



**Nilai Field Consultancy and  
Training, Malaysia (NFCT)**

**2<sup>nd</sup> International Conference on  
Management, Technology and  
Social Sciences,  
(ICMTSS, 2016)**

**Proceedings**



**Sekolah Tinggi Ilmu Ekonomi  
Port Numbay, Jayapura**

**Jayapura, Papua, Indonesia  
5<sup>th</sup> November, 2016**

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**STIE PORT NUMBAY, PAPUA**, a committed academic institution, in Makassar, Indonesia, have a wide range of academic programs with a pool of eminent faculty members.

**NFCT, Malaysia**, a professional consultant organization, committed to students, faculty and industry skill development with a pool of eminent researchers, trainers, teachers and consultants from Malaysia.

*We started our academic and professional relationship in a simple way.*

*Two organizations come to know each other incidentally.*

*We shared each other's strength and opportunities.*

*We asked together, why we don't work together for the betterment of academic development through people empowerment.*

*A vision instigated....!!*

*A mission established...!!*

*And.....we are with our goal to empower the people in academic and industry through collaborative, academic and professional endeavors*

**NFCT MALAYSIA –  
PORT NUMBAY, PAPUA**



**THE TEAM**



**2<sup>nd</sup> INTERNATIONAL CONFERENCE ON  
MANAGEMENT, TECHNOLOGY AND SOCIAL SCIENCES  
ICMTSS – NOVEