed light on the women's players status and highlights the triumphs, challenges and opportunities those have been facing by Indian female players since prolong. The aim of this study is to find out the major social- cultural constraints and major motivational and promoting factors that play a crucial role to fill the gender discrimination gap by Indian female players. The study has focused on reaching a solution to social and cultural barriers that retard women from free participation in sports, with a liberated mind-set. More specifically, the present study try to find out the constraint perceived by female players in their sports participation and explore the factors responsible for gender discrimination in sports. The present study has guided by Social Identity theory and Social Dominance theory. Several other theories are also employed to develop the aforesaid theories and construct a suitable theoretical framework for present research.

Despite numerous policies by governments to promote Indian female sportspersons in all forms of life, it has noted by researchers that the participation of women players are still fewer in sport activities. The focus of this study is to find out the major socio- cultural barriers and major motivational and promoting factors that play a crucial role to fill the gender discrimination gap by Indian female players. There are limited academic researches those have been done on the gender discrimination especially on the discrimination in sports especially in Indian Context. Women faced several challenges that retarded them from actively participating in sport. Some researches have identified the social barriers, but these have not come up with strategies to remove the barriers that disturb women from fully taking part in sport whether at familial, community and national level. In India, there is more coverage for male athletes in various sports but it has not followed in the case for female athletes.

In view of the above, the present investigation has planned to throw reasonable light on the various pointers of Indian sports women with the specific objectives:

1. To identify the major factors those have inspired Indian female players to achieve the socio-economic upliftment and to create a new identity in sports and games by gaining worldwide recognition.

2. To analyze the crucial social barriers and to identify the hidden social constraints, that retard women from participating in sports and games since prolong span.
3. To review the role of mass media, public policies and performance of Self-Help-Group for the Indian women and girls players.

This study would not explain the different type of sports but the main objective of this study is to just investigate the factors which are responsible for gender biasness or which are the further causes for gender discrimination and restrict women participation in area of sports. The main research question of this study is to investigating the social - cultural barriers and to find out the major factors those have fill the gender discrimination gap in sports field. The present study is based on the secondary sources. The study would be qualitative as well as quantitative in nature. The main tools of this study is to focus on various case studies of Indian female players. The research is also based on content analysis. Secondary data has been collected from books, thesis, journals, related bulletins, articles, magazines, newspaper and other reports, Centre for monitoring Indian economy, planning and development documents, census and internet etc.

The paper has reviewed above are relating micro to macro level and they are dealing with higher participation of Indian women players. The studies on Indian Women players are either at the international level or at the national level and the studies at the micro cum macro level are scanty. The available studies are related to find out the crucial social barriers and to identify the hidden social constraints, that retard women from participating in sports and games since prolong span.

**Keywords:** Indian Female Players, Sports and Games, Social constraints, well-being, self-esteem, social inclusion, Gender equality and Gender disparity, Socio-Economic Development, Mass Media, New Identity, Gender Discrimination, Indian Orthodoxy and Patriarchy.

# AN EVALUATION ON THE EFFECTS OF ENVIRONMENTAL CHANGES ON AGRICULTURAL PRODUCTION AND RURAL POPULATION MOVEMENTS IN TURKEY

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## ABSTRACT

Agricultural lands, which are the source of meeting the nutritional needs of people, which are the basic necessity of their survival, tend to be abandoned periodically in Turkey. In addition to different problems such as division by inheritance, inability to provide the desired income, unplanned construction, terrorism, it is seen that the cost of agricultural production increases and the yield decreases due to the increase or decrease in precipitation and temperature due to climatic changes. The situation that arises on the basis of cost increase and inefficiency forces people to leave agriculture and migrate to cities, resulting in a process that results in the abandonment of agricultural lands. In this study, the effects of climate-related environmental changes on agricultural lands and population movements in Turkey since the 1970s, when climate change and environmental problems began to be discussed in the international arena, were examined. Based on the literature review, this study was created by utilizing the open data of different institutions on issues such as agricultural production, population movements, agricultural lands, precipitation changes. It is seen that especially the Northeast Anatolian Region, Southeastern Anatolian Region, Eastern Anatolian Region and Central Anatolian Region in Turkey have been in the process of emigration for years due to various reasons. While the population of the country increases regularly, the number of insured people working in agriculture tends to decrease, similarly, while the urbanization rate increases, the agricultural land ratio decreases. The decrease or depletion of lakes and underground water resources, especially in regions where irrigated agriculture practices are practiced, encourages people working in the agricultural sector to produce products based on dry agriculture or to leave their land and gain economic gain in other business areas in the cities. In the study, it is recommended to increase the incentives for returning to agriculture and to expand the scope of supportive policies in production processes in order to maintain agricultural diversity and protect sectoral population balances in Turkey. In addition, considering the diversity of Turkey's climate and soil structure, it is predicted that possible food crises can be prevented by developing a guiding and planning understanding for land use and agricultural production.

**Keywords :** Agricultural Lands, Climate Change, Population Movements, Urbanization

## **CONTRIBUTION OF INTERNAL AUDIT IN THE GOOD GOVERNANCE OF PORTFOLIO ENTITIES: CASE OF GECAMINES**

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### **ABSTRACT**

The entity as an organization that produces goods and services; its development requires the proper management of accounting in which the imperative is fixed on the traceability of accounts, regularity, effectiveness, efficiency, monitoring of processes, internal control procedures, accounting organization and financial management. Accounting as a management tool in an entity, it involves efficiency, regularity, reliability and even information security. To detect all these aspects, entrepreneurs are faced with many difficulties in detecting strengths and weaknesses that can allow the entity to achieve its assigned objectives or even cause the latter to go bankrupt.

In the accounting organization, the entity goes through significant risks of bankruptcy or failure, hence the tasks and responsibilities to be assumed pose a crucial problem for several managers and managers. The inevitable tool for controlling and detecting bankruptcies, the audit is a tool for decision support, efficiency, regularity, fair information in order to bring the entity towards the ultimate goal. of his organization.

**Keywords :** Contribution, Audit, Internal Audit, Governance, Entity, Portfolio.



# **USING DISCOVERY LEARNING STRATEGY AS A TEACHING METHOD TO ENHANCE CONCEPTUAL MASTERY AMONG POLYTECHNIC' ENGINEERING SCIENCE STUDENTS IN LEARNING LINEAR MOTION**

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## **ABSTRACT**

The basic goal of all education worldwide is for students to have a conceptual knowledge of concepts. Students comprehend the topic thoroughly so their knowledge can be utilized in real-world situations. Knowing more than memorizing facts is what conceptual understanding entails. Students must understand physics concepts and be able to apply their knowledge in new situations and contexts. Students also must have the ability to find many alternative solutions to solve problems in physics learning. However, students frequently feel inclined to respond to complex questions. Students' conceptual challenges with science topics have become the primary concern of science educators. Since physics is the primary science topic, a strategy to strengthen students' conceptual understanding is necessary. Thus, a teaching strategy for enhancing students' conceptual understanding is required. Discovery learning is one of the method used to enhance conceptual knowledge. This study employs the discovery learning approach to enhance students' conceptual comprehension of linear motion. Forty-four of Engineering Science students from Polytechnic Sultan Idris Shah participated in this investigation. In this study, participants were given a pre-test to determine their prior knowledge before being given the post-test in learning Linear Motion through discovery learning. Following the pre-test, the student receives treatment, which includes physics lessons thru discovery learning.. Then post-test is then provided to all students to determine the level of the impact of physics learning through discovery learning on students' conceptual mastery. Multiple-choice form was employed as the research instrument. The results showed that applying the discovery learning technique improved students' conceptual understanding. The outcome revealed that the group performed better on the post-test than it did on the pre-test. Each question

evaluates aspects of remembering, understanding, applying, analyzing, evaluating, creating. The finding shows in remembering from 54.54% increases to 86.36%, understanding from 38.63% to 75%, applying from 43% to 68%, analyzing from 31.81% to 70.45%, evaluating from 33.36% to 61.36% and creating from 45.45% to 68.18%. According to the findings, students' conceptual knowledge of linear motion can be improved by teaching them through discovery learning technique.

**Keywords :** discovery learning, conceptual understanding, linear motion

# EMPLOYMENT OPPORTUNITIES IN RENEWABLE ENERGY IN THE CONTEXT OF GREEN JOBS

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## ABSTRACT

The production style, which does not care about nature and the future of humanity on a global scale, has brought some problems. Especially the problems such as climate change, decrease in resources and increase in poverty have brought the concepts of sustainable development, green jobs and green economy to the fore. The green economy is an economic structure that aims at sustainable development without destroying the environment, and focuses on the development of humanity and increasing the level of welfare. The effects of the policies created on this context, especially on the labor market, have been a matter of curiosity. As a matter of fact, the idea that green jobs and environmentally friendly policies will support growth and create new employment opportunities has become widespread. In this study, it is aimed to examine the employment opportunities in the field of renewable energy, taking into account the energy sector, which is one of the key sectors. As a matter of fact, considering the increasing need for energy and environmental problems, clean and renewable energy production methods are gaining importance as an alternative to fossil fuels, which are widely used. Renewable energy, which is increasing in the world, has a serious potential in Turkey. The effective use of this potential will create positive effects both in terms of employment and the environment. In this respect, it is important to examine Turkey's policies and current situation in this regard. Research findings show that there are efforts to increase the share of domestic and renewable energy sources in the energy portfolio and employment in the field of renewable energy is gradually increasing.

**Keywords :** Green jobs, green economy, renewable energy

## **THE EFFECTS OF INDUSTRY 4.0 IN CHILDREN’S PICTURE BOOKS: AUGMENTED REALITY APPLICATIONS**

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### **ABSTRACT**

Technological developments have always played an important role in shaping the era and many new fields have emerged as a result of technological developments. The field of children’s picture books started to emerge with the moving metal type technology developed by Gutenberg in the printing house in the 15th century, accelerated with the industrial revolution and started to develop with the photographic technology. Today, children’s picture books, designed mostly for preschool children, have been enriched with electronic, interactive and augmented reality with the technological developments that occurred with the 4th Industrial Revolution/Industry 4.0. Augmented reality technologies, which are one of the components of Industry 4.0 technologies, are used in many fields today and are also used in children’s picture books. Children’s picture books designed in print; The content is enriched with augmented reality applications by using interactive design elements such as sound, video, animation and three-dimensional illustrations. Children’s picture books enriched with augmented reality make the printed two-dimensional environment three-dimensional in the electronic environment and transform the reading and learning experience of children into a much more interactive form. The use of Industry 4.0 technologies, one of the basic principles of which is “virtualization”, together with augmented reality in printed children’s picture books enriches the books in terms of content and interaction, and also serves as a bridge between traditional media and new media. Children’s picture books enriched with augmented reality, offering an environment where both print and electronic media are combined; It also offers a collaborative work space for different disciplines such as art, education, publishing and software. In this study, children’s picture books enriched with augmented reality developed with Industry 4.0 technologies; will be examined in relation to the fields of art, education and technology. The study also presents a compilation research on children’s picture books, industry 4.0, augmented reality and augmented children’s picture books enriched with augmented reality.

**Keywords :** Children’s Picture Books, Industry 4.0, Augmented Reality, Virtualization.

# **THE EFFECTS OF DEVELOPMENTS IN THE LOWER-LEVELS MANAGEMENT STRUCTURE OF BUSINESSES ON THE INDUSTRIAL RELATIONS SYSTEM AND THE UNIONS IN THE NEW WORLD ORDER**

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## **ABSTRACT**

With the development of technology, significant changes have occurred in the management structure of enterprises and the Industrial Relations System since 1970 in the world. In fact, this process of change began in the 1960s with the implementation of the Total Quality Management process in Japan by the American statistician Edwards W. Deming. After the 1970s, the process of change gained momentum with the use of computer technology in businesses. Advanced technology has caused the management structure of enterprises and the Industrial Relations System to change. It is seen that these developments accelerate the globalization process and cause a difference in the socio-economic structure of the society and the transition to the information society.

With the development of technology, businesses have also gained a new vision. With the technological development and globalization, Japan's economic success and competitive advantage against the European Union economy has caused this production model to spread all over the world.

It brought the employee-employer relations closer to each other in the Industrial Relations system with the Quality Management application of the enterprises; they have come to share the same chance in international competition. In the Total Quality Management model, employees have had the opportunity to benefit not only from their physical strength but also from their brain power. It is seen that the lower-level employees of the enterprise have a say in the decision bodies with the opportunity to benefit from the brain power of the employees and the integration. With the emergence of a lower-level working class that takes into account how and how the product is obtained and the cost inputs in the enterprise, they also play a role in determining the wages of the workers, which are included in the cost elements. between the levels (lower, middle and upper level) of the enterprises. Thus, not only a producer, but also their knowledge and experience is benefited with their labor power. With the emergence of a lower-level working class that takes into account how the product is obtained and the cost inputs in the enterprise, they also play a role in determining the wages of the workers, which are included in the

cost elements. In this case, it is proved by statistical figures that the union is debatable in the workplace, that collective agreements decrease and the ratio of unionized workers decreases.

While unions are an institution that determines the working conditions and wage policy in a workplace, they also have an important activity that contributes to the establishment of social peace and the development of freedoms in the society. The unions need to re-plan their aims and objectives to adapt to the changing world conditions. In this context, unions should be compatible with both globalization and technological developments. 21st century. It has become obligatory to establish a laborer-Employer Advisory Board in order to establish a union organization that complies with the conditions. With the formation of this board, the need for the unions to regain their old strength and transform them into a strong and harmonious unionism institution against the new world order has emerged.

**Keywords** : Industrial Relations System, Lower Level Management, Trade Unions, Business, laborer-Employer Advisory Board

# **SHAPING SUSTAINABLE DEVELOPMENT THRU SUSTAINABLE EDUCATION: AN INVESTIGATION AMONG SUSTAINABLE CONSCIOUSNESS AMONG ADOLESCENTS IN TVET EDUCATION**

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## **ABSTRACT**

Sustainability holds to an ability to maintain at a certain level which is bearable and capable. As sustainable development is something which an individuals should consider and aware, the level of sustainability is less entirely adequate and consciously understood. Sustainable development acquires several qualities to shape the future. However, consciousness towards it is doubtful; looking on the way our planet, people and profit are managed. Thus, this study is aiming at crystallizing the sustainability knowledge, attitude, and behavior among young generation. This cross-sectional study is aiming at measuring sustainability consciousness among TVET youngsters. This quantitative study has utilized four sets of adapted items and has been distributed to all TVET institutions in Malaysia. The questionnaire has been preliminary conducted on 30 samples of a pilot test before it could be administered to the samples using simple random sampling. The finding is expected to give quite an impact and infer to sustainability awareness in Malaysian TVET education. The reliability of all constructs is more than good to measure what it supposes to measure. This preliminary study is randomly distributed via face to face and online questionnaire.

**Keywords:** Sustainable Learning, Consciousness, Sustainable Knowledge, Sustainable Attitude, Sustainable Behaviour, Youngsters.

## **ASSESSMENT OF PROGRAMME EDUCATIONAL OBJECTIVES FOR ELECTRICAL ENGINEERING DIPLOMA PROGRAMME IN MALAYSIA POLYTECHNIC**

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### **ABSTRACT**

Polytechnics in Malaysia strive to deliver quality education and become a leading edge in Technical and Vocational Education Training (TVET) institutions. To achieve the vision and mission, the curriculum is developed based on outcome-based education (OBE) which is based on trying to achieve specific outcomes in terms of individual students learning with an emphasises on measuring the student's performance. Nowadays, OBE has become an essential element in the accreditation of all engineering technician education programmes offered by Malaysia polytechnics. One part of the OBE that needs to be assessed is the Programme Educational Objectives (PEO). PEOs are specific statements that describe the expected outcome of graduates in their career and professional life within three to five years after graduation. This study aims to assess the achievement of PEOs for the electrical engineering diploma programme based on the alumni survey. In this assessment, a set of close-ended dichotomous questionnaires is used to obtain feedback from the programme alumni. This feedback is then analysed to determine the achievement of PEOs. The PEOs' assessment results are compared with the performance indicators defined by the department. The findings show that after three years of study completion, graduates are able to achieve the specified PEOs that are considerately designed to describe the expected outcomes of the graduates in their career and professional accomplishments a few years after graduation. The findings from this assessment provide a direct outcome measurement of the achievement of PEOs for the programme. The assessment of PEOs' achievements proves that the designed programme has successfully groomed the graduates to meet the programme's educational goals in producing holistic and competent TVET graduates capable of contributing to national development. Outcomes from this study can be useful for the continuous quality improvement (CQI) of the programme.

**Keywords :** Programme Educational Objectives, Outcome-Based Education, Engineering Education, Electrical Engineering, Polytechnic



## HOW TECHNOLOGY AND DIGITALIZATION SHAPE THE FUTURE OF ENTREPRENEURSHIP?

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### ABSTRACT

Technology and digitalization are becoming increasingly central topics of study for researchers working in a wide variety of fields, ranging from engineering and the humanities to economics and management. Business ventures are being influenced by digital innovations such as the Internet of Things, big data, cloud computing, artificial intelligence, and various platforms based on digital technology. These innovations are also changing the ways that extend beyond entrepreneurship and innovation practices to influence culture, politics, and society. The purpose of this study is to shed light on the ways in which technological advancement and increased digitalization are reshaping the landscape of entrepreneurship around the world include (i) a new demographic of entrepreneurs; (ii) a new map of entrepreneurs; (iii) a new nature of entrepreneurs; and (iv) a new ecosystem of entrepreneurs are the four trends that will shape the future of entrepreneurship. The results of this study make it abundantly clear that there has been and continues to be a significant expansion of the entrepreneurial economy. The fundamental shifts that have taken place present significant opportunities as well as

challenges to be overcome. This study contributes to a better understanding of the future of entrepreneurship and the ways in which technology and digitalization are swiftly taking the reins of the ecosystem that supports entrepreneurial endeavors.

**Keywords :** Technology, Digitalization, Entrepreneurship, Ecosystem

# **THE SOCIO-ECONOMIC PROBLEMS OF URBANIZATION IN THE CITY OF LUBUMBASHI STATE OF AFFAIRS AND PERSPECTIVES**

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## **ABSTRACT**

The increase in the standard of living; the creation of new penetration networks; the reduction of the hours of leisure and the industrial techniques of the current economic growth, bring important transformations of the urban forms which one can define like increase in the number of inhabitant in cities compared to the whole of the population is noticed in already existing cities; generally in territories considered attractive among other problems related to industrialization and urbanization, such as public hygiene, the complexity of which varies with many factors such as the climate; the traditions ; insalubrity and in particular the already existing health evolution; the multiplicity of informal commercial activities; the unsuitability of basic infrastructures (school; hospitals; markets; car parks) in the face of an ever-increasing population explosion; urban banditry; floods and overflows of water see the clogging of the gutters due to the bad management of waste are as many problems which result from the brutal urbanization of the city of Lubumbashi and which deserve to be taken into account to relate to the current state of urban spaces which must be developed and organized according to universal urban standards and a balance between the well-being of the inhabitants, the economic dynamics, the improvement of social relations without forgetting the preservation of the environment.

**Keywords :** The socio-economic, urbanization, city of Lubumbashi.

## **DIGITAL PROMOTION TOOLS IN NEW ERA OF DIGITAL ENTREPRENEURSHIP**

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### **ABSTRACT**

The promotion of brands in order to interact with potential customers through the use of the internet and other types of digital tools is referred to as digital marketing, which is also known as online marketing. The use of social media in conjunction with digital marketing can not only assist entrepreneurs in developing their business ideas but also make it simpler for marketers to get to know their target demographics. The use of social media as a platform for conducting business marketing is becoming an increasingly important strategy in today's world. The ability to share content and increase exposure for a small business may be accomplished quite easily and quickly thanks to social media. The number of people who can be reached through social media has the potential to reach millions all around the world. In an era marked by digital entrepreneurship, the focus of this article is on a discussion of digital tools that make use of social media platforms such as Facebook, Instagram, and Tiktok as promotional and marketing tools. The beginning of the digital era ushered in significant changes to the methods that companies use to sell their goods and services. The purpose of this debate is to provide marketers with guidelines, ideas, and tactics that will allow them to maximize the utility of using social media platforms as their marketing tools in order to leverage products and build the persona of brands. The social media platform itself has made available to its users a wide range of applications, including advertisements, fan pages, messaging, like buttons, posting photographs, hashtags, and comments, and so on. These social media platforms offer a great potential for entrepreneurs to make use of the resources that are supplied, and in the future, they will likely be widely used as tools for online marketing. Therefore, there is a need for additional organized investigations to move beyond postulated or expected results in order to get understanding of real life applications.

**Keywords :** Digital Entrepreneurship, Social Media, Digital Tools

# **TRANSFORMATION IN HUMAN RESOURCES MANAGEMENT: WORKING INDEPENDENT OF THE WORKPLACE AND DIGITALIZATION**

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## **ABSTRACT**

With the digitalizing world and business processes, human resources management has also entered into a change and transformation. This change is seen in all functions of human resources management. One of these is working independently from the workplace, as remote working. Working independently from the workplace, in other words, working remotely, has been adopted by businesses by increasing its importance with the pandemic period affecting the world. Because of this new business model, which offers the opportunity to work from different places where there is internet opportunity, it is necessary to establish the technological infrastructure of the enterprises. This shows the importance of digitalization for businesses. With this study, the transformation of human resources management is aimed to be explained in the axis of the mentioned facts. Therefore, firstly, the concepts of working independently from the workplace and digitalization were evaluated and discussed. The study type of research is aimed to explain the work from the workplace, which has increased importance and has developed through digitalization in human resources management. In this way, it is thought to be an important resource for future studies.

**Keywords :** Human Resources Management, Transformation, Digitization, Remote Working

## **VIOLATION OF THE PRESUMPTION OF INNOCENCE IN CONGOLESE LAW IN THE CITY OF LUBUMBASHI**

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### **ABSTRACT**

While the Universal Declaration of Human Rights of 1948 maintains in its first article that: "All human beings are born free and equal in dignity and rights.

The Constitution of the Democratic Republic of Congo of February 18, 2006, as revised to date, underlines the presumption of innocence, in its article 17 paragraph 9 in these terms: "Anyone accused of an offense is presumed innocent until his guilt has been established by a final judgment". The wish of the Congolese constituent is not to consecrate impunity by this principle, but on the other hand he defends that any delinquent who violates a rule of law, be arrested, auditioned while preserving his dignity, until the knowledge of his fate, by the final judgment.

Because does he believe that the recognition of human dignity constitutes the foundation of freedom, justice and peace in the world, in this same perspective, any commission of an offense does not lead ipso facto, the criminal responsibility of its author, given that the causes of justification and impunity are not ignored by the criminal code.

He wants the Congolese citizen to have confidence in the justice of his country, noting that he has not been tortured, violated or mistreated from his arrest, his invitation, his hearing until the pronouncement of the decision of the Tribunal, in all his human dignity.

**Keywords :** Violation, Offense, Presumption of innocence, Congolese law.

## **PERCEPTION OF LOCAL TOURISTS TOWARDS BORDER SHOPPING TOWN: PADANG BESAR**

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### **ABSTRACT**

Since the 1980s, the tourism industry in Malaysia showed robust growth. As a result, this sector has been given serious attention by the government due to its ability in generating income for the country as well as to increase the socio-economic status of the people. The formulation of a number of tourism-friendly policies, economic and political stability, the strength of the existing tourism resources, the opening of new destinations as well as an aggressive promotion have contributed to the increase in tourist arrival to this country. To ensure that the tourism industry continues to grow, Malaysia promotes a variety of tourism concepts such as eco-tourism, agro-tourism, urban tourism, cultural and historical tourism, health tourism, homestay, and so on. One of the tourism concepts that have been promoted is to travel around a number of destinations, which are located on the borders of the country. There is a total of 9 attractive tourist locations along the border of Malaysia-Thailand. The most popular activity in this destination is shopping, which the majority is visited by the domestic tourist. One objective of the government is to develop the border areas to provide job opportunities and a source of income to people living near the border as well as open up new areas for development. When discussing cross-border tourism, some of the issues that are repeatedly raised with this field of area are the trend of tourist movement and destination development, those who benefited from the development of border areas, visa issuance policy, administration of the Customs and Quarantine Complex, tax-free status, national security, smuggling activities, and others. Therefore, this study will discuss the Perception of Local Tourists towards Border Shopping Town: Padang Besar.

**Keywords :** Perception, Local Tourist, Border Town, Border Shopping.

## **USERS EXPERIENCE FEEDBACK SURVEY ON JOB HUNTING ASSISTANT APPLICATION**

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Hundreds of websites and mobile apps offer a variety of career services in many different sectors. Confused by the abundance of choices, many lecturers and students are put into a dilemma when it comes to the preparation of job applications. Challenges exist in terms of application quality, relevant context, costs and user display. Majority of the apps which are available in the open market do not cater to the Malaysian TVET students' needs, hence it leads to a very discouraging learning process for the students. This app is created in line with the Malaysia TVET context and is relevant to the students' needs of the Malaysian TVET system. The participants involved in developing this innovation are 30 lecturers and 156 students from nine (9) urban polytechnics. Through the users' experience feedback analysis, the most helpful section which is popular among the users are the content and information provided (tips/links/sample/video input), followed by the Interface of the application (visual/image), colours used in the application (theme/branding) and most importantly, there are video recording practices available in which users can record and review what they have recorded and improve their performance. This application has made the job search process easier by centralising all relevant documents needed and guiding job seekers through the entire procedure right before sitting for an interview.

**Keywords :** Job Interview, Job Hunting Application, Mobile Application, User Experience



## **CASE STUDY OF INVERTER AIR CONDITIONING LOGIC DURING UNDERCHARGE REFRIGERANT**

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### **ABSTRACT**

Preventive maintenance or regularly known as routine or schedule maintenance of equipment and assets to keep them running and prevent any costly unplanned downtime from unexpected equipment failure. In preventive maintenance of residential air conditioning, the evaporator, condenser, air filter cleanness, running current and refrigerant charge must be check and recorded to ensure the design cooling capacity can be delivered. Failure to conduct the preventive maintenance will lead to component clogging, high energy consumption and component malfunction.

The main objective of this case study is to study the effect of the air conditioner system while running in undercharge state. In achieving the objectives, some methods that need to be done. First, to find suitable capacity of air conditioning by using rule of thumb method. Next, the installation of wall mounted inverter air conditioning to be done and observation of three parameter which is compressor discharge temperature, expansion valve opening and compressor frequency of inverter system that affected if the unit running in undercharge refrigerant capacity. As conclusion, new sets of data and information on Inverter split unit air conditioning can be used for teaching and learning reference and can assist the troubleshooting work at site as well.

**Keywords :** Undercharge refrigerant; Inverter Air conditioning; Maintenance

## **AN ANALYSIS OF BULLYING EFFECTS ON THE ACADEMIC PERFORMANCE OF STUDENTS AT UNIVERSITY OF AGRICULTURE, FAISALABAD**

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### **ABSTRACT**

Bullying is known as repeated behaviors of aggressiveness that have the intend to create fear and deteriorate the emotions and self- esteem of another. Bullying mostly occurs when there is imbalance in the perceived power. There is a chance that the students with the best educational activities and highest social skills can be bully or aggressive in their social interaction. The overbearing of bullying by teacher, students and staff provide a clear elaboration of bullying. They may even be well mannered in their social circle especially with administrators, teachers, and other adults. The most important factor is to identify the bully students, after identification, it will be quite easy for the school to take action. The main purpose of the study was to examine that bullying effects on students' educational activities. The population of this study was all students of Computer Science

Department of University of Agriculture, Faisalabad. There were 953 students in C.S Department. There were 188 students in third semester that is the total population of this research. Sample size of this study was 111 with the confidence interval 6. Simple random sampling technique was used for the selection of sample. A well-structured questionnaire was used to collect data. The data will be analyzed with the help of Statistical Package for the Social Sciences (SPSS). Develop bad habits regarding the impacts of bullying on the academic achievements of students is the second main cause. The mean value and weighted score are 3.96 and 357 respectively. Main cause regarding impacts of bullying on the academic achievements of students is Less participation in class. The mean value and weighted score are 3.81 and 343. Teacher should develop sense of right and wrong among students regarding the scholarships increases the morale in the students is the second main cause with the mean value and weighted score are 4.18 and 706 respectively. Main cause regarding students' perception regarding scholarships increases the morale in the students is Teachers should set clear rules and expectations before children about the behaviors of peers. The mean value and weighted score are 4.11 and 705. Teachers must focus on mental and psychological condition of students to judge which students are getting involve in negativity or violence. Encouragement or positive response from parents, teachers and peer group can turn students' behavior towards positive traits. Lower academic achievement can also cause negative behavior or violent activities among students. So parents and teachers must focus on studies to keep students busy.

