



HBIT-2019

2nd International Conference on Human Resource, Business Innovation, Social sciences, Humanities & Technopreneurship

> Hotel Santika Seminyak Bali, Indonesia February 21-22, 2019

CONFERENCE BOOK OF ABSTRACT PROCEEDINGS

BIRE

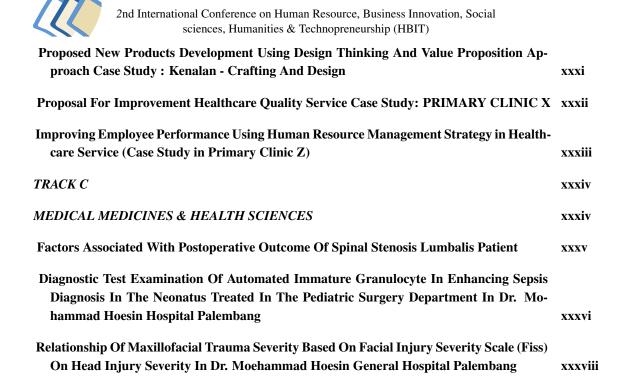
Bali Institute of Research Excellence



TABLE OF CONTENTS

SCIENTIFIC COMMITTEE	viii
SCIENTIFIC COMMITTEE	ix
ORGANIZING COMMITTEE	X
CONFERENCE TRACKS	xi
CONFERENCE CHAIR MESSAGE	xii
Conference Schedule	xiii
Tea/Coffee Break (09:40 am - 10:00 am)	xiii
Participants Registered As Listener/ Observer	xvi
TRACK A	xviii
ENGINEERING, TECHNOLOGY & APPLIED SCIENCES	xviii
Comparison Of Fatigue Analysis Method In Frequency Domain Using PSD Data And Specific Load	xix
Fatigue Life Prediction of Aircraft Pod Considering Buffet Vibration	XX
Transformation of Technology in Learning And Teaching: A Critical Review	xxi
Batik Motifs Development Using Julia Set Based Fractal Programming Technique	xxii
TRACK B	xxiv
BUSINESS, ECONOMICS, SOCIAL SCIENCES & HUMANITIES	xxiv
The Effects of Working Memory Capacity and Metacognitive Monitoring On Problem Solving Strategy	xxv
Are Agreeable Raters more lenient? How Rater Personality Affects L2 Speaking Tests	xxvi
The Role of Multicultural Education Toward Students' Creative Thinking Skills (Case Study on Kaki Dian Emas Foundation, Indonesia)	xxvii
The Changing of Image of Islam in Japan: The Role of Civil Society in Disseminating Informations about Islam	xxviii
Business Strategy: Capturing Opportunities In Crackers Business In Indonesia (A Case Study of KERUPUK OGLONG)	xxix
Developing a Brand Image for Arjuna Arabica as The Potential Product of Batu City	xxx





UPCOMING EVENTS



xxxix

Book of Abstracts Proceedings

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Proceedings of the 2nd International Conference on Human Resource, Business Innovation, Social sciences, Humanities & Technopreneurship

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2nd International Conference on Human Resource, Business Innovation, Social sciences, Humanities & Technopreneurship (HBIT)

Venue: Hotel Santika Seminyak Bali, Jl. Sunset Road No.17, Seminyak, Kuta, Kabupaten Badung, Bali 80361, Indonesia

Conference Theme: Innovative World: New challenges for research and development.



SCIENTIFIC COMMITTEE

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CONFERENCE TRACKS

- Basic Science
- Civil Engineering
- Economics, Finance & Accounting
- Business Management
- Electrical Engineering
- Life Sciences
- Mechanical Engineering
- Medicine Sciences



CONFERENCE CHAIR MESSAGE

Dr. Ryan Feinstein

"International Conference of Bali Institute of Research Excellence" is a platform that thrives to support the worldwide scholarly community to analyze the role played by the multidisciplinary innovations for the betterment of human societies. It also encourages academicians, practitioners, scientists, and scholars from various disciplines to come together and share their ideas about how they can make all the disciplines interact in an innovative way and to sort out the way to minimize the effect of challenges faced by the society. All the research work presented in this conference is truly exceptional, promising, and effective. These researches are designed to target the challenges that are faced by various sub-domains of the social sciences and applied sciences.

