

PROCEEDING



BIRE
Bali Institute of Research Excellence



HBIT-2020

**3rd International Conference on Human
Resource, Business Innovation, Social
sciences, Humanities & Technopreneurship**

**Hotel Santika Seminyak Bali, Indonesia
February 21-22, 2020**

***CONFERENCE BOOK OF
ABSTRACT PROCEEDINGS***

BIRE-2020

Bali Institute of Research Excellence



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Email: ryan@bireacademy.com

URL: www.bireacademy.com



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Proceedings of the 3rd International Conference on Human Resource, Business Innovation, Social sciences, Humanities & Technopreneurship

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***3rd 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

Dr. Mohamed Hamdoun

CCBA, Dhofar University

Kiky Srirejeki

Universitas Jenderal Soedirman, Indonesia

Lis Melissa Yapanto

Gorontalo state of Univercity, Indonesia

Priscylua Maria Sandehang

University of Indonesia, Indonesia

Thomas Soseco

Universitas Negeri Malang, Indonesia

Trissa Firli DM

Airlangga University Surabaya, Indonesia

Anis Widyawati

Semarang State University, Indonesia

Muhammad Ghalih

POLITEKNIK NEGERI TANAH LAUT, Indonesia

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University of Brawijaya, Indonesia

Dr. Nur Islami

University of Riau, Indonesia

Prof. Dr. Titin Handayani

Agency for the Assessment and Application of Technology, Indonesia

ORGANIZING COMMITTEE

Yosry Elhosaney

Conference Chair

Email: yosry@bireacademy.com

HungXin Anne

Conference Coordinator

Renan P.Limjuco

Conference Coordinator

Gurani Matin

Conference Coordinator

Onch Li Chee

Conference Coordinator

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: 3rd International Conference on Human Resource, Business
Innovation, Social sciences, Humanities ' & Technopreneurship (HBIT)**

February 21, 2020

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, 2020)

1st Presentation Session (10:00 am - 11:00 am)

Venue: Room 1

Presenter Name	Manuscript Title	Paper ID
Track A: Business, Economics, Social Sciences & Humanities		
Ivana Milinkovi	Predicting Leadership Styles Based on Achievement Motivation	HBIT-FEB20-BI104
Chithrasheeli Gunaratne	Investment in Employees Training on Employees Performance: Evidence from Middle Level Employees of Financial Institutions in Sri Lanka	HBIT-FEB20-BI105
Track B: Medical, Medicines & Health Sciences		
Oegik Soegihardjo	Performance of Mechanical Energy Harvesting Unit for Generating Electricity for Portal Gate System	BAL-4120-101E

Lunch Time & Ending Note (11:00 am - 12:00 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: Cristina Periverzof

France, 83190 Ollioules, 212 chemin des delphiniums. France
BAL-3220-103MA

Name: Chul-Yong Lee

School of Business, Pusan National University 2, Busandaehak-ro 63beon-gil,
Geumjeong-gu, Busan, Republic of Korea 46241 Korea
HBIT-FEB20-BI108A

Conference Day 02 (February 22, 2020)

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

TRACK A

BUSINESS, ECONOMICS, SOCIAL SCIENCES & HUMANITIES

Predicting Leadership Styles Based on Achievement Motivation

^{1*}Ivana Milinkovi,²Ivana Koveevi,³Filip Kuet

¹Human Resource Management Department, Faculty of organizational sciences, University of Belgrade Serbia,²Human Resource Management Department, Faculty of organizational sciences, University of Belgrade Serbia,³Faculty of organizational sciences, University of Belgrade Serbia

Keywords: Leadership, Motivation, Achievement Motivation, Leadership Styles

The fields of motivation and leadership are very wide and important for the process of human resource management in companies, and there is a large number of factors that mediate their relationships. The aim of this paper is to examine does the achievement motivation of leaders have impact on the leadership style that they will apply in organization. The study evaluated the leadership styles of leaders and the level of their achievement motivation, in order to examine is there a correlation between achievement motivation and leadership styles, and can achievement motivation be a predictor of leadership styles. The study was conducted in companies in the territory of the Republic of Serbia. Leaders and their subordinates completed two questionnaires, MLQ and AMI. The MLQ (Multifactor Leadership Questionnaire) was used to measure transformational, transactional, and passive leadership style. AMI (Achievement Motivation Inventory) is psychological test that was used to evaluate the expression of achievement motivation. The results of the study showed that there is a negative correlation between achievement motivation and passive leadership style ($r = -.544$; $p < .01$; $N = 30$), which indicate that leaders who have high level of achievement motivation mostly will not use passive leadership style. A positive correlation emerged between achievement motivation and transactional ($r = .381$; $p < .05$; $N = 30$), as well as transformational leadership style ($r = .412$; $p < .05$; $N = 30$). The procedure of regression analysis determined the equations by which transformational, transactional and passive leadership styles can be predicted based on achievement motivation, as the personality trait of leaders. The possibility of predicting leadership styles can contribute to the process of selection of employees in companies, especially those who come directly to management positions, and employee development process.