**Keywords :** Bullying, Students, academic, performance, attitude

## **CHALLENGES IN QUALITY OF EDUCATION IN HIGHER EDUCATION INSTITUTIONS (HEIS) OF PAKISTAN**

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### **ABSTRACT**

The purpose of this study is based on exploratory research to identify “Challenges in Quality of Education in HEIs of Pakistan”. The exploratory research approach is used to achieve the objectives of the study in less time and with inexpensive means. Pakistan is facing a lot of challenges in the education sector such as curriculum, few training institutions, corruption in education, teachers’ behavior, and less research work. Emerging Issues in the education sector are fewer training institutions and the trend toward research work which is essential to follow for the growth and strength of any economy. The purpose of our research is to identify the major challenges in the educational sector in Pakistan which the educational sector is suffering for the last few years. The researcher used triangulation to carry out the reliability and validity of the data for results. So, to conduct this triangulation the researcher used questionnaires for the students, questionnaires for the teachers, and interviews with the management. . In this regard primary data was collected from the focused group of students using a sample of 100 questionnaires for each university were filled by the students of the selected five universities. The findings highlight the positive relationship of quality education with curriculum, few training institutions, corruption in education, teachers’ behavior, and less research work. These challenges caused restrictions in accomplishing competent teaching and learning with respect to quality education. According to the current situation in Pakistan, the same challenges are being faced.

**Keywords :** Curruption, Curriculum, Research Work, Teachers’ Behavior

## ENRICHING CURRICULUM – USING LOCAL WISDOM

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### ABSTRACT

The time has come to realize that education has crossed the boundary of its school campus. It means that the education is associated with the current society and also with the available assets in and around the school. Incorporating school activities, academic and non-academic activities has narrowed the approach towards the curriculum. This change has totally abandoned the precious and valuable Local Wisdom, which could enrich the curriculum. Local wisdom means availability of human skill or wisdom which is easily accessible or something that is within the reach. Despite advancement in technology, educational advancement still works in isolation and still there are challenges we face. The best use of local wisdom could be done in such case through the available resources to enrich curriculum. A large number of such talented persons with excellent skill can give ample motivation and reinforcement to accelerate the inquisitiveness of the students and increase their enthusiasm. Values, Morals, Science, developing questioning skills etc. can be taught easily and effectively with the same. The use of local wisdom to enrich the curriculum is the need of this hour. The article emphasizes the application of Local Wisdom wherever possible and thus add quality to the education.

**Keywords :** Knowledge, Wisdom, Education, Local, Local Wisdom

## **RENEWABLE ENERGY: PERFORMANCE AND PROSPECTS**

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### **ABSTRACT**

Execution of every scientific and technical endeavor requires consumption of fossil fuels which ultimately cause disastrous and dire consequences in the guise of climate change or global warming etc. The term global warming or climate change is no more restricted to the dialectic of the academicians, scientists, ecologists and environmentalists; its predicaments are now being talked about and felt in every hearth and home. For sustainable development, the time has ripened to establish a rapport between energy and environment which is now practically impossible without harnessing of renewable energy. The sustainable and renewable energy such as wind and solar energy cause zero greenhouse gases and thus, offsets the indispensability of fossil fuels, which are solely responsible for abrupt climate change, global warming and hazardous pollution. The creation of employment, cost effective production and other economic benefits further adds a crown to its glory. The present article shall debate and discuss various sources of renewable energy like solar, geothermal, hydropower, ocean, bio energies, etc. It shall also enumerate the efforts that have already been made in producing the renewable energy hitherto and the efforts being made for replacing the fossil fuels into total clean, green and renewable energy in the years to come.

**Keywords :** Sustainable development, science, technology, nature, environment, fossil fuels, greenhouse gases, climate change, global warming, clean, green and renewable energy.

## **A NEW CONCEPT IN THE ADAPTATION PROCESS OF EMPLOYEES: ARTIFICIAL INTELLIGENCE CONCERNS**

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### **ABSTRACT**

In today's organizations, differentiations have increased considerably in order to keep up with the rapidly changing age. The efforts of people to want and seek better day by day have revealed the necessity of improving the products offered by businesses. In this context, business owners and managers do not neglect to develop the human element, which is their main resource, and to benefit from digital tools while doing this. The use of artificial intelligence technologies has increased in Turkey in recent years in order to contribute to the work done by the human element, to gain speed, to provide cost advantage and more. Employees can sometimes be hesitant and hesitant to use new software, robots, technologies and tools. It is obvious that all these technologies will replace many professions in the future. Employees who develop themselves and learn new technologies avoid the necessity of adapting to these technologies, although they will be able to find jobs in higher positions in other companies in the future. In a study published in the Journal of Academic Value Studies 2022, it is mentioned that artificial intelligence technologies can replace the human race. Robots with features such as speaking, recognizing, having visual perceptions and making decisions have already started to take place in our lives. Since artificial intelligence technologies lack the emotional intelligence elements that belong to human nature, it seems impossible for some scientists to understand human, act like him and empathize. According to some employees, it is thought that they will not be needed as the business can get the work done in a longer time and cost by providing an advantage in a faster and more profitable way thanks to artificial intelligence technologies. In this study, the adoption of artificial intelligence technologies in the process of adaptation to the change and transformation that employees' organizations expect from them, and the elimination of the problems related to anxiety, hesitancy and adaptation of these technologies, will be tried to make suggestions by researching the previous studies

**Keywords :** Organizational Adaptation, Artificial Intelligence, Artificial Intelligence Anxiety

## **ANALYSIS OF POLAND-AZERBAIJAN RELATIONS IN HISTORICAL PERSPECTIVE**

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### **ABSTRACT**

After the collapse of the Soviet Union in the 1990s, Azerbaijan regained its independence and tried to improve its relations with many Western states. In this context, developing relations with European countries has been one of the goals of the newly independent country.

It has been important for Azerbaijan to develop relations with Poland, which gained EU membership as a result of the collapse of the Eastern Bloc. The aim of this paper is to try to explain the process with a historical perspective while examining the relations between Poland and Azerbaijan. Relations with Poland, which has an important place in the exile life of the founders of the Republic of Azerbaijan, which was established in the First World War, are important. While this study examines events from a historical perspective, it also examines current relations.

After Poland's EU membership, efforts to improve relations with Europe's Eastern Neighbours are observed. It is important in line with Poland's own security as well as their economic interests. Developing tough ties with the countries of Eastern Europe is vital for Poland. In this context, the Caucasus countries are both energy-rich and have an important position at the crossroads of energy transition. The development of bilateral relations between Poland and Azerbaijan is also important for EU interests due to the diversification of energy supply. While this article examines bilateral relations, current geopolitical developments also come to the fore.

**Keywords :** Key Words: Poland, Azerbaijan, European Union, ENP, Geopolitics.



## REVISITED: QUESTIONING IN THE CLASSROOM

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### ABSTRACT

Questioning is a widely used teaching technique in the classroom. It is to help students have a better understanding of a lesson delivered by the teacher. Research has proven that questions enhance students' critical thinking skills and participation in classroom discussions. With respect to this, the level of questions asked by the teacher should vary from lower-order to higher-order thinking questions. Unfortunately, in our education system today, many teachers are facing a huge dilemma, when the English language is the medium of communication. Students tend to be passive learners and two-way communication hardly exists. Besides that, there are some glitches in the questioning technique practiced by the teachers. The main initiative of this paper is to show the importance of the 'Questioning' method in today's classroom. This paper introduces the current classroom-questioning situation in the education system and defines the meaning of 'question'. Next, it emphasizes the importance of identifying the purpose of questioning in the classroom. Then, the author highlights the two types of classroom questions. This paper also put forward the usage of Bloom's Taxonomy in designing questions. Finally, the author stresses the types of effective and ineffective questions and provides a systematic guideline for classroom questioning: Firstly, ask the question. Secondly, paused. Thirdly, call upon the student individually by name. Fourthly, listen to the student's answer attentively. Fifthly, emphasize the correct answer and give feedback.

**Keywords :** Questioning, Blooms' Taxonomy, Effective Questions

## **A FIELD RESEARCH ON THE EXAMINATION OF CONSUMERS' UNPLANNED PURCHASE INTENTIONS FROM THE BEHAVIORAL ECONOMY PERSPECTIVE**

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### **ABSTRACT**

While classical economics argued that people are rational in their behavior, decisions and preferences, it ignored the emotional side of people. At this point, one of the most important reasons that led to the emergence of behavioral economics was that classical economics models ignored cognitive biases and heuristics, which express cognitive errors and misconceptions in individuals' attitudes, decisions and preferences, in scientific studies. The foundations of behavioral economics, which fills the gap in people's attitudes, decisions and preferences, were laid with Kahneman and Tversky. In fact, there has been an evolution from homoekonomicus to homosapiense with behavioral economics. In other words, we can express it as an orientation from rationality to irrationality. This orientation has become the focus of researchers. In this study, irrationality, which combines with consumer behaviors, is examined with the intention of unplanned purchase, which is another concept that is effective in consumer decisions. The aim of the study has emerged in this direction. The aim of the study is to examine impulsive purchase intentions with both behavioral economics approaches and online shopping triggers. In the study, mental accounting with additive/subtractive option framing, which is one of the behavioral economics approaches, was preferred in the analysis. The hypothetical selection method, one of the behavioral economics methods, was used to analyze the decisions and behaviors of individuals. The scenario questions were not fictionalized, but were prepared in the perspective of real events based on the Covid-19 pandemic. Within the scope of the aim of the study, a conceptual model has been created and in this direction, difference measurements have been carried out. The findings obtained in the study, on the other hand, revealed significant relationships as a result of the research questions in the light of the conceptual model created for the purpose.

**Keywords :** Behavioral Economics Approaches, Unplanned Purchase Intentions, Online Shopping Triggers, Covid-19.

# THE STEAM APPROACH IN NON-FORMAL LEARNING FOR OVERCOMING THE GENDER GAP

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## **ABSTRACT**

STEAM is emerging both in schools and non-formal education, intending to connect young people to reality and the future by bringing new methodologies, learning environments and technologies. The paper discusses the application of STEAM in organizing girls' mobility within the VIRAGO project, funded by Erasmus+, which aims to include and motivate young females to overcome the gender gap and empower them to bring change in their communities. In the beginning, it analyses two factors that require the application of such a tool: firstly, the recommendations of the European reference framework of crucial competencies; secondly, the need to empower the participants and equip them with tools and self-confidence to act as leaders of change, Virago women. Then it discusses how the educational content was built to introduce Science, Technology, Engineering, Art and Maths topics in non-formal surroundings. Finally, it shares some positive results and provides conclusions on future applications.

***JEL Codes:*** I21

**Keywords :** Keywords: STEAM, Competences, Non-Formal Education, Educational Content

## **KIMBANGUISM, THE NEW WORLD CIVILIZATION**

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### **ABSTRACT**

Professor ROHO YASIMBA has in his book “From the Cradle of Humanity to Modernity; affirmed that: few people know it, human beings as they are today, have existed for about a million years, the first known civilizations are Sumerian, Etruscan, and especially Pharaonic Nubian civilizations. For millennia the black Nubians of East Africa perfectly mastered architecture, mathematics, astronomy and created cities, arts and wonders. JOMO KENYATTA , former President of Kenya added that, “when the missionaries arrived, they had the Bible and the Africans had their land, they taught us to pray with our eyes closed. When we opened our eyes, they had our land and we have the Bible. Faced with the above, God spoke twice to humanity, first to Israel, a People who had a life inherent in the existence of God; his contact with God had gotten them into trouble, hence their various deportations to Egypt, Babylon and Roman rule. And for the second time, it is to the Africans who have seen their misery begin with the promulgation of the papal bull Romanus Lex on the slave trade, on January 8, 1454 for Pope Nicolas V; it was the start of six centuries of horrible oppression of Africa by the Christian West.

Indeed, as nothing new appears under the sun, in the same way that God had revealed the secret of the ancient civilization to Israel, it is in the same way that he did it to Africans. God’s wish is to bring Africans into his destiny; after having heard them crying, oppressed, he sent them a saviour, Papa Simon KIMBANGU so that, through him, the secret code of the new civilization be revealed to Africans. Kimbanguism sees its base sitting on Love; command and work, an indisputable panacea of the new civilization; like Jesus who said I; “ without me ; you can’t do anything” jean 15; Papa Simon KIMBANGU also said to Africans this: “It will take a long time for the black man to acquire his spiritual maturity... then the third stage will be accomplished. In it, a Great Divine King will be born. He will come with his three powers: spiritual power, scientific power and political power. I myself will be the Representative of this king”. Papa Simon KIMBANGU, Prophecy of September 10, 1921 in Banza Sanda .

**Keywords :** Kimbanguism, The New Civilization

## **EFFECT OF SMART FACTORIES ON ACCOUNTING ACTIVITIES IN DIGITAL TRANSFORMATION**

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### **ABSTRACT**

In the process that is data processing with the electronically, technological developments followed each other and came to the present day, which is called as the digital age. This process has been divided into industry 1.0, 2.0, 3.0 and 4.0 since the industrial revolution in terms of the effect of technology on production. Even industry 5.0 has started to be discussed. Industry 4.0, which is defined as the combination of information technologies and all vital mechanisms, affects businesses significantly. Along with three-dimensional printers, developments in social media, and cloud-based applications, production processes have also been fully automated. In the industrial revolution, labor-intensive activities have turned into capital-intensive activities over time with the developments in technology. In the process of mechanization, along with applications such as artificial intelligence and artificial neural networks, etc. after the development of robots, full automation has started in the factories. Making the product with machines at every stage where it goes through the production process without a human element is expressed as smart factories. Smart factory; all processes are possible using automation and self-healing of the process; It is defined as a machine and equipment-based business environment. These machines work with a system that can process and transfer data, solve problems when there is a problem in the process, and stop when necessary. Since the production process in these factories is done entirely with machines, the most basic effect on accounting is in cost and management accounting. However, the effect of these machines on tangible and intangible assets also affects the financial structure of businesses.

**Keywords :** Digitalization, Smart Factories, Accounting, Audit

## **MINING REVENUE AND CORPORATE SOCIAL RESPONSIBILITY**

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### **ABSTRACT**

#### **INTRODUCTION**

The purpose of this communication is to reflect on the issues related to the policy of the distribution and/or management of mining revenue as elements of response to the environmental and organizational problems of the State. The latter has been engaged for some time in a process of reforming its management in order to ensure the mobilization of public resources. And is looking for performance and professionalization of mining management.

#### **METHOD**

While being part of a functionalist methodological vision, through the four basic functions, namely: the extractive capacity, the distributive capacity, the regulatory capacity and the responsive or reactive capacity. The information collected was analyzed by adopting a contextualist approach, which constitutes a methodology for analyzing the emergence of an organizational or managerial phenomenon. This approach fits, according to Brouwers et al. (1997), as one of the most promising and richest approaches to understanding organizations in their human and process dimensions. It consists in accounting for the interactions, in a longitudinal perspective, which occur between a management content which constitutes the “what”, the internal and external contexts in which it is implemented the “why”, and the process of its deployment that constitutes the “how” (Pettigrew, 1987).

#### **RESULTS:**

For two decades, the Government of the DRC has retained the Mining sector as one of the pillars of the revival of economic growth. However, there is no truly reliable quantitative and financial assessment of the country's mineral resources. With a large mineral potential, the country displays more than 1,100 different mineral substances and significant world-class deposits of cobalt, industrial diamonds and copper. It also has significant deposits of niobium (also called columbium), tantalum, tungsten, tin and gold, as well as secondary deposits of zinc, lead, nickel, uranium, manganese and silver. The Mining Code provides for the marketing of commercial products that come from the mining perimeters. From

this marketing a tax commonly called royalty is collected. The mining royalty is the only tax which is directly proportional to the activity, since it is calculated on the basis of the quantities and the quality of the products exported, and which would be oriented towards the management of the externalities of the mining companies and future generations. It therefore involves the various stakeholders who constitute the interface of the mining companies.

## CONCLUSION

Taking into account the finiteness of natural resources, to solve the problems of future generations, the Congolese State has put in place several mechanisms to capture and manage the mining rent. From the perspective of sustainable development , despite the importance of the mining sector in the national economy, the counterpart in the management of the environment remains opaque and weak.

**Keywords :** Company, Mining rent, Responsibility, Society

## **THE ANALYSIS OF SUB-CONSTRUCTS OF BUSINESS MODEL INNOVATION FOR PAST TWENTY YEARS, 2002-2022**

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### **ABSTRACT**

Business Model Innovation (BMI) is a hot topic that has received more attention by researchers as well as by entrepreneurs. The previous BMI studies are more on the definition and conceptualization of the concept and more publication on case studies. However, researcher noticed that there has a lack of investigation on measuring business model scale. Thus, the researcher conducted a theoretical analysis on sub-constructs of business model's dimensions for past 20 years. This study used value creation, value proposition and value capture as a dimension of business model innovation. Most of the studies has used these three dimensions to measure firm's business model. The analysis showed that value creation innovation consists of 40 components, which can be divided into four sub-constructs (new capabilities, new technologies/ equipment, new processes and structures, and new partnership. Value proposition innovation consists of 49 components, which are divided into four sub-constructs (new offerings, new customer segments/ markets, new channels, and new customer relationships). However, value capture innovation consists of 26 items and it divided into two sub-constructs, which are new revenue models and new cost structures. This study conducted by three steps. Firstly, the researcher provides the definitions for the sub-constructs of value creation, value proposition, and value capture. Secondly, provides a table to display the sub-constructs of each dimension for past 20 years. From the analysis, the researcher identifies which sub-construct are used as a main sub-construct and which are highly used by previous researchers. This study puts forward for future researchers to identify the changes in BMI sub-constructs and the importance of BMI scales.

**Keywords :** Business Model Innovation, Value Creation, Value Proposition, Value Capture, Business Model



## **COST AND WASTE MANAGEMENT IN THE CITY OF LUBUMBASHI**

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### **ABSTRACT**

In national accounting, cost analysis consists of providing additional information on the resources actually mobilized by a program in order to achieve the objectives of a public policy. That is to say, to provide greater clarity on the actual destination of these expenses. It is in this perspective, the management of waste and/or garbage in the city of Lubumbashi drew our attention. This study aims to show the determinants of the cost of waste management at the Town Hall of Lubumbashi; indicate in particular the cost of equipment and the cost of materials

To collect, process and interpret the various data available to us, we used methodological triangulation as a research approach while relying on the analysis of SWOT and PESTEL matrices.

In addition to the calculated Pearson coefficient  $r$  of 0.68, there is a positive and significant relationship between the cost of waste management and the budget of the City of Lubumbashi. For the period of our research, the cost of equipment represented an average of 22,500 dollars and the cost of materials represented an average of 66,175 dollars. These costs were fixed at an average of \$74,233 and variable at an average of \$66,175.

To make this cost more rational, we proposed to the Lubumbashi Town Hall to strengthen control at the level of the allocation of funds in order to ensure the traceability of the funds allocated. To improve the quality of services; the Town Hall should outsource the sanitation sector in order to make it more competitive.

**Keywords :** Cost, Management, waste, sanitation, Budget

## **LABOR MIGRATION IN KYRGYZSTAN AND ITS IMPACT ON GDP**

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### **ABSTRACT**

Labor migration has reached enormous dimensions today and is one of the most important problems of the 21st century. However, it causes various benefits and losses in both the sending and receiving countries. One of the most important benefits for the sending country is the decrease in the unemployment rate in the country and the income of workers coming from abroad. While these incomes contribute directly to the national income, on the other hand, they cause the revival of domestic production with the multiplier effect. In this study, first of all, the dynamics, problems and economic effects of international labor migration in Kyrgyzstan during the independence period are discussed. Then, econometric analysis was carried out using monthly data for the period 2005-2021. The relationship between money transfers and GDP was examined by Vector Autoregression (VAR) Model, Granger Causality Test and ARDL cointegration methods. Finally, the obtained results were compared with other studies and policy recommendations were presented.

**Keywords :** Labor Migration, Migration In Kyrgyzstan, GDP, Effects Of Migration

# DOES IT MATTER FISCAL OR MONETARY POLICY ON ENVIRONMENTAL ISSUE? EVIDENCE FROM KERNEL-BASED REGULARIZED LEAST SQUARES (KRLS) FOR USA

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## ABSTRACT

The carbon dioxide emission, which plays a major role in climate change, is an important indicator of the climate crisis. The United States (USA), which is a leader in terms of the global economic system, also has important roles in global climate change. USA has been reducing CO<sub>2</sub>e per capita since 2006. What policy options can be effective for the USA in tackling climate change? We explore the effectiveness of monetary and fiscal policies on CO<sub>2</sub>e based on the USA's 1990-2019 annual data in order to answer this question. KRLS results indicate that fiscal policy is more effective for reducing CO<sub>2</sub>e in the USA than monetary policy. Our findings can encourage policymakers for fiscal policy in the struggle with climate change.

**Keywords :** Climate crisis, Fiscal policy, Monetary policy, Kernel-Based Regularized Least Squares

## THE DIFFERENCE IN THE DIGITAL TRANSFORMATION OF SMES IN EAST AND WEST CHINA IN THE POST-EPIDEMIC ERA

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### ABSTRACT

With the advancement and widespread application of digital technology, digital transformation (DT) is becoming an increasingly important aspect in the long-term development of Small and Medium-Sized Enterprises (SMEs). However, the facts show that the digital transformation process is delayed and has a significant impact on SMEs in China, particularly during the recent epidemic era. During the DT, Chinese SMEs face numerous problems and difficulties. The goal of this article is to compare the features of SMEs' digital transformation in China's economically developed eastern coastal districts and the economically undeveloped inland. The advancement of research on the digitalization of SMEs is critical to the practical value of boosting the digital economy in China. We employed a questionnaire to survey 300 SMEs in this study. We discovered a considerable disparity between SMEs in different regional economies: a) Eastern SMEs are more advanced than western SMEs in terms of digitisation, digital investment, and digital awareness. b) SMEs in various industries demonstrate diverse present digitalization conditions; the tertiary industry demonstrated the most significant transformation will, while the secondary industry demonstrated better transformation process execution. Furthermore, it offers practical advice to the Chinese government on how to deal with post-epidemic economic shifts, policy recommendations, and short- and long-term coping measures for SMEs' long-term sustainable development.

**Keywords :** Keywords: Smes, Digital Transformation, Digital Technology, Policy Demands; Creation Of Digital Infrastructure

# THE IMPACT OF DIGITAL LABOR AND FLEXIBLE WORK-LIFE ON URBAN SUSTAINABILITY: COMPARISON BETWEEN PAKISTANI AND POLISH WORKERS

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## ABSTRACT

**Purpose:** It is comparative research to analyze how virtual work, virtual innovation, urban elasticity, and flexible representation schemes are moderated by environmental dynamics. Therefore, it designs a framework to identify the relationship between digital innovation, flexible work-life, and urban sustainability, with the moderating role of environmental dynamism.

**Design/ Methodology/ Approach:** The current study is quantitative; therefore, a survey-based online questionnaire was used for data collection from people residing in Pakistan and Poland as it is a comparative study. A two-stage approach was used to test the model using PLS (SEM-VB) to conduct the analyses.

**Findings:** The reliability and validity of the measurement model indicate that the data is reliable and valid. Outcomes prove all the relationships proposed by the study, except for the moderating role of environmental dynamics predominantly in the context of Pakistan.

**Originality:** The research is designed to provide new insights into virtual working and digital innovation literature streams. It contributes to the practical fields of urban sustainability by studying the role of social, environmental, and economic sustainability.

**Keywords :** Theory of Planned Behavior, Health belief Model, Safety Behavior, Intention towards safety behavior, Pakistan, Poland

## **IMPACT OF QUALITY MANAGEMENT AND COMPLIANCE PRACTICES ON EXPORT PERFORMANCE OF PAKISTAN'S APPAREL INDUSTRY: A MIX METHODOLOGY APPROACH**

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### **ABSTRACT**

Globally, quality management and compliance practices accelerate the manufacturing sector's performance, efficiency and effectiveness. As The world is achieving advancement, drawbacks are also generated due to the actions, and some are producing adverse reactions as byproducts that are harmful to humanity and the environment. To cope with such situations, standards and quality management practices are being set internationally to better control production. Compliance with these standards and Quality management practices are also enforced in the textile sector as asked to be implemented by the customers. The study examines the impact of compliance with standards and quality management practices on the export performance of apparel firms in Pakistan. In this research, we use quantitative and qualitative data collection techniques. We used an online questionnaire generated through Google forms, while for qualitative data collection, we prepared self-developed questions for the interviews and also relied on existing literature. Data were analyzed using partial least squares structural equation modelling (PLS-PM). It is evident from the qualitative and quantitative study findings that there is a positive impact on implementing quality management practices. The findings indicated that European markets customers are more concerned with quality management practices and compliance to be followed while their order size is moderate; on the other hand, American markets customers did not consider much about the compliance standards. They give more room for the manufacturer. Hence, it is recommended to emphasize the

use of quality management practices along with compliance to standards to improve the export performance of the apparel firms when the target market is especially Europe, but in the long term, it is helpful all around the world customer market. The empirical findings also stress learning and training in the quality field and gaining upgrades that must be met as a part of routine matters compared with somewhat a burden.

**Keywords :** Quality Management, Compliance, Apparel, Export Performance, PLS-SEM, Pakistan

# A MULTI-DISCIPLINARY INVESTIGATION ON MINIMIZING LINEARIZATION DEVIATIONS IN DIFFERENT REGRESSION MODELS

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## ABSTRACT

**Aim:** The aim of this study is to investigate minimizing linearization deviations in different regression models from multi-disciplinary approach. **Methods:** Social, financial and medical data sets were used to test curve estimation models and their accuracy for each data sets. **Results:** Although linearization in social sciences is more effective and has less deviation from regression points in parametric equations, the power of given model decreases with non-normal distributions. However, distributions in social sciences in single centers generally results in nonparametric distributions. In financial sciences, linearization is more effective than health sciences, and less effective than social sciences. Financial approaches and models often had their original nature, and they test their assumptions. Since finance refers to the systems that people have created artificially, financial assumptions and models are more linear than real life, and they are more suitable for determined formulas. Along with behavioral finance, which has become widespread today, the increase in linearization problems in the field of finance is a sign of this. Studies in the field of health and established models were found to be the studies with the highest deviations in terms of linearization. In processes such as growth, proliferation, and spread of disease or pandemics, linearization deviations are greatest in exponential or growth functions. Especially in animal experiments with very small statistical units or studies performed on a specific group, the data show high deviations from normality and linearization. **Originality:** Although there are studies on regression explanatory power  $R^2$ , there are not enough studies focused on deviations from regression linearization in different disciplines. In addition, no study was found in which the mathematical infrastructure of the subject was tested and cross-compared in different data sets. Therefore, the research is a pioneering study in the field due to this feature. Another originality of the research is that it allows the pragmatic evaluation of the differences between disciplines, thanks to its multi-disciplinary feature.

**Keywords :** Linearization, Regression, Deviation, Multi-disciplinary.



# **ENTREPRENEURSHIP IN THE DEMOCRATIC REPUBLIC OF CONGO: A STUDY WITH YOUNG ENTREPRENEURS: CASE OF LUBUMBASHI'S CITY**

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## **ABSTRACT**

The African continent has one of the youngest populations in the world. With over 60% of Africa's population under the age of 30, we need to learn how to tap into this pool that these young people can offer. Africa's development is therefore closely linked to the well-being of its young people. In 2010, 33% of the 66 million inhabitants of the Democratic Republic of Congo (DRC) were in the 10 to 24 age bracket. The number of young people will increase to 31.6 million by 2025 and 42.9 million in 2050. This growing youth population has enormous potential to strengthen or undermine national goals in the areas of governance and economic development. and social. Long years of conflict have hampered the ability of the DRC government to deliver social services. Many children have died, become combatants and/or been displaced due to this instability. On Wednesday , February 19, 2020, the official launch ceremony of the micro, small and medium-sized enterprise development support project (PADMPME) financed by the World Bank to the tune of USD 100 million took place in Lubumbashi. The development objective of this project is to support the growth of SMEs and increase employment and entrepreneurship opportunities for young people and women.

This research aims to study the obstacles encountered by young Congolese graduates in the creation of their businesses. Identifying these obstacles provides useful knowledge to help young people succeed in their entrepreneurial activities and projects. To this end, we examine a sample of 115 young Haut-Katanga graduates of higher and university education located in the city of Lubumbashi, in the Democratic Republic of Congo (DRC). A research approach composed of quantitative techniques, specifically the questionnaire survey, made it possible to collect the data needed to understand the obstacles to business creation by young Congolese graduates. We opted for an exploratory research. Three groups of major obstacles are mentioned in this research: individual obstacles to business

creation among young people, obstacles related to the economic, institutional and regulatory, cultural, social and educational environment of business creation companies and finally, the obstacles related to the business creation project. The results of the study reveal that young people perceive difficult access to financing, difficult access to credit, lack of professional experience, absence or insufficiency of support and guidance, lack of personal funds, insufficient education and training programs, difficulties in preparing the business plan, lack of entrepreneurial culture, guidance and information policy, and skills and knowledge in entrepreneurship as the main obstacles to starting a business. This study concludes with recommendations on how to improve youth entrepreneurship in the DRC.