I would like to thank our honorable scientific and review committee for giving their precious time to the review process covering the papers presented in this conference. I am also highly obliged to the participants for being a part of our efforts to promote knowledge sharing and learning. We as scholars make an integral part of the leading educated class of the society that is responsible for benefitting the society with their knowledge. Let's get over all sorts of discrimination and take a look at the wider picture. Let's work together for the welfare of humanity for making the world a harmonious place to live and making it flourish in every aspect. Stay blessed.

Thank you.

Dr. Ryan Feinstein Conference Chair

Email: ryan@bireacademy.com



Conference Schedule

Conference Name: 2nd International Conference on Human Resource, Business Innovation, Social sciences, Humanities & Technopreneurship (HBIT)

February 21-22, 2019

Venue: Hotel Santika Seminyak Bali, Indonesia Time: Registration & Kit Distribution (09:00 am - 09:10 am)

Venue: Room 1

09:10 am - 09: 20 am	Introduction of Participants
09: 20 am - 09: 30am	Inauguration and Opening address
09: 30 am - 09:40 am	Networking Session

Tea/Coffee Break (09:40 am - 10:00 am)



DAY 01 (February 21, 2019)

1st Presentation Session (10:00 am - 12:00 pm)

Venue: Room 1

Presenter Name	Manuscript Title	Paper ID
	Track A: Engineering, Technology & Applied Sciences	
Mr. Joon Jang	Comparison Of Fatigue Analysis Method In Frequency	AICE-FEB19-BI105

Mr. Joon Jang	Comparison Of Fatigue Analysis Method In Frequency	AICE-FEB19-BI105
	Domain Using PSD Data And Specific Load	
Jae Myung Cho	Fatigue Life Prediction Of Aircraft Pod Considering Buf-	AICE-FEB19-BI107
	fet Vibration	
Dr Lin Yue	Transformation Of Technology In Learning And Teach-	AICE-FEB19-BI108
	ing: A Critical Review	
R Rizal Isnanto	Batik Motifs Development Using Julia Set Based Fractal	BAL-329-101E
	Programming Technique	

Track B: Business, Economics, Social Sciences and Humanities

Helena Budiono	Proposal For Improvement Healthcare Quality Service	HBIT-FEB19-BI119
	Case Study: PRIMARY CLINIC X	
Octaviani Ratnasari Santoso	Improving Employee Performance Using Human Re-	HBIT-FEB19-BI120
	source Management Strategy in Healthcare Service (Case	
	Study in Primary Clinic Z)	
Hong, Seok-sung	The effects of Working memory capacity and Metacogni-	HBIT-FEB19-BI104
	tive monitoring on Problem Solving Strategy	
KyongCheon Min	The effects of Working memory capacity and Metacogni-	HBIT-FEB19-BI104C
	tive monitoring on Problem Solving Strategy	
Junhee Kim	The effects of Working memory capacity and Metacogni-	HBIT-FEB19-BI104C2
	tive monitoring on Problem Solving Strategy	

Lunch Time (12:00 pm - 01:00 pm)



DAY 01 (February 21, 2019)

2nd Presentation Session (01:00 pm - 03:00 pm)

Venue: Room 1

Presenter Name Manuscript Title Paper ID

Track B: Business, Economics, Social Sciences and Humanities

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Alun Roger	Are Agreeable Raters more lenient? How Rater Person-	HBIT-FEB19-BI110
	ality Affects L2 Speaking Tests	
Ritwan Imanuel Tarigan	The Role of Multicultural Education Toward Students'	HBIT-FEB19-BI112
	Creative Thinking Skills (Case Study on Kaki Dian Emas	
	Foundation, Indonesia)	
Ni Nyoman Pebi Suryani	Business Strategy: Capturing Opportunities In Crackers	HBIT-FEB19-BI115
	Business In Indonesia (A Case Study of KERUPUK OG-	
	LONG)	
Novelasari Nadia Putri	Developing a Brand Image for Arjuna Arabica as The Po-	HBIT-FEB19-BI117
	tential Product of Batu City	
Ghesa Wisesa Nalan	Proposed New Products Development Using Design	HBIT-FEB19-BI118
	Thinking And Value Proposition Approach (Case Study:	
	Kenalan - Crafting And Design)	
Rachmi Yulita Irma	The Changing of Image of Islam in Japan: The Role of	HBIT-FEB19-BI114
	Civil Society in Disseminating Informations about Islam	

Track C: Medical Medicines & Health Sciences

Dr. Novli Ardiansyah	Factors Associated With Postoperative Outcome Of	BAL-329-101M
	Spinal Stenosis Lumbalis Patient	
Dr.Ikhsan Hidayat	Diagnostic Test Examination Of Automated Immature	BAL-329-102M
	Granulocyte In Enhancing Sepsis Diagnosis In The	
	Neonatus Treated In The Pediatric Surgery Department	
	In Dr. Mohammad Hoesin Hospital Palembang	
Rachmanto Ary	Relationship Of Maxillofacial Trauma Severity Based On	BAL-329-103M
	Facial Injury Severity Scale (Fiss) On Head Injury Sever-	
	ity In Dr. Moehammad Hoesin General Hospital Palem-	
	bang	

Ending Note (03:00 pm - 04:00 pm)



Participants Registered As Listener/ Observer

The following Scholars/ practitioners who don't have any paper presentation, however they will attending the conference as delegates & observers.

Name: Seonhee Choi IT psychology, Ajou University South Korea HBIT-FEB19-BI106A

Name: Sangwoo Choi IT psychology, Ajou University South Korea HBIT-FEB19-BI107A

Name: Soyoung Kim
IT psychology, Ajou University South Korea
HBIT-FEB19-BI108A



Conference Day 02 (February 22, 2019)

Second day of conference will be specified for touristy. Relevant expenses are borne by Individual him/herself.



TRACK A ENGINEERING, TECHNOLOGY & APPLIED SCIENCES



Comparison Of Fatigue Analysis Method In Frequency Domain Using PSD Data And Specific Load

^{1*}Mr. Joon Jang, ²Jae Myung Jo, ³Woo chun Choi ^{1,2,3}Mechanical Engineering-Korea University, South korea Corresponding Email: gojeeeak@korea.ac.kr

Keywords: Fatigue Analysis, PSD data, Significantly

Fatigue analysis needs to be done for an aircraft during a design stage, in order to prevent fatigue failure during operation. Fatigue analysis can be done in a time domain or a frequency domain, and a frequency domain analysis is used more frequently. Frequency domain analysis for an aircraft uses the PSD data translated from the vibration experienced for its whole lifetime. There are two methods of life estimation using PSD data and PSD data with specific load. For the latter, more conservative result is obtained. In this study, analysis was done using PSD date with 7 different loads. It was found that the PSD data affects the life but the loads do not affect the life significantly. Also, it was found that some loads increases the life. The life was sensitive to the magnitude and direction of the load. In the further study, the effect of the magnitude and direction of the load will be investigated.



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Fatigue Life Prediction of Aircraft Pod Considering Buffet Vibration

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 Corresponding Email: euro09@korea.ac.kr

Keywords: Mission Pod, Buffet Vibration, Fatigue Life Analysis

Mission pods mounted outside the aircraft are unevenly exposed to various loads due to the flight and mission of the onboard aircraft. Such repetitive loading results in fatigue failure of the pod structure, so fatigue life analysis is required from the design stage. In general, the fatigue analysis of a structure is performed by a time domain method or a frequency domain method. In the case of mission equipment, frequency domain fatigue analysis was performed using the general vibration environment conditions of the aircraft expressed as PSD due to the efficiency of fatigue life analysis. The reason for this is that the aeronautical mission equipments are analyzed that the fatigue effect due to various dynamic vibrations experienced during flight is considerably large. However, modern fighters are experiencing more of their buffet vibrations than ever before due to their high engine performance and maneuverability, and fatigue life analysis for buffet vibration is also becoming increasingly important. In this paper, the fatigue life of the mission pod against the buffet vibration, which is not ordinary but high cycle characteristic and causes mechanical damage, is compared with the fatigue life in the general vibration environment using the three band method.



Transformation of Technology in Learning And Teaching: A Critical Review

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Keywords: Innovation, Learning And Teaching, Technology, Transformation

Transformation of technology has given a new dimension to the scope of learning and teaching within a few decades. It moved from pen and paper based learning to e-learning in a few decades. The current study has reviewed and observed such transformation from historical perspectives using content analysis by analysing 50 selected publications from last 20 years. Findings show that such transformation is the reflection of innovation and commercialisation of technologies, focus on dissemination of knowledge by governments and businesses, competitiveness among the educational institutions and keen interests in learning and teaching by the members of the society. This study makes a contribution to the body of knowledge, especially in the area of transformation of technology and pedagogy. The outcome of this study will also encourage further research on the topic.