Investment in Employees Training on Employees Performance: Evidence from Middle Level Employees of Financial Institutions in Sri Lanka

^{1*}Chithrasheeli Gunaratne,²Jayaranjani Sutha

¹ Department of Management Sciences, Faculty of Mangement, Uva Wellassa University, Sri Lanka, ²Department of Management, Faculty of Commerce and Management, Eastern University, Sri Lanka

Keywords: Investment in employees training, Employees performance, Behavioral change, Sri Lanka Theme/Session: Business and Management

Human resource, the vital spark of any organization whose performance is directly correlated with the organizational performance. Employee training, as an important aspect in human resource development process for accomplishing greater performance, both organizations and employees tend to invest on employee training. The literature demonstrates controversial findings on the impact of employee training on organizational and employees performance while there is limited knowledge on whether the investment made on employees training really impact on their performance. This study endeavored to bridge this gap through exploring the impact of investment in employees training on employees performance shedding more light on whether the organizational investment or the employees personal investment impact more on employees performance and which of the two sources foster the behavioral change towards employees performance. The mix method approach was used in this study. The quantitative data was collected from 400 middle level managers of financial institutions in Sri Lanka using a structured questionnaire and twenty in-depth discussions were undertaken with twenty middle level employees using a semi structured interview schedule. Descriptive statistics, correlation coefficient and regression analysis techniques were used for quantitative data analysis and thematic analysis was used for qualitative data analysis. The results revealed that both organizational investment on training and the employees personal investment on training positively impact on employees performance while the employees personal investment impact more on their performance. Further it revealed that both the sources of investment impact positively on behavioral change towards employee performance and the organizational investment of employee training impact highly on the behavioral change towards employee performance than their personal investment. This study recommends the organizations and employees to invest more in training. However, the organizations need to have a proper mechanism on scrutinizing the training needs before investing.

TRACK B

MEDICAL, MEDICINES & HEALTH SCIENCES

Combination of Whole Brain Radiotherapy with Different Fraction and Concomitant CAPECITABINE In Brain Metastasis Breast Cancer

*Rudiyo Rudiyo

Radiotherapy Department of Murni Teguh Memorial General Hospital, Indonesia

Keywords: WBRT, Capecitabine, Breast cancer. Brain metastases

Introduction: Breast cancer is the second most frequent cancer worldwide. The main therapeutic modality for breast cancer with brain metastasis is radiation. Whole Brain Radiotherapy (WBRT) is a regional treatment that provides moderate doses of radiotherapy to all brain tissue. Capecitabine was found to be effective for the treatment of breast cancer with metastasis. **Objective:** This study aims to determine the effectiveness of WBRT on the response of breast cancer brain metastatic lesions combined with capecitabine administration. **Materials and methods:** This study uses a prospective, randomized-blind cohort analytic study approach. Subjects were randomized into two groups by giving different fraction of WBRT and capecitabine. Subjects were evaluated 4 weeks post radiation. Data on differences in patient responses in the two treatment groups were analyzed. **Results:** A total of 22 breast cancer patients with brain metastasis participated in this study. Group I (WBRT 10x3Gy + capecitabine 850-1000 mg / m²) obtained results of 5 (45.5%) out of 11 are responding to therapy. Whereas in group II (WBRT 20x2Gy + capecitabine 850-1000 mg / m²) found 11 (100%) out of 11 patients responded to therapy. The results of statistical analysis showed that there were significant differences between the two groups with a value of P = 0.012. **Conclusions:** Giving capecitabine and WBRT with 20x2 Gy gives a better response both clinically and statistically

UPCOMING EVENTS

You can find the details regarding our upcoming events by following below:

<http://bireacademy.com/conferences/>

VISION

*Building Global Community of
Research Scholars for better
society.*