**Keywords :** Entrepreneurship, Young graduates, Lubumbashi

# **BUILDING THE CAPABILITY TECH STARTUP IN DEVELOPING COUNTRIES: AVOIDING THE BOTTLENECKS OF BUSINESS PROCESS BY INNOVATION**

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## **ABSTRACT**

The business competition during globalization has become massive, and occasionally the trends are unpredictable. In line with that, the era of digitalization has entered the stage. The utilization of technology to improve business processes is necessary among entrepreneurs. However, periodically, tech startups in developing countries often face issues with competing with companies from developed countries—the threats formerly on the technology level that they implemented. Of course, a startup's demand for innovation is the common consideration to make the business competition equal. On the other hand, organizations have fundamental tension, specifically the need for stability and creativity. The tendency of organizations that are focused on serving customers creates a structured routine. Somehow, they need space for free thinking, innovation, and creativity to improve the core businesses. This paper aims to determine the dilemma of managing innovation among startups. Furthermore, the critical discussion of this paper is the tension between the need for creativity and efficiency that leads to the business process.

**Keywords :** Tech startups, developing countries, develop countries, technology, creativity, efficiency

## **PERSPECTIVE TO CASHLESS SOCIETY: AN INTENTION AMONG MILLENNIALS AND X GENERATION IN MALAYSIA**

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### **ABSTRACT**

A cashless society has become the aim of the Malaysian government. Today with the mushrooming growth of e-wallet types in Malaysia, the young generation seems excited. However, this cashless thing related to new technology and rapid changes in technology may create anxiety and fear in many people especially the Millennials and X generation of consumers. However, this assumption is yet to be proved regardless of the recent technophobia which has become a phenomenon that might result from security issues. Nevertheless, the social interpretation would give more impact as well as an emergent modern lifestyle among Millennials and X generation of consumers. Thus, this study is aiming at examining consumer intention toward cashless applications. This cross-sectional study investigated lifestyle compatibility, social influence, and security level toward cashless applications and has been conducted on adult consumers. The adapted instrument has been distributed primarily among adult consumers for a pilot test. The good reliability value of the instrument is hoped to invite new perspectives and measure the adult consumer intention towards e-wallets which might alleviate towards cashless society goal.

**Keywords :** E-Wallet, Consumer Intention, Lifestyle, Security Level, X Generation, Millennials.

# THE ROLE OF THE HUMAN FACTOR IN THE ISLAMIC AND SCIENTIFIC APPROACH TO THE MANAGEMENT OF THE DIGITAL ECONOMY

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## ABSTRACT

The main goal of the article is to examine the scientific-theoretical and practical approaches to the development of the digital economy in the management of human resources. The valuable contributions of Hazrat Muhammad (sallallahu alaihi wasallam) to the management of human resources are given a special place in the article. Azerbaijani scientists doctor of economic sciences, professor T.A. Guliyev, doctor of economic sciences, professor K.A. Shahbazov, doctor of economic sciences, professor H.S. Hasanov, doctor of economic sciences, professor I.M. Abbasov, doctor of philosophy in economics, Docent M.A. Aliyev I.M., doctor of philosophy in economics, associate professor H.I. Hamidov, doctor of philosophy in economics, associate professor R.F. Sadigov, doctor of philosophy in economics, associate professor M.H. Mammadov, E.D.Azizova, Z.I.Mustafayeva, S.R.Bayramova, R.A.Iskandarov's contributions to the development of the digital economy in the management of human resources. The main research methodology of the scientific article is to systematically and comprehensively examine the approaches of Azerbaijani and world scientists to the development of the digital economy in the management of human resources. Because these approaches have a great influence on the organization, management and development of the development of the digital economy in the management of human resources. All this will lead to the development of the digital economy in the management of human resources, innovative approach, systematic development and sustainable operation of this field. The main results of the scientific article - the development of the digital economy in the management of human resources, reflect conceptual and theoretical innovations in this field. The results of the research serve the application of the development of the digital economy in the management of human resources, the improvement and development of that field. The originality and scientific innovation of the scientific research is that the main scientific-theoretical directions of the development of the digital economy in the management of human resources have been studied, the theoretical-practical approaches and theories of the formation of this field as a scientific-practical direction have been studied and generalizations have been made and its necessary scientific-theoretical aspects were investigated. In this regard, the study of scientific approaches in the organization and management of the development of the digital economy in the management of human resources in a scientific article can be considered commendable.

**Keywords :** Modern management system, human resource management, human resource management system, digital economy, digital economy management.

## **SOCIAL MEDIA USAGE OF MUNICIPALITIES IN KYRGYZSTAN**

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### **ABSTRACT**

As a result of digitalization, which is developing rapidly, traditional means of communication are gradually losing their importance and are being replaced by information and communication technologies that are developing and spreading day by day. In particular, social media has become an indispensable communication tool not only for individuals, but also for institutions and organizations. Today, public organizations as well as private sector enterprises are making extensive use of social media tools. In this context, the main purpose of the study is to analyze the social media usage situations of municipalities in Kyrgyzstan. According to this purpose the official Facebook, Instagram, YouTube and Twitter accounts of 32 municipalities were analyzed by content analysis. The results of the study are important in terms of understanding the general situation of communication activities of municipalities with their target audiences and ensuring that they can be more effective.

**Keywords :** Municipality, Social Medya, Facebook, Instagram, YouTube, Twitter

# USE OF AUGMENTED REALITY (A/R) AND VIRTUAL REALITY (VR) TECHNOLOGIES IN AVIATION AND AVIATION: A THEORETICAL REVIEW

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## ABSTRACT

Although Augmented Reality (AR) and Virtual Reality (VR) technologies began to be used in the aviation industry in the 1990s, their development has been slow. However, in recent years there has been awareness of its potential benefits in design, production, business and education, and it is expected that companies will invest heavily in this sector in the future. The use of AR and VR technologies in the aerospace industry has great potential to transform efficiency in applications, and the applications of these technologies need to be further explored. The aim of this study is to make a systematic presentation of the applications of VR/AR technologies in the world in aviation operations and processes, which will continue to be one of the major sectors of the future, and to determine the impact factors and to reveal the potential of VR/AR technologies in aviation applications in Turkey.

**Keywords :** Augmented Reality, Virtual Reality, Aviation Industry, Technology

## AN INVESTIGATION ON THE RELATIONSHIP OF GREEN LOGISTICS APPLICATIONS AND SUSTAINABLE PERFORMANCE

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### ABSTRACT

**Aim:** In this study, it is aimed to examine the effect of green logistics practices on sustainability. **Method:** In the research, a questionnaire was applied to 136 managers from businesses operating in Turkey. Demographic information form, green logistics and sustainable performance perception scales were used in the survey. **Results:** 37.5% of the managers participating in the research are male and 62.5% are female. 28.7% of the managers are between 25-35, 47.1% are between 36-44, 22.1% are between 45-54, and 2.2% are 55 and over. 14.0% of the managers participating in the research stated that they were experts, 17.6% were intermediate and 68.4% were top managers. 29.4% of the companies they work for are between 20-50, 8.1% between 51-80, 7.4% between 81-110, 2.9% between 111-130, 12.5% between 131-250, % 39.7 of them have more than 250 employees. Of the research sample, 6.6% production of construction products, 8.8% production of chemicals, petroleum and petroleum products, 2.9% electrical-electronics production, 13.2% production of automotive and parts, 13.2% production of machinery and parts, 2.2% stated that they work in companies operating in construction and public works, 0.7% in transportation, storage and communication, 4.4% in other sectors, 27.2% in food, 8.8% in beverage, 11.8% in cosmetics. 4.4% of the administrators stated that they had high school, 2.9% associate degree, 61.8% undergraduate, 26.5% master's and 4.4% doctorate level education. There is a statistically significant and positive relationship between the reverse logistics dimension of green logistics and the environmental ( $r=0.550$ ;  $p<0.01$ ) and economic ( $r=0.430$ ;  $p<0.01$ ) dimensions of sustainable performance. The relationship between the reverse logistics score of green logistics and the social dimension of sustainable performance is not statistically significant ( $p>0.05$ ). There is a statistically significant and positive relationship between the transportation dimension of green logistics and the environmental ( $r=0.545$ ;  $p<0.01$ ), economic ( $r=0.652$ ;  $p<0.01$ ) and social ( $r=0.457$ ;  $p<0.01$ ) dimensions of sustainable performance. There is a statistically significant and positive relationship between the total score of green logistics and the environmental ( $r=0.677$ ;  $p<0.01$ ), economic ( $r=0.622$ ;  $p<0.01$ ) and social ( $r=0.310$ ;  $p<0.01$ ) dimensions of sustainable performance. **Originality:** Research results reveal the importance of green logistics to shape the future and achieve a more sustainable performance. Green logistics applications are generally seen as additional costs. The research findings are original in that they show that the opposite of this idea is empirically valid and that there is no similar study in the field.

**Keywords :** Green logistics, sustainability, logistics



## INVESTMENT IN HUMAN CAPITAL AND ITS IMPACT ON ECONOMIC GROWTH IN PAKISTAN

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### ABSTRACT

The term human capital represents education, health, knowledge, on-job training and skill development of individuals that play strategic role in promoting the economic activities. In growth and development of any country, human capital plays an important role as it acts as an instrument to reduce the poverty level. The study in hand investigated the effect of spending on human capital on fiscal development in Pakistan. For this purpose, Time series data from 1985-2017 were used. The study has taken economic growth (GDP) as dependent variable while human capital spending in term of education and health, GFCF (gross fixed capital formation) and  $HC_{exp}$  (household final consumption) expenditure are considered as explanatory variables. For checking the stationary of the data, the research used two unit root tests like PP (Phillips-Perron) and ADF (Augmented Dickey-Fuller). To check co-integration among the variables both in long-run and short-run time periods the auto regressive distribution lag approach has been used. The bound test for co-integration and long run estimates has been also applied which supported the results of ARDL model. To test the direction of relationship, the research used Granger causality test. The outcomes of study revealed that positive relationship exist among GDP and human capital investment in Pakistan. Household final consumption expenditure, education and gross fixed capital formation have important effect on GDP however health had positive

but irrelevant influence on economic progress in Pakistan. The study mentions that Govt. should increase their expenditure in human capital which is important for economic progress of Pakistan.

**Keywords :** Human capital, Education, Pakistan, Economic growth, Health.

## **AUDIOVISUAL MEDIA IN LODJA: STATE OF PLAY, CHALLENGES AND PROSPECTS**

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### **ABSTRACT**

This research on the media landscape of Lodja , takes stock of the strengthening of citizenship and the capacity of the population to intervene in the public debate as well as in the effective control of the action of their political representatives and the public administration. , but also on the positive and/or negative effects generated by these media on the population of Lodja . The study also presents challenges and opportunities for developing effective media management strategies for the benefit of communities. Moreover, after having surfed on the various digital platforms, the author draws the conclusion that the media landscape of Lodja remains almost unknown in the international media sphere and that its impact therefore remains limited to the population of Lodja.

**Keywords :** Media, Audiovisuel, Perspectives, Lodja.

## **CHANGE OF RESEARCH AND DEVELOPMENT (R&D) EXPENDITURES ACCORDING TO R&D EMPLOYEES AND ITS EFFECT ON MANUFACTURING VALUE ADDED IN TURKEY**

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### **ABSTRACT**

**Aim:** In this research, it was aimed to evaluate change of Research and Development (R&D) expenditures according to R&D employees and its effect on manufacturing value added in turkey.

**Methods:** R&D expenditures (RDEX) R&D employee (RDEMP) and manufacturing value added (MVA) series were used from the World Bank Country Report from 1996 to 2022 in the research. Spearman's rho correlations were performed for relationship analysis between research parameters.

**Results:** R&D expenditure range was 0.36% to 0.96% of GDP for research time interval with  $0.66\pm 0.19$  mean value. R&D employee value per million people range was 304.34 to 1379.41 for research time interval with  $725.31\pm 364.48$  mean value. MVA value mean was  $17.69\pm 1.91$  with 15.05-22.27 range. Spearman's rho correlation analysis results showed that MVA was negatively correlated with RDEX ( $r=-0.722$ ;  $p<0.01$ ) and RDEMP ( $r=-0.735$ ;  $p<0.01$ ). According to correlation coefficients, the relationship between MVA and ARGEEMP was higher. This result suggests that there has been a renovation process for the country.

**Originality:** Although research expresses the importance of R&D process on production, this article argues that the transformational process may reduce conventional production. For this reason, this research underlines the danger of R&D expenditures and employees to prevent reductions in production. The negative impact of R&D expenditures on production may be due not only to the nature of R&D expenditures, but also to production variation. Therefore, the research is important in terms of demonstrating the need to re-evaluate the effectiveness of R&D expenditures.

**Keywords :** R&D Employee, R&D Expenditures, Manufacturing Value Added, Innovation, Production.

# **PROBLEMS OF THE ORGANIZATION OF MIX-MARKETING MANAGEMENT IN AN INDUSTRIAL COMPANY : CASE OF THE SIMBA BREWERY**

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## **ABSTRACT**

The performance of a company is not only defined by its production capacity or the quality of its products , but also by the pictorial representation transmitted by its sales team to the general public, and more particularly to its customers and moreover its ability to meet their requirements at all times. Through an organization, and an effective management of the marketing mix, the study carried out on the ground relating to the problem of the organization, the management of the marketing mix in an industrial company has mainly enabled us to detect the key elements that can help the company better maintain its financial health.

The induction also enabled us to raise the incidence of the Mix – marketing on the realization of the turnover during a period of study of 3 years of which we chose the BRASIMBA like field of investigation . The ranges of the products of the company under study revealed a positive impact of the strategies on the improvement of the receipts because making a comparison of the sales of the three years, we find a positivity of the sales of different products, although some present negative signs.

Our concern in this research is to reflect on the paradox of the thorny problem of adaptation of industrial companies to their multidimensional environment, especially in its social demographic volume with regard to the marketing mix.