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Batik Motifs Development Using Julia Set Based Fractal Programming Technique

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Keywords: Design of batik motifs, Traditional batik, Fractal programming, Julia set Computer-based.

TBatik is the art of crafting cloth that has high artistic value and has been a part of Indonesian (especially Javanese) culture for a long time. While the fractal concept is the generation of images graphically with self-similarity properties produced by recursive or iterative algorithms to produce a new image form. Batik and fractals are two different concepts. Batik is in the area of art, while fractals are mathematical concepts related to iteration and selfsimilarity processes. However, batik and fractals lead to a new concept of batik, namely: Fractal Batik. In Fractal Batik, fractals are used to design and redesign new patterns using computer software. Therefore, we need a device that is able to generate computerized batik motifs that are able to produce innovative and creative motifs. In this study, Julia set was used as the basis for generating batik motifs. In this system, the process of generating fractal batik images consists of 3 (three) steps, namely: First, determine the shape of the function in the Julia-set for several batik motifs to be chosen. The function form in the Julia set is fc(z) = zn + c, z = ai + b will be assigned the values n, a, b, and c with n $\frac{1}{6}$ 1 and a, b, c R. Second is computer programming with Python software to visualize the results that obtained in the first step. Third, design a batik motif fractal motif using the set of Julia sets obtained in the second step. From experiments conducted on different variations when generating fractal images, some conclusions were obtained as follows. First, for the greater number of iterations, the resulting image will be more detailed and the number of colors will increase. In other words, for a smaller number of iterations, a simpler image will be produced, with fewer colors. Second, the result image is influenced by the value of the complex c and the number of colors or gray levels indicated by the number of iterations, namely that the greater the number of iterations, the more colors are generated. Third, several variations of input parameters produce images that approach traditional batik motifs. In this study, traditional motifs that can be approached by fractal functions are: Batik Liong Motif (c = -0.8 + 0.156i; number of iterations 60), Nitik (c = -0.4 + 0.6i; number of iterations 60), Ceplok (c = -0.415 + 0.577i; number of iterations 130), Parangkusumo (c = -0.745429 + 0.11308i; number of iterations 150),



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and Mega Mendung (c = -0.285 + 0.01i; number of iterations 30). For other traditional batik motifs, further experiments are needed by changing existing parameters. Fourth, as a final conclusion, in general, changes in the number of iterations and the value of c applied to Julia-set are better able to explore variations in the form of motifs produced. Thus, the function of the Julia set can help the batik designer in making batik motifs.



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TRACK B BUSINESS, ECONOMICS, SOCIAL SCIENCES & HUMANITIES



The Effects of Working Memory Capacity and Metacognitive Monitoring On Problem Solving Strategy

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Keywords: Metacognitive monitoring, Education, working memory, Problem solving strategy

Flavell (1976) proposed metacognitive monitors the cognitive process, selects and modifies problem solving strategies. Thus, individuals who have higher metacognitive monitoring ability may select better strategies when solving problems. This study used Cognitive Reflection Task(CRT) to examine whether individuals with metacognitive monitoring ability select appropriate problem solving strategies. Because working memory(WM) - system2(Barrett, Tugade, & Engle, 2004) and CRT system 2(Thomson, 2009) was related positively, people have a good WM, they may use system 2 more and solve CRT as a high accuracy. Also, Metacognition is positively correlated with system 2. And then, CRT requires the participant to choose between system 1 and 2 as a problem solving strategy and can examine whether the correct strategy was chosen using system 2. Results showed that participants who have higher metacognition perform better on the WM test and CRT than those who have lower metacognition. This implies that individuals with higher metacognition choose appropriate problem solving strategies and think deliberately because of having bigger cognitive capacity.



Are Agreeable Raters more lenient? How Rater Personality Affects L2 Speaking Tests

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Keywords: Personality, Testing, Speaking

This paper outlines research currently in progress that identifies a gap in Weirs (2005) socio-cognitive framework for test validation that has been overlooked and threatens the validity of test scores. Speaking test scores are used in high stakes decisions (employment, immigration, university admissions) about learners in many countries. Ensuring these scores reflect a learners skill accurately is critical. The paper builds a case for seeing tests as co-constructed events; a raters perception of the whole performance becomes the candidates score (McNamara, 1997). The paper also considers rater personality an element of scoring validity - who the rater is changes what they perceive within the performance and hence affect the candidates score. The study presents three research questions: - 1) Are there any relationships between raters personality dimensions and their severity? 2) How do examiners and candidates with different personality dimensions co-construct interaction? 3) Are there any relationships between raters personality dimensions and the ways in which they perceive interlocutors behaviours? The study will enroll examiners (N=12), and Japanese university students (N=12) who complete video-taped speaking tests. Raters (N 59) score the video performances and complete a personality survey. Multiple regression will be used to identify correlations between personality dimensions and rater severity (RQ1). Test transcripts are thematically analysed for candidate and examiner behaviours in reference to individuals personality dimension measures (RQ2). Finally, nine raters will be selected for retrospective interviews. The transcripts will be thematically analysed for commentary regarding examiner behaviours and categorized by behaviour type, rater personality and severity measure (RQ3).



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The Role of Multicultural Education Toward Students' Creative Thinking Skills (Case Study on Kaki Dian Emas Foundation, Indonesia)

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Keywords: Soft Skills, Multicultural Education, Creative Thinking Skills Analysis

The Kaki Dian Emas Foundation has a Training program called FLaTS (From Lawang to Sentul) based in Lawang, Malang Regency. FLaTS provides one of many types of soft skills, namely Creative Thinking Skills with students in the hope that it will make graduates more ready when entering the world of lectures and also later employment opportunities. Students from various regional, ethnic and cultural backgrounds make FLaTS integrate the value of multicultural education in its education curriculum. In previous studies it was stated that the combination of the experiences of two cultures can increase creativity in a wider arena. In another study, through socio-cultural theories proves that multicultural interactions can enhance creative thinking skills and the role of cognitive flexibility rather than multicultural exposures. The research objective to be achieved is to find out and analyze the role of multicultural education on students' creative thinking skills. In the implementation, this study took primary data using questionnaires. Secondary data is obtained from the Foundation Secretariat. The type of research used is using quantitative research with explanatory methods. The number of respondents was 46 students of FLaTS Batch XXXII. Primary data obtained by using questionnaires. The analysis technique used is using the Moderated Regression Analysis (MRA) or interaction test. The results of the analysis with MRA answer the hypothesis with the decision that Multicultural Education (X1) has an influence on the Creative Thinking Skill (Y) with the R Square determinant coefficient of 0.479 or 47.9%.



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The Changing of Image of Islam in Japan: The Role of Civil Society in Disseminating Informations about Islam

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University of Indonesia, Indonesia
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Keywords: Muslim Community In Japan, Japanese Society, Disseminate Knowledge About Islam, Religious Tolerance

This research focuses on the changing of image on Islam in Japan and the efforts of Japans civil society to eradicate Islams negative image created by Japans mass media. They come to know Muslims and Islam from the mass media, especially television. Even when there were increasing number of foreign Muslims coming to Japan as migrant workers or students, and even living in Japan since 1990s. Even worse, after the incident of 9/11 in 2001, the news about Islam and Muslims presented were mostly negative, being heavily influenced by the Western medias perception. In preparation for the coming 2020 Olympic Games, the government, the local NGO, and even individual are taking initiatives to create a Muslim-friendly atmosphere. I try to look into their efforts to disseminate information, as well as to counter demagogues about Islam and Muslim. To find out how the Japanese society responded to the presence of Muslims in its midst, I have conducted in-depth interviews with 10 Muslims residing in Japan, and compared their stories with Japanese articles, books, and academic journals. The purpose is to make clear whether the negative tone in the mass media has discouraged the Japanese from further interaction with the Muslims, or on contrary had formed a new perception of Islam. My conclusion is that through their incessant efforts, they have succeeded in making Japanese society more open and amicable to foreign Muslims.