**Keywords :** Problem, Organization, Management, Mix -Marketing

## **COMPUTERIZATION OF THE CLOCKING OF AGENTS AT THE LUALABA REVENUE DEPARTMENT BY RFID ELECTRONIC BADGE**

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### **ABSTRACT**

Currently, the clocking of agents in public companies in the DRC and in particular in the province of Lualaba remains one of the areas that require a lot of attention from managers because the manual clocking that is done to date in Lualaba revenue department, does not allow to maximize the productivity of the company given that the agents who constitute the main workforce, come to the service always in delays sometimes exaggerated for lack of a mechanism of control of the time of arrival of the agents at the service following a clocking in which is done on a sheet where all the agents personally complete the time of arrival at the service and the time of departure, sometimes by filling in the wrong information. Then, exits from the company's facilities are not controlled, an agent can leave the workplace as many times without a valid reason and for an unacceptable period, which causes several agents to abandon their posts during working hours. because the existing system cannot accurately determine when an agent comes into the office and when an agent leaves the office. The existing system does not know how to manage the cases of absence of agents either, because certain agents can sign the presence on behalf of the other absent agents, which leads the company to pay even the absent ones, which causes a problem of payroll management which takes into account the number of days worked, handicapping the productivity of the organization given that human resources constitute the basic workforce of this department. The use of RFID electronic badge clocking nevertheless remains an effective solution for solving the problems of agent clocking management.

**Keywords :** Clocking, attendance, payroll management, delay, absence

## **HOUSE PRICE BUBBLE AND ANALYSIS OF THE FACTORS AFFECTING HOUSE PRICE: TURKEY CASE**

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### **ABSTRACT**

Huge increases in housing prices have been an attractive and focused subject of research. Supply and demand play an important role in housing prices. Macroeconomic variables also have a significant impact on housing prices. Based on the close relationship between the real estate market and finance, this article explores the existence of speculative bubbles in house prices in Turkey, as well as the impact of macroeconomic changes on housing market transactions. GSADF was used to determine the presence of bubbles in the housing market in Turkey and 2 bubbles are identified in the Housing Price Index series for the period 2014 - 2018 and June 2019 - June 2022. The balloon in the period of June 2019 – June 2022 is remarkable and the slope of the balloon is very steep. The long-term relationship between house price and macroeconomic variables was examined with the Vector Auto Regression (VAR) model. VAR model results are significant at 5% significance level. A statistically significant relationship emerges between the Housing Price Index and the total of sales on credit, the total of housing sales, the Consumer Price Index, the Turkish Lira 1-Month Deposit Purchase Interest, the Consumer Confidence Index and the Manufacturing Capacity Utilization Rate variables.

**Keywords** : Real Estate Price Index, Price Bubble, Financial Modelling, VAR Analysis, Turkey

## WHAT IS A BLOCKCHAIN? WHAT IS NOT?

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### ABSTRACT

Blockchain is a concept that has been talked about since 2017 and has applications in many fields of social sciences such as retail, supply chain, finance, auditing and accounting. Blockchain is basically a technology that can be used to improve data transparency, security and privacy in any business, regardless of scale. Although it is a new concept, blockchain has also developed rapidly in the field of social sciences. As in all fast-developing fields, academic interest in blockchain has increased rapidly. While there were 178 studies on blockchain in the field of social sciences in Scopus in 2017, it is seen that the number of these studies reached 1950 in 2021. The aim of this study is to define the concept of blockchain, which is still considered as an innovation in the field of social sciences, to reveal its advantages and disadvantages and to understand the business processes. For this purpose, in the study, blockchain retail applications were examined within the framework of the marketing mix, and subheadings such as loyalty programs, payment and contracts were also mentioned. In addition, the concept of blockchain and related topics were evaluated with the innovation team of Arçelik, one of Turkey's leading brands in terms of technology. In the findings of the research, topics such as the importance of digital literacy related to blockchain, hybrid platforms and solutions, security, neutrality of computer algorithms, and digital borders stand out. In addition, it has emerged that it is important to work on user experience and scenarios, since the blockchain has a producer-based structure. The results once again reveal the importance of businesses that need to take an active role in increasing the digital literacy of individuals. As long as these individuals to be invested actively consist of both business employees and consumers, it will be possible to create a meaningful contribution. In this context, it will be beneficial for businesses to receive blockchain training and present them to their customers in the form of mini-introductory briefings and trainings. Blockchain-based applications that protect the customer, such as increasing data security, ensuring the impartiality of computer algorithms and drawing digital borders, will contribute to the preference of businesses and the element of trust. The results of the study were evaluated in terms of theory, practice and future studies.

**Keywords :** Block chain ,marketing, Business Processes



# **BLOCKCHAIN AND SUSTAINABLE DEVELOPMENT: WHERE ARE WE HEADING FOR FUTURE BUSINESS PRACTICES?**

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## **ABSTRACT**

Blockchain, an evolving technology in information recording and management, is believed to revolutionize modern business as it advances functionality and operational value of data usage to ensure programmability, security, anonymity, unanimity, timestamping, immutability, and distribution, while it simultaneously increases data processing transparency and efficiency. This study is important as it aims to offer an inclusive view and strategic reference to field practitioners and cross-sectoral decision makers when the feasibility or adoption of blockchain is considered. It provides fundamental and qualitative analysis covering the main concept of the technology, its theoretical structure and architectural design, the associated costs and perceived benefits, its application across the business field, and blockchain's potential impact and implication upon sustainable development.

**Keywords :** Blockchain, Sustainable Development, Digital Economy, Blockchain-Business Application

## **KNOWLEDGE MAP OF ENTERPRISE CRISIS MANAGEMENT, 2015-2022**

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As a result of the outbreak of COVID-19, some businesses have dissolved, while others are on the verge of dissolving. In addition, as a result of the conflict between Russia and Ukraine and the energy crisis in Europe, the global enterprise scenario continues to deteriorate. Then, an increasing number of studies shift their focus to enterprise crisis management. How to prevent a crisis, face and manage the circumstance, and survive and recover from a crisis are crucial skills. In this article, using the Cite Space and the social network(SN) analytic methodologies, we studied the spatial structure of corporate crisis management literature keywords in order to determine the research trend, hot subject, and outlook. The conclusion is that the organization's organizational structure, strategy, and leadership are crucial for overcoming the crisis. In addition to the research area, additional firms in various industries have been analyzed. Increasingly different research approaches have been applied to the study of corporate crisis management in recent years. Besides, future study subjects have been predicted, which may become crucial research fields for the subsequent stage.

**Keywords :** Knowledge Map, Enterprise Crisis Management, Cite Space

## A RESEARCH ON THE RELATIONSHIP BETWEEN QUALITY OF WORK LIFE AND JOB SATISFACTION

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### ABSTRACT

The aim of the research is to determine the relationship between the quality of work life and job satisfaction of individuals working in a private electricity company in Ankara and to examine the significance of the relationship between which variables. Motivated employees, have job satisfaction, and can balance quality of work-life will have a positive effect by increasing the human capital of the organization. The purpose-oriented employees who have integrated the goals of the business with their own goals will be able to gain a competitive advantage to the businesses. For this reason, determining the relationship between work-life balance and job satisfaction and determining which variables have a strong relationship with job satisfaction constitute the importance of the research. The research is a quantitative research, survey method was used in the research and the survey were filled in face to face with the participants. The universe of the research consists of 250 workers who works in a private electricity company based in Ankara, and the sample of the research consists of 124 participants. The method used in the research is induction. Significance level was taken as 5% ( $p=0.05$ ), and  $p<0.05$ . As a result of the correlation analysis, it was determined that there was a significant and positive ( $p= 0.707^{**}$ ) relationship between the quality of work life and job satisfaction. The most significant relationship was found between job satisfaction and work-life balance ( $p= 0.829^{**}$ ).

**Keywords :** Quality Of Work - Life, Job Satisfaction, Intrinsic Satisfaction, Extrinsic Satisfaction, Work- Life Balance

## **HYBRID WORKING ENVIRONMENT AND ITS IMPACT ON THE FINANCIAL ECONOMY OF MNCS**

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### **ABSTRACT**

The evolution of technology and innovation has prompted many organizations worldwide to adopt changes in their business practices and develop new policies and ideas. More recently, with the downturn of the world economy arising from both political and non-political conflicts, market economies are facing challenges in terms of drastic economic transitions; organizations have opted for a modern approach to the working environment. Hybrid working places has become a recent practice in organizations. This study intends to explore the areas of how this approach is beneficial to the organizations, namely the multinational companies. The study will further reflect on the financial aspects of an organization. Furthermore, the approaches and processes are relatively content with the access to information that is to be used for the purpose of the study. A number of organizations who are already practicing the hybrid approach will be taken into consideration. Moreover, the results are expected to reflect on the current situation as well as the future of the hybrid organizational benefits.

**Keywords :** Technology, Hybrid, MNC, Economy, Challenges, Transitions.

# **THE PROBLEM OF ENTREPRENEURSHIP OF WOMEN SELLERS OF VARIOUS PRODUCTS AT THE MZÉE MARKET AND ACCESS TO MICRO- CREDITS: CASE OF THE TUJENGE MICRO-FINANCE INSTITUTION**

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## **ABSTRACT**

The birth of an entrepreneurial approach in the developing country finds its explanation in the problem of the crisis of salaried employment and a context of great poverty; crisis in the DRC; women assume the function of head of household to meet the needs of the household in the face of an unpaid or unemployed husband; this situation motivates the idea of entrepreneurship despite the difficulties of access to financing from conventional banking institutions; lack of support services; inadequate regulations; social prejudices; heavy family responsibilities and a low level of education; they stand out to give the best of themselves; especially for this study which is interested in these women job creators who benefit from the financial support of the micro-finance institution TUJENGE

**Keywords :** Entrepreneurship, women, Micro-credit, Micro-finance, Tujenge

## **THE DIGITAL ACCOUNTING APPLICATIONS IN TURKEY: A LITERATURE REVIEW**

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### **ABSTRACT**

It was expected that the digital transformation would also affect Turkey as in other countries in the world. Because the rapid development of information technologies, the fact that factors such as time, costing and reliability in data/information processing, obtaining and presenting information have become important, has made the digital transformation of Turkey an indispensable element. The purpose of this paper is a literature review on the digital accounting applications in order to able evaluate how effective digital account by that digital transformation in Turkey. In this frame, the literature analysis till October 2022 has been reviewed using different electronic databases such as EBSCO, Google Scholar, Çukurova online library and other websites, Reviewed past research papers and different websites many studies were conducted around the Turkey by researchers on the using applications of digital accounting. The study result can be useful for future research on using qualitative data on the using digital accounting applications. With this study, the effect of digitalization on accounting and the concept of digital accounting in accounting literature at the present and future of accounting have been tried to be evaluated. At the end of study it is found that many applications and other factors in use on digital accounting after digital transformation, such as e-bill, e-signature etc.

**Keywords :** Digitalization, Digital Accounting, Digital Accounting Applications

# THE RELATIONSHIP OF DUTCH DISEASE WITH PRODUCTION VALUES AND EXPORT PARAMETERS

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## ABSTRACT

**Aim:** In the research, it was aimed to examine the relationship of Dutch Disease with production values and foreign trade parameters. Method: Based on the World Economic Outlook: Global Production Decrease, Rising Trade Barriers report published by the International Monetary Fund IMF in 2019, production values (MVAP) and exchange rates (REER) of a total of 30 countries, 15 developed and 15 developing, ), Gross National Product (GDP), natural resource costs (TNRR), GINI, inflation (ICP), education expenditures (EE), export index (EVI) and import index (IVI) values and production values are taken from World Bank data. Results: There is a statistically significant and negative correlation between MVAP and GDP ( $r=-0.139$ ;  $p<0.01$ ) and EE ( $r=-0.543$ ;  $p<0.01$ ). A negative relationship or negative regression coefficient indicates that the production index is inversely related to GDP and education. It is possible to say that the movement to cheap labor in the world has caused this result. Again, there is a statistically significant and positive relationship between MVAP and ICP ( $r=0.159$ ;  $p<0.01$ ). LPI, CPI and FPI parameters, which are the sub-indicators of production, have a negative relationship with TNRR and ICP parameters, and a positive and significant relationship with other variables ( $p<0.05$ ). The results of the GLM analysis showed that the country's level of development (Beta=-5.801;  $p<0.01$ ), year (Beta=-0.163;  $p<0.01$ ) and EE (Beta=-1.725;  $p<0.01$ ) parameters were significant and negative on multivariate MVAP. In other words, the development of a country, education expenditures and time progress negatively affect the Dutch Disease. What is meant by time progress is that Dutch disease is less common today than in the past. This situation is consistent with the decrease in Dutch Disease with the increase in education. As time progresses, communication technologies increase and educational opportunities are more accessible and development opportunities are easier. The effect of inflation on Dutch Disease was not significant ( $p>0.05$ ). **Originality:** Although there have been some studies on Dutch disease in developed and developing countries, there has not been enough study that comprehensively evaluates these two country groups and evaluates these variables together with production and foreign trade. In this respect, the research is among the pioneering studies in the literature.

**Keywords :** Dutch Disease, developed countries, developing countries, non-source export concentration.

## **MEDIATING ROLE OF ENTERPRISE RESOURCE PLANNING IMPLEMENTATION BETWEEN KNOWLEDGE MANAGEMENT AND PERCEIVED ORGANIZATIONAL PERFORMANCE**

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### **ABSTRACT**

Enterprise Resource Planning (ERP) is employed as a mediator in this study to determine if knowledge management has an impact on perceived organizational performance. In the corporate sector, ERP is essential to achieving performance effectiveness and efficiency, which in turn will invariably boost organizational productivity. Sometimes employees are refusing to share information in the regeneration process because they are worried about being replaced by younger employees, which puts the knowledge sharing process on pause. Since ERP system is an integrated and playing ubiquitous role in the organization it requires users' connectivity and more knowledge sharing among themselves to achieve optimum organizational performance. An integrative framework is used to determine the relationships of key variables of knowledge management, ERP implementation and perceived organizational performance. In this research, physician, senior management, administrative staff and nurse from 50 healthcare organizations of various areas of Bangladesh were randomly sampled, 380 respondents are used in this study. Data analysis is undergone through Structure Equating Model (SEM) with assistance of SPSS application, the writer can see the relationship of knowledge management and its influence on organizational performance.

**Keywords:** Enterprise Resource Planning (ERP), Knowledge Management, Knowledge Creation, Knowledge Sharing, Organizational Performance.



## **INSTAGRAM USAGE OF UNIVERSITIES IN KYRGYZSTAN**

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### **ABSTRACT**

Digital world creates not only opportunities, but also significant challenges for institutions and organizations worldwide. Universities also need to use digital marketing tools effectively in order to establish a healthy communication with their internal and external stakeholders. This study aims to evaluate Instagram usage of leading private and state universities in Kyrgyzstan. In this framework, first of all, universities that are actively using Instagram were determined and their posts were subjected to content analysis. Content analysis was made according to criterias such as the number of followers, distribution of my posts by format, language, and the reaction of the followers. The results of the study are important in terms of understanding the general state of universities' social media marketing activities in Kyrgyzstan and providing the necessary clues for them to be more effective.