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Business Strategy: Capturing Opportunities In Crackers Business In Indonesia (A Case Study of KERUPUK OGLONG)

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Keywords: Crackers, Business Strategy, Industrial Organizational Model

The Indonesian habit which is used to consuming crackers as a snack or a complement of food has created crackers business interested. It showed by data from Central Bureau of Statistics (BPS), 2018 which revealed that the consumption behavior of processed foods in Indonesia have increased. It encouraged the presence of Dua Nona as a crackers business offered fish crackers. The products produced by supplier so it made Dua Nona positions weak. Furthermore, the increased in consumption behavior of processed foods did not just attract Dua Nona but also competitors. It invited many newcomers to earn odds. Therefore, Dua Nona need a business strategy to find out a gaps in a crackers business and how to capture them. This research used Industrial organizational model analysis which started by external environment analysis, then determined an attractive industry, moreover formulated the strategy formulation, acquired assets and skills, and the last implemented strategy to achieved superior return. The result of this research revealed that the fish crackers of Dua Nona was unattractive, so Dua Nona must differentiate the product and look for neglected market. Consequently, Dua Nona used pig skin as a main raw material because it has an obvious market share. The target market was non-Muslim especially Chinese and Balinese. Moreover, to become independent, it is decided to produce crackers itself. Because of the raw material changed to be pig skin, Dua Nona converted the name into Kerupuk Oglong. The core competencies of Kerupuk Oglong are in product differentiation and marketing strategies. Kerupuk Oglong differentiation lies in its taste. As for marketing, Kerupuk Oglong not only conducts direct sales and consignment but also sells through online market place. It is conducted because Kerupuk Oglong has an intention to serve consumers throughout Indonesia.



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Developing a Brand Image for Arjuna Arabica as The Potential Product of Batu City

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Keywords: Brand Image, Customer Analysis, Potential Product

Batu City is one of the small cities in East Java which is developing its potential as a Tourism City. The area in the city of Batu is good so that the agricultural produce of high quality. Batu City was better known as the Kota Apel because of the highest production of apple in East Java. With the many tourists who come make the economy in Batu City is increase. Nowadays coffee shops are become increasingly popular, as well as in Batu City. There are coffee plantations that produce good quality seeds, one of them is Arjuna Arabica. Where these coffee beans have apple taste accordance with the characteristics of Batu City, thus adding the impression of a unique locality. It can be a new potential product that can be used as a souvenir of Batu City. Therefore this research intended to find out how to develop the Arjuna Arabica brand as a local coffee in Batu City. Related theories are used as tools in compiling interview questions to find out current conditions in the field in terms of producers and customers. Among them are brand image, customer analysis, and perceptions of coffee. Furthermore, the results of the interview can be used as a benchmark for the extent to which Arjuna Arabica is known and acceptable to the public. Then it will be continued with an analysis of what things can be done to improve the brand. The final conclusion of this research is the strategies to develop the Arjuna Arabica as a potential product of Batu City.



Proposed New Products Development Using Design Thinking And Value Proposition Approach Case Study : Kenalan - Crafting And Design

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Keywords: Craft Product, Design Thinking, New Product Development, Six Market Dynamic, Value Proposition Canvas.

In today's society giving gifts is a tool to celebrate these important moments. But there is a shift in meaning where gifts become one of the tools to increase one's self-actualization in their society. With high self-actualization they need a product product which more personal and can adapted to the character of the gift recipient. This study aims to find a priority for new product development proposals based on the companys capabilities and customers needs. With the new product development and design thinking approach this research tries to be solved. There are 5 stages of design thinking. In the empathize phase, researchers try to get an understanding of empathy from all respondents using interview techniques. Furthermore, at define stage researcher processes the interview results and observation using the value proposition canvas which converted to customer jobs, pains and gains. Then at the ideate stage, researcher changes the findings in the previous stage to 4 alternatives products and services. At this stage, pain relievers and gain creators are sought for each alternative. And its poured into card base prototypes which contains the overall alternative concept. At the end, each prototype was tested on 12 respondents from the interview stage. Generated alternative sequences that are most representative according to customers. Furthermore, six market dynamic is used as a validation tool for the proposals. By looking at 6 fundamental aspects in a business both external and internal, the final result of this research is the proposal of new product development that have been validated and can be implemented.