**Keywords :** Social Media, University, Instagram

## EXAMINATION OF THE RELATIONSHIP BETWEEN PRODUCTION AND ECONOMIC GROWTH, AND THE LABOR OF ADVANCED EDUCATIONAL WOMEN

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### ABSTRACT

**Aim:** In this study, it was aimed to examine the relationship between highly educated female workforce and production and economic growth. Method: The rate of highly educated female labor force in female employment (FFE), Gross National Product Growth per Capita (GDPG) and Manufacturing Value Added Index (MVA) parameters given for Turkey between 2004 and 2020 from the World Bank country data as a data set in the research were used. Results: FFE value ranged between 65.38 and 72.32 in the time period examined in the study, with an average value of  $69.71 \pm 1.79$ . GDPG value varies between -6.03 and 9.51, with an average value of  $3.63 \pm 3.91$ . The mean MVA has a mean value of  $5.83 \pm 6.58$  and a range of -8.96-20.23. According to the results of Spearman's rho correlation analysis, while there is a statistically significant and positive relationship between MVA and GDPG ( $r=0.953$ ;  $p<0.01$ ), the relationship between FFE and MVA is not statistically significant ( $p>0.05$ ). On the other hand, the change in FFE values by years is statistically significant and in the direction of increase ( $r=0.544$ ;  $p<0.05$ ). Although the effect of female employment on GDPG and growth is not statistically significant, its increase over time indicates that this relationship may be significant in future studies. The distribution of women's employment by sectors, the effects of educational status on sectors and the current situation of women's employment data in Turkey during the data compilation process are variables that may affect the results of the research. With wider possibilities, research may be expanded. **Originality:** The research is unique in that it is one of the pioneering studies that reveal the contribution of women's qualified workforce to the economy. In addition, the study is important in terms of being a source for both field practices and advanced academic studies in terms of revealing that qualified and highly educated women are not included in the production and growth variables at a sufficient level.

**Keywords :** Qualified Female Labor Force, Production, Growth, Development.

# **SOCIOECONOMIC IMPACT ASSESSMENT OF AGRICULTURAL MANAGEMENT PRACTICES AND HIES ADOPTION ON SUSTAINABLE FARM LIVELIHOODS IN BALOCHISTAN, PAKISTAN**

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## **ABSTRACT**

Formulation and implementation of sustainable water policies are linked with adoption of water conservation practices in Pakistan. The Balochistan province is largely dependent on ground water for its water requirements either it's through Karez or tube wells. This study utilized data collected from Kuchlak and Pishin sub-basins of Pishin Lora basin to assess the socioeconomic impacts of ground water management interventions. Primary and secondary data was utilized to identify the economic viability of suggested management interventions and analyzed in TOA-MD model to assess the economic viability of suggested interventions. The interventions regarding efficient allocation of water resources includes high efficiency irrigation system (drip and, sprinkler irrigation), cultivation of low delta crops like pistachio, grapes and pomegranate instead of apples, improvement in current management practices, construction of check bunds for water storage, improved cultivars especially dwarf varieties of apple and tunnel farming. The economics analysis done by TOA-MD model for technological interventions calculated the net farm returns, per capita income and farm Poverty in mid-century scenario. The installation of such infrastructure would ensure the efficient allocation of water use and increase the net farm returns substantially. The farm Poverty would reduce by 4 and 12 percent in the study area for mid-century scenario.

**Keywords :** Ground water management; HEIS; farm poverty; sustainable farming livelihoods

## **WHEEL HOE AND SPRAY PUMP**

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### **ABSTRACT**

Technology is essential in making human life more manageable when completing our day-to-day tasks. One of the ancient occupations in the world is agriculture. Agriculture employs people, provides food for the people and raw materials to industries. Cultivation involves the manipulation of soil, water, and other components of the plant environment. The process requires sowing seeds on the ground, which is clear of other vegetation. In the cultivation system, water played an essential role in the origins of agriculture. Wheel Hoe and Spray Pump is a modern weeding and watering equipment used in the farm to facilitate every small farmer in the town. This project aims to alleviate the burden of small farmers, reduce human resources and speed up the cultivation process. This project has some advantages, including spraying the soil and watering the plant. Other than that, it can sprinkle evenly and has a place for watering crops. A farm, also known as an agriculture holding, is a plot of land devoted exclusively to agricultural activities with the primary goal of producing food and other crops. The essential components to build the wheel hoe and spray pump are a spray pump (knapsack sprayer), tine/tyne cultivator, furrower, hose, nozzle, and bicycle wheel. Fabrication is a process that will take place while performing vital operations in the construction of this project. The fabrication techniques used for completing this project include the welding process, cutting process, drilling process, and painting process. The author did a pre-test and post-test by using a questionnaire for the user, which are the staff of the Agricultural Research Centre and small farmers.

**Keywords :** Agriculture; Cultivation; Wheel Hoe; Farm; Spray Pump; Small Farmers; Fabrication

## **WALNUT SHELL AS BIOSORBENT FOR REMOVAL OF HEAVY METALS FROM AQUEOUS SOLUTION**

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### **ABSTRACT**

Industrial waste and sewage contain acids, toxic heavy metals, dyes and other harmful substances. Heavy metals such as chromium, arsenic, lead, cadmium and copper are not biodegradable and pose a serious environmental pollution hazard to humans and other living organisms. Harmful compounds have carcinogenic and toxic effects, so it is important to develop economical, safe and renewable biosorbents from plant residues to remove them.

The purpose of this work is to study the shell of the walnut (*Juglans regia*), which is formed as agricultural waste to remove heavy metals from aqueous solutions. The suitability of this biosorbent was tested by determining its adsorption capacity and adsorption kinetics.

Physical-chemical parameters of walnut shells meet the requirements for raw materials for the production of adsorbents. Walnut shells were first activated with HCl and NaOH, with sodium hydroxide activation being more effective than HCl activation. The effect of contact time, initial concentration of metal ions, adsorbent dosage, and pH on the removal of metal ions was studied.

Regularities of the influence of various factors (composition, active functional groups, pores, etc.) on the kinetics of the distribution of dyes and heavy metal ions in the heterophase system biosorbent - aqueous solution have been established. The adsorption kinetics was studied using pseudo-first and pseudo-second order. The results show that the second order model best describes the adsorption kinetic data. The sorption properties of the walnut shell with respect to methyl blue and heavy metal ions are consistent with the Langmuir and Freundlich models. The mechanism of the biosorption process includes chemisorption, complex formation, adsorption on the surface, diffusion through pores, ion exchange, etc. From these results, it can be concluded that walnut shell can be a good adsorbent for removing heavy metal ions from aqueous solutions.

**Keywords :** Walnut Shell, Biosorption, Heavy Metal Remediation, Isotherms

## RECYCLING FOUNDRY WASTE INTO MASONRY BRICKS

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### **ABSTRACT**

Recycling foundry waste into masonry bricks is a project that aimed to produce high mechanical compressive properties and to reduce the cost of the production of the building bricks. Nowadays, foundry waste of CO<sub>2</sub> sand is abundant because after used the foundry waste CO<sub>2</sub> sand, the factory or the others party will just throw away them into the disposal site. In addition, the use of foundry waste CO<sub>2</sub> sand can help to reduce the cost of production of building bricks and utilize residual waste aware garbage, most of is highly regard by some. With the success of this project, foundry waste CO<sub>2</sub> sand can be used to produce a composition of a new brick ornaments.

**Keywords :** Recycling; Foundry Waste, Sand, Bricks

# **FABRICATION OF SEMI-AUTOMATED OLD COCONUT GRATER MACHINE WITH ADDED COCONUT HOLDER**

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## **ABSTRACT**

The old coconut grater machine is a machine that can perform coconut grating operations in a quick and easy way. Conventional method by using hand tools such as machete require a lot of strength and time from the user to grate old coconut. Old coconut flesh can be taken out from the coconut shell by using a coconut grater machine. The main concerns when using this machine is the safety of the user. This project aims to fabricate a semi-automated old coconut grater machine with added coconut holder. The invention's objectives are to improve the safety of coconut grating and the performance in terms of grating time. Five old coconuts are used to grate it flesh to test the semi-automated old coconut grater machine and compare it with the available coconut grater machine in the market to know the effectiveness of the machine. Time taken for both processes and the performance and outcomes are recorded. Based on the result, the semi-automated old coconut grater machine with added coconut holder show less time to grate five old coconuts. Regarding safety factors, from the respondent's survey form, the result shows that 95% of them agreed that the used of the semi-automated old coconut grater machine with added coconut holder is safer especially for inexperienced user. The purpose or intention of this project had been achieved and accomplished. The old coconut can be grate effortlessly and safely in a short amount of time.

**Keywords :** Old Coconut, Coconut Grater, User Safety

## EVALUATION OF THE SUCCESS OF PLANTING TREES IN THE ROWS OF TREES INSTALLED IN THE KATAPULA TAILING

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### ABSTRACT

Assisted phytostabilization using trees and organic amendments has been installed on soil polluted with heavy metals in the Katapula sedimentation basin in Kipushi there at 16 years old. The objective of this work was to evaluate the success of tree planting in the corridors of trees installed in the tailing of Katapula 16 years after installation. The method of Braun Blanquet was used to assess the recovery (expressed in relative abundance). Floristic identification was carried out using 12m<sup>2</sup> quadrats delimited by the strings in which all the species present have been listed, after identification a determination of the relative abundances of the species with Excel was made. The result obtained shows a total of 31 species identified in the corridors of the entire device. *C. trygina*, *I. cylindrica*, *M. altera*, *B. pseudoperennis*, *L. leucocephala*, *T. diversifolia*, have been the most abundant with respectively 33.2%; 26.1%; 9.5%; 6.1%; 5.9%. The least species abundant was *O. semiloba* with 0.03%. Depending on the biological forms of the species, 3 groups stood out: woody species, perennial species and annuals.

**Keywords :** Phytostabilization, Braun blanquet, relative abundance, floristic identification.



## **INVOLVEMENT OF THE POPULATION OF THE KHORAZM OASIS IN AGRICULTURAL WORK IN THE XIX CENTURY - THE BEGINNING OF THE XX CENTURY**

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### **ABSTRACT**

By the XXI century, as a result of the rapid growth of the world population, humanity is faced with global problems such as environmental problems, food shortages, and hunger. The demand for agricultural products of the population of the countries of the world is increasing tremendously. These problems, in turn, require the rational use of natural resources, primarily land, and the study of ancient farming areas to study existing practices. The scope of such projects also covered the Central Asian region. Today, the results of many researches in the field of social and humanitarian sciences are used in the implementation of these projects. It is very difficult to imagine the history of agriculture in Central Asia without the irrigation agriculture of Khorezm. Therefore, the study of the history of traditional agriculture of the Khorezm oasis is becoming more and more important in world and regional historiography.

In particular, the drying up of the Aral Sea poses a serious threat not only to the peoples of Central Asia, but also to the agricultural activities of the region's inhabitants. The drying up of this sea, which is especially important for the Khorezm region, has led to the salinization of the cultivated areas and the decrease in soil fertility. Studying and eliminating the main factors of its origin has become a problem that must be solved by scientists in the social and humanitarian direction.

In the Khiva Khanate, agriculture (farming and animal husbandry) was one of the main branches of the economy, as well as trade and handicrafts. 90 percent of the population was engaged in agriculture. Agricultural products played an important role in domestic and foreign trade. Therefore, the Khiva people paid special attention to the issues of land cultivation. Agriculture is mainly developed on irrigated fertile lands. The main part of the people working the land were the poor inhabitants of the villages, who did not have their own land, but worked on rented land, the owners of the land they worked on were representatives of the upper class. Saline lands required a lot of labor because they were less productive. Compared to other regions of Central Asia, the people of the Khiva Khanate had more experience in increasing the productivity of barren, saline soils, and for this they were able to use various tools effectively.

Even in the 18th and 19th centuries, alfalfa and sorghum were considered one of the main types of crops that improve the composition of the land. Therefore, those who prefer to plant these plants on more saline lands. Because alfalfa and sorghum kept the amount of salt in the soil in moderation, and by planting them, it was possible to soften the soil effectively.

In the first half of the 18th century, it is observed that most of the lands of the khanate were salty. In particular, the Russian ambassadors Gladeshev and Muravin, who were in Khiva in 1740-1741, wrote that alfalfa was planted on most lands of the khanate. Because during this period, internal wars and feudal wars between khans became widespread, the pace of land cultivation decreased sharply and caused the failure of cultivated fields [1: 75 p.].

By the 19th century, in the Khiva Khanate, composted soil mixed with sand, muddy soil obtained from digging ditches, and scraps from demolished old houses to cultivate the land were used. This opinion is confirmed by the data in the research of the Russian ambassador O.Shkapsky [3: 29-30 p.]. He shows that in the khanate they used the following methods of tillage to obtain high yields from saline land:

- 1) increase the productivity of the land by throwing pieces of demolished houses on the field;
- 2) working the land with manure.

The economic prosperity of the Khiva Khanate depended on the efficient use of traditional methods of agriculture in the region and the establishment of irrigation systems on a very large scale. After all, a sharp increase in productivity and efficiency in agriculture is the factor with the fastest results in reducing poverty and increasing the incomes of the rural population.

**Keywords :** Agriculture, Saline Soil, Tillage Of The Land With Soil Containing Straw, Tillage Of The Land With Manure

## **FABRICATION OF MOTOR-LESS BEACH-SAND CLEANING MACHINE FOR BEACH RESORT OWNERS**

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### **ABSTRACT**

Modern technologies related to beach cleaning activities remain a niche and unpopular industry even in the 21st Century. Until now, beach cleaning activity is an exhausting and time-consuming process. Most of the time, the rubbish collector will need to bend down or stretch their body to pick up rubbish which may cause injury. Furthermore, they may have to carry the rubbish bag or bin as they move from one location to another. The aim of this project is to fabricate a motor-less beach sand cleaning machine that reduces the time taken needed to collect rubbish by 50% and eliminates the need for the rubbish collector to bend their body in an unnatural way to pick up rubbish. This project also eliminates the need for the rubbish collector to carry the rubbish bin or bag as the machine has a built-in rubbish collection compartment. The motorless beach-sand cleaning machine works by a self-fabricated rake with protruding prongs that is lifted by a lever located above the pushing handle. When the lever is pushed forward, the rake is lifted into the mesh

where the solid litter will be stored. The mechanism to actuate the lifting of the rake is connected by a pair of pulley systems on both sides of the machine. For the post-testing, it was found that this machine reduced the rubbish collecting time by half as compared to conventional manual rubbish picking using hands. It was also noted that the rubbish collection compartment of the machine has a bigger capacity than the standard rubbish bin or bag. In the end, the objectives of fabricating a motorless beach-sand cleaning machine were achieved and can be utilized by the beach resort owners to clean beaches towards a more sustainable environment for marine life.