Proposal For Improvement Healthcare Quality Service Case Study: PRIMARY CLINIC X

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Keywords: Primary Clinic, Healthcare System, Standard Operational Procedure Clinic, Manpower Planning

Health is important for a person to be able to work optimally. However, sometimes it is considered not urgent and not noticed by the public and some people have low of awareness about health. In Indonesias health system, primary care is defined as health-care services that provided by non-specialist health care worker and become the first place for patient having a treatment. The making of clinic was regulated in PERMENKES no. 9 in 2014 that consists types of clinics, minimum human resources, instrument medic and non-medic, pharmacist, clinical permit, health services, and etc. Health services are required to always improve the professionalism of their employees and improve their health facilities to provide satisfaction to the community. In this research the author use the qualitative research to know the problem in this case. The problem that happened in clinic are infrastructure, building, medical equipment, SOP, and workers not according to regulation. In this research the author will show what should the clinic improve their clinic to meet the regulation and improve the quality service through the system. The absence of a queue system and a medical record storage system often obstruct clinical operations. After knowing the problem, the author proposed the solution to improved the quality service of clinic based on regulation. The clinic need to renovate the building in terms fulfill the need for the number of rooms and provide more ventilation and electricity. Numbering queue system and numbering medical records also proposed by the author to improve system that clinic needs. Clear job description will help the workers work appropriate with their duties everyday. All the improvement are aim to improve the quality of service and satisfying service to patients. It will take 6 months -1 year to implement all the proposals that author make to meet the regulations.



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Improving Employee Performance Using Human Resource Management Strategy in Healthcare Service (Case Study in Primary Clinic Z)

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Keywords: Employee Performance Management, Key Performance Indicator (KPI), Healthcare Service, Human Resource Management, Primary Clinic

Health is the most important living capital for all people in the world. Every country strives to always improve health services for the entire population. In Indonesia, the high number of patient visits to health centers such as hospitals, health centers, private clinics, etc. - is one of the factors that causes the population of Indonesia to need increasingly affordable health facilities. So they can immediately get the best health services. The focus in this study was carried out at the Primary Clinic 'Z' in Bandung City, Indonesia. This clinic serves more than 3000 patients. With this large number of patients, of course the clinic must have a competent workforce in order to provide optimal service and according to the standards set out in the PERMENKES (Regulation of the Minister of Health) Number 9 of 2014 Republic of Indonesia. The problem faced is the lack of workforce that is in accordance with the PERMENKES resulting in some people having multiple jobs. Another problem is because there is no job description and unfair payroll. For this reason, human resource management is needed in this clinic. One of the most important processes in human resource management is performance management. Strategic and integrated performance management is a way to achieve success in achieving goals for organizations by improving the performance of the people who work in them, paying attention to the ability of individuals or teams and developing their abilities in achieving company goals. After being identified, there are several steps that must be done, namely making a job analysis, conducting new workforce recruitment and also placing employees in accordance with their competencies, conducting training and development, creating Key Performance Indicators (KPI) and proposing a new payroll system. In determining KPI, researchers used the Analytical Hierarchy Process (AHP) method.



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TRACK C MEDICAL MEDICINES & HEALTH SCIENCES



Factors Associated With Postoperative Outcome Of Spinal Stenosis Lumbalis Patient

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Keywords: Factors Associated, Outcome, Spinal Stenosis Lumbalis

Spinal stenosis is a degenerative process in the spine and is the most common surgery which one third of patients have poor postoperative results. The objective of this study was to determine the factors associated with postoperative outcome of spinal stenosis lumbalis patient. Methods: Retrospectives observational analytic with consecutive sampling. Outcome assessment with MacNab criteria. Age, gender, BMI, signs of radiculopathy before operation, duration of analgesic use and the number of stenosis were evaluated. Results: Distribution of age 165 yo 89 (84.8%), age 65 yo 16 (15.2%), men 39 (37.1%), women 66 (62.9%), no obese 73 (69.5%), obese 32 (30.5%), signs of radiculopathy; 6 week 18 (17.1%), signs of radiculopathy 6 week 87 (82.9%), analgetics used 12 month 30 (28.6%), analysetics used 12 bulan 75 (71.4%), single stenosis 58 (55.2%), multiple stenosis 47 (44.8%). Outcome of poor category 6 (5.7%), fair 30 (28.6%), good 66 (62.9%) and excellent 3 (2.9%). Discussion: Variables are associated with postoperative outcome of spinal stenosis lumbalis patient (age, p=0.003; BMI, p=0.000, duration of motor weakness, p=0.000, duration of analgetics used, p=0.000, affected levels, p=0.003 and comorbidities, p=0.000). Multivariate of logistic regression shows body mass index as the most affected factor associated with postoperative outcome of spinal stenosis lumbalis patient. Conclusions: Age; 65 yo, obesity, preoperative signs of radiculopathy 6 weeks, duration of use of preoperative analgesics 12 months and multiple levels of stenosis are factors that could worsen postoperative outcomes in spinal stenosis lumbalis patients. In the multivariate analysis, the variable most closely associated with postoperative outcome of spinal stenosis lumbalis patient was body mass index.



Diagnostic Test Examination Of Automated Immature Granulocyte In Enhancing Sepsis Diagnosis In The Neonatus Treated In The Pediatric Surgery Department In Dr. Mohammad Hoesin Hospital Palembang

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Keywords: Neonatal Sepsis, Automated Immature Granulocyte

Background: The incidence of neonatal sepsis in the world ranges from 1-8 per 1000 live births. In Indonesia, the incidence of neonatal sepsis does not yet have definitive data. In Cipto Mangunkusumo Hospital (RSCM) in 2009 the incidence of neonatal sepsis reached 13.7%, while the mortality rate reached 14%. Blood culture is still the gold standard in diagnosing sepsis, but this examination still has several limitations, such as requiring a long time, relatively expensive costs, and a low positive number. Prompt and prompt early diagnosis and management are needed to reduce mortality. Therefore, another diagnostic tool that is not time-consuming but accurate is automated immature granulocyte (AIG). This study was to test the diagnostic AIG examination in the diagnosis of neonatal sepsis. Objective: Test the diagnostic examination of automated immature granulocyte in establishing a diagnosis of sepsis in neonates treated in the Pediatric Surgery division of dr. Mohammad Hoesin Hospital Palembang Method: This study was to test the diagnostic examination of automated immature granulocyte in the diagnosis of sepsis in neonates admitted to the Pediatric Surgery Department at dr. Mohammad Hoesin Hospital Palembang. Done in the neonatal care room and the Neonatal Intensive Care Unit (NICU) of dr. Mohammad Hoesin Hospital Palembang (RSMH). The study was conducted in November 2018 - January 2019. There were 24 neonatal patients diagnosed with sepsis in RSMH. The Results: Most of the study samples were neonates aged 0-10 days (70.8%), male sex (54.2%) and normal birth weight (66.7%) where gestation at birth was sufficient month (91.7%) and had received antibiotics (70.8%) during the study. From this study it was found that patients with AIG; 1% had 12 positive results from 15 patients (80%) and negative culture results in only 3 out of 15 patients (20%). In addition, it was found that patients with AIG positif 1% had positive culture results in only 1 out of 9 patients (11.1%) and negative culture results as many as 8 out of 9 patients (88.9%). In this study, the AIG sensitivity value was 92.31%, the specificity of 72.73%, positive predictive value (PPV) of 80%



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and negative predictive value (NPV) of 88.9% with the accuracy of diagnosing sepsis based on AIG was 83.3



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Relationship Of Maxillofacial Trauma Severity Based On Facial Injury Severity Scale (Fiss) On Head Injury Severity In Dr. Moehammad Hoesin General Hospital Palembang

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Keywords: Maxillofacial Trauma, FISS, Head Injury

Facial bone fractures can also be accompanied by various other complicating injuries that are life threatening such as a head injury. The incidence of maxillofacial trauma continues to increase over time. The location of the facial bone close to the head increases the risk of head injury in addition to the more severe maxillofacial injury, the higher the incidence of head injury. Another authors believe maxillofacial bones function as absorbers of impact energy or that should be passed on to the brain. In the presence of a fracture, the facial bone serves as an impact energy absorber to reduce traumatic brain injury. The FISS scoring system was introduced for the patient's severity, prognostic and outcome. The FISS scoring system in maxillofacial trauma has a predictive value of head injury. the purpose of this study was to analyze the relationship maxillofacial trauma severity based on facial injury severity scale (FISS) on head injury severity in dr. Moehammad Hoesin general hospital Palembang. The study used observational analytic method with cross sectional design. The population and sample were all of patients diagnosed maxillofacial trauma treated in Mohammad Hoesin Hospital Palembang from January-September 2018. The data used were secondary data which is patientss medical records. The incidence of maxillofacial trauma in Mohammad Hoesin Hospital Palembang were 95 cases. The most cases occuring in patient; 30 years old (62,1%). The most cases occurring in males (85,3%), place of incidence was urban area (52,6%). There were 21 patients (22,1%) maxillofacial trauma performed craniosurgery. There was no relation between FISS with severity of head injury (p 0,063), there was relation between FISS with craniosurgery (p; 0,001)



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