**Keywords :** Beach Cleaning, Fabrication, Resort Owners

# THE IMPACT OF MOLECULAR BIOLOGY AND BIOTECHNOLOGY IN DEFENSE AND THREATS TO NATIONAL INTEGRITY

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## ABSTRACT

The biotechnology revolution and the emergence of new ways to modify an organism's genetic material have led to an increased risk of biological warfare. Adaptation strategies against these threats are essential to improve people's health. Rapid advances in genetic engineering and synthetic biology have revolutionized the development of highly lethal and reliable biological agents with increased virulence, survivability, and drug resistance. In the current scenario, the construction and misuse of next-generation synthetic agents is not mere science fiction but has become a harsh reality. Next-generation biological weapons are potential biological threats to the peace, security, and well-being of the targeted country; however, these biological weapons are also of paramount importance and can be used in terrorist attacks for the preservation of national integrity.

Today, this technology is used in preventive medicine (preparation of vaccines), treatment (pharmaceutical technology), agriculture (biotechnological production of plants and fruits), and similar fields. In the event of such an attack, it is necessary to have the advanced technologies necessary for early diagnosis. For this reason, supporting institutes and universities working on this subject and creating institutes that will produce new technologies in this field can be one of the essential approaches to national defense.

**Keywords :** molecular biology, biotechnology, genetic engineering, bioterrorism

## **LOW-COST TRANSESOPHAGEAL ECHOCARDIOGRAM (TEE) LEAKAGE TESTER FOR ELECTRICAL SAFETY TEST (EST) IN BIOMEDICAL APPLICATION**

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### **ABSTRACT**

A transesophageal echocardiogram (TEE) is used in biomedical applications to test the image creation of the heart. TEE uses high-frequency sound waves (ultrasounds) to make detailed pictures of your heart and the arteries that go in and out of your heart. Unlike a standard echocardiogram, the echo transducer that produces sound waves for TEE is attached to a thin tube that runs through your mouth and down your throat into your esophagus. Because the esophagus is very close to the upper chamber of the heart, very clear images of these heart structures and valves can be obtained. Electrical Safety Test (EST) is The TEE leakage tester is intended for use by biomedical engineers and technicians who perform routine testing of TEE transducers in hospital. In addition to the patient safety concerns associated with microseismic hazards, leakage current testing of diagnostic ultrasound transducers can identify faults in shielding, indicating to the user the need for less costly repairs. There are variety of leakage tester in the market. TEE leakage tester is used to detect the leakage Most of the TEE leakage tester are expensive. The main purpose of this innovation is to invent a new low-cost TEE leakage tester for electrical safety test.

**Keywords :** Transesophageal Echocardiogram, Electrical Safety Test, Heart, Tester, Transducer

# **EVALUATION OF THE REFERENCE AND COUNTER-REFERENCE IN AN URBANO - RURAL DISTRICT: CASE OF THE HEALTH DISTRICT OF KENYA**

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## **ABSTRACT**

### **Introduction**

The referral system is the interface between the decentralizing tendencies of the first line of care and the centralizing tendencies of the general referral hospital, for reasons of continuity of care in a holistic vision.

### **Methodology**

We conducted a cross-sectional descriptive study on the evaluation of referral and counter-referral in the Health District of Kenya in the Democratic Republic of Congo with the aim of improving this interface. Data analysis was performed using Epi-Info 7 software.

### **Results**

We noted that the severity of the disease motivated the referral in 54% of cases. The reason given for refusing the referral by the patient was the lack of money (95%). The

majority of health centers were decentralized (56%); there is non-existence of referral tickets at the health center level ( 78.9%). The counter-reference rate was 21.1 % with a reference rate of 31.5%.

### **Conclusion**

In the context of universal health coverage, it is important to encourage the referral and counter-referral phenomenon to ensure a better health care supply.

**Keywords :** Evaluation, Reference, counter-reference, health district, Kenya



# INFLUENCE OF DIFFERENT TYPE OF ESSENTIAL OIL IN HAND SANITIZER

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## ABSTRACT

Usually, hand sanitizer mainly produced using 60% of alcohol as an active product substance. Many hands sanitizer product is highly dominant with alcohol smell especially in commercial product. Many studies shown that the excessive application of alcohol-based hand sanitizer not only can lead to antimicrobial resistance in bacteria but can also affected respiratory system that may cause more health problem such as headache, nausea and migraine. This research aimed to reduce overpowering smell of alcohol hand sanitizer and evaluate customer contentment toward the best fragrant of essential oil to be added in hand sanitizer by formulate a new aromatic scented hand sanitizer using orange, lavender and lemongrass essential oil as an addition of fragrant substance. A survey method used in the study that carried out six questionnaires throughout Google Form. As result, the most selected drops of EO for S1, S2, S3 was 7 drops. The fresh scent of hand sanitizer product clearly shown, as much as 57% of respondent favored Lavender Essential Oil. Besides, this study carried out to examine the evaporation rate in hand sanitizer if glycerin were among the compounds in hand sanitizer with varying the formulations, which would document from customer satisfaction and managed to record the volatility data of hand sanitizer. In this study also, the different amount of Carbopol 940 used with TEA to formulate a gel formulation for lavender essential oil hand sanitizer where the stability of the hand sanitizer is being studied in terms of changes in texture, odor, color, viscosity and its thixotropic behavior in the span of 2 weeks with close observation. The growth of mold on bread with no hand sanitizer with lavender hand sanitizer and commercial Dettol hand sanitizer in 14 days observed. The breads used for microbe test, in which to evaluate the performances of hand sanitizers to killing the microorganism or bacteria insert of bread of bread surface. Lastly, FTIR spectroscopy used in this study to identify chemical substances inside the hand sanitizer sample.

**Keywords :** Hand Sanitizer, Essential Oil, Volatility, The Stability, Micobe Test, FTIR

## **BACTERIAL VAGINOSIS IN GESTANT IN LUBUMBASHI IN DR CONGO: EPIDEMIOLOGICAL ASPECT, RISK FACTORS AND SENSITIVITIES TO ANTIBIOTICS**

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### **ABSTRACT**

**Introduction:** Bacterial vaginosis and bacterial vaginitis are lower genital infections in women revealing an alteration of the vaginal ecosystem resulting in the replacement of the normal flora composed mainly of lactobacilli and other endogenous bacterial species such as Gardnerella vaginalis, Mobiluncus and Mycoplasma hominis or exogenous like candida and trichomonas vaginalis. Our study aims to establish the prevalence of bacterial vaginosis in pregnant women in Lubumbashi and what were the risk factors in our environment?

**Methodology:** This is a descriptive cross-sectional study with an analytical component over a period of 4 months, from June 1 to December 31, 2021, having included pregnant women who came for prenatal consultation in the 4 structures mentioned above during the study period and whose informed consent was given. The sociodemographic, clinical, bacteriological and therapeutic data based on the antibiogram of pregnant women included in the study are the independent variables of the study. The Nugent score and the Amsel criteria are used to describe the prevalence of vaginosis. Culture media for isolation are mainly: MacConkey , blood agar, Muller-Hinton, Cled , Sabouraud, as well as antibiogram and antifungigram discs.

**Results:** During the study period we took 152 samples and analyzed 104 for culture, antibiogram and antifungigram. The prevalence of vaginosis was 23% according to the Nugent score and 39.5% according to the Amsel criteria . Direct examination showed the absence of trichomonas vaginalis in the samples. Enterococci represented 47.6%, Escherichia coli 17.5% and Neisseria gonorrhoeae 9.5%. Of the 54 Candida cases, Candida Albicans accounted for 48.1%. Escherichia coli is 100% sensitive to fosfomycin, while E coli is 40% resistant to imipenem. Candida albicans is sensitive to Amphotericine B at 40% on the other hand it is resistant to Fluconazole at 90%.

**Conclusion:** Vaginoses are frequent and still constitute a major public health problem, especially the evolution that can lead to complications involving the upper genital tract. Several resistance factors specific to our environment are identified with an antibiogram coming out of our usual probabilistic antibiotic prescriptions. Mass awareness, bacteriological equipment as well as continuous staff training could reduce its extent in our environment.

**Keywords :** Vaginosis, Obstetrics, DR Congo

## **EPIDEMIO-CLINICAL PROFILE AND MANAGEMENT OF DIABETES MELLITUS: CASE OF THE MEDICARE POLYCLINIC**

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### **ABSTRACT**

Diabetes is a metabolic disease of multiple etiology characterized by chronic hyperglycemia with disturbances in the metabolism of carbohydrates, lipids, and proteins, due to a defect in the secretion of insulin, its action or the two mechanisms combined; it is an affection, frequent, recognized like a world epidemic. Methods: This is a cross-sectional descriptive observational study whose data collection was retrospective and prospective on a sample of 239 patients at the MEDICARE Polyclinic over a period of 3 years. Results: The results showed that the prevalence of diabetes mellitus was 8.5%. The most affected age group is between 42 and 46 years or 23.4% and with an average age of  $47.4 \pm 10$  years with a female predominance of 52.7% with 66.5% of diabetics who were married; 47, 7% of diabetic patients had the cardinal syndrome, 27.6% of patients with no signs and 17.6% of patients in a comatose state with cardinal signs. We observed that the most common diagnosis was unbalanced diabetes with a percentage of 43.9% and hyperosmolar coma at 28.5%; 79.1% of our diabetic patients were type II and 20.9% of diabetics were type I. 55.6% of patients were on insulin therapy, 33.1% on ADO and 11.3% on insulin and ADO.

**Keywords :** Diabetes mellitus, Management, Epidemio-Clinical, Medicare

## **VAZORELAXANT EFFECT OF THE PC-3 AND PC-2 POLIFENOL COMPOUNDS DEPENDING ON THEIR CHEMICAL STRUCTURE**

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### **ABSTRACT**

The vasorelaxant activity of the new polyphenol compounds PC-2 and PC-3 isolated from *Euphorbia* plants growing in Uzbekistan was investigated. Polyphenols - PC-3 and PC-2 have a relaxant effect and effectively relieve hypercalcium solution and phenylephrine-induced rat aortic contraction. It is obtained that PC-2 has more pronounced vasorelaxant effect.

**Keywords** : Vasorelaxant, Polyphenols

## UTILISATION OF EBOOK IN A COMMUNICATIVE ENGLISH COURSE: ESL STUDENTS' PERCEPTIONS'

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### ABSTRACT

The use of ebooks in the classroom is widespread across many subject areas, particularly in developing nations. The use of ebooks provides educators, students, and organisations with an additional medium or educational tool that can support or improve the learning process. To promote student utilisation of resources particularly those at the tertiary level, educators make them easily accessible for all students. The resources give teachers the chance to engage students in interactive tasks and teaching input. This study investigates how ESL students at a TVET institution see the use of ebooks to supplement and assist their learning of a Communicative English course module. The Technology Acceptance Model (TAM) was applied in this study as the lens to examine perceived usefulness, perceived ease of use, and attitude toward using e-books to substitute the traditional textbook in the classroom. Students from four semester-three classes were requested to respond to two open-ended questions concerning the usefulness and ease of use of e-books in the ESL course. A total of 80 students participated in this study and responded to the questions. The students' responses revealed that they agreed that the advantages of ebook might be handy as a tool to help and advance their learning. However, the majority of them pointed out the drawbacks of technology's accessibility and the reliability of the internet. These indicate that for an ebook to be fully utilized by ESL learners, it is essential for the institution to improve its technology and internet facilities.

**Keyword:** Electronic book (ebook), ESL, Second language learning, Polytechnic, TVET

## **WOMEN'S EMPOWERMENT- A STUDY**

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### **ABSTRACT**

Due to the vast discrimination and differences between the sex a dis-balance is created in the society which encourages the idea of women's empowerment. The women's empowerment movement originated from women's harassment. In general, Women Empowerment means to equip the women's for real and practical life. Emphasis should be given on designing different activities, framing policies, management, developing relationships and socialism, position, power, politics, economy etc. In the present study women's empowerment means the women's social, economic, legal and political empowerment. The objectives of the study were to know the awareness amongst the women's about prohibition of child marriages, child labour, family planning, social practice and gender violence, farming practice, economic empowerment and political empowerment. Three hundred women's of which 135 were from rural areas and 165 were from urban areas responded from across the India and Turkey. The survey and interview were used to collect data by a self made tool. The raw data was then grouped and percentage was used to do the analysis and interpretation. The study concluded that the rural and urban women have a strong dislike for child marriages, child labour, domestic and gender violence as well social exploitation and strived to prevent it. In addition they also discuss family planning, the number of children they should have as well their social and economic issues that affect their lives.

**Keywords :** Women Empowerment, Empowerment, Gender

## **STRATEGIES USED TO ENHANCE GROUP DISCUSSION AMONG DIPLOMA STUDENTS IN MALAYSIAN POLYTECHNIC**

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### **ABSTRACT**

Group discussion is a necessary skill that must be presented during job interviews and at work place. However many Malaysian graduates fail to perform this task effectively. Therefore, this study is conducted to improve group discussion skills. Group discussion is one of the continuous assessments in Communicative English 1 course. This course is mandatory for all Diploma level students in Malaysian Polytechnic. Majority students always struggle to carry out group discussion confidently due to a few factors involving poor language forms and functions, vague ideas and lack of practise. The goal of this study is to apply a few strategies to overcome the above mentioned three problems in classrooms. Ethnographic method is used to analyse students' performance in group discussions. Students' group discussion marks show a remarkable improvement with the interference on a more structured method of teaching group discussions. Moreover, students are more confident to execute group discussions with giving and elaborating spontaneous ideas.

**Keywords :** Group Discussion, Polytechnic, Diploma, Communicative English





We were established in 2020 as an academic studies group. The purpose of our group is to share academic information, write academic books, and share new views and ideas. Our group, which started its activities with this mission, has become an association in 2022. The Academic Studies Group is a group formed by faculty members from more than 20 countries. Our group consists of 800 academicians, 500 of whom are from Turkey and 300 from various countries of the world. We held our first congress together with Çağ University in May 2021. We held our second congress together with Karabuk University in October 2021 . We held our third congress together with Osmaniye Korkut Ata University in May 2022. IV. The International Congress of Academic Studies (ASC-2022 / FALL) held in Poland between 3-5 November 2022, hosted by Alcide De Gasperi University of Euroregional Economy, POLAND, face-to-face and online. As the Academic Working Group, we are getting stronger with each congress. We would like to thank the organizing committee and our authors for their support at the congress. We hope to unite this cooperation under the roof of an institute or university in the coming years.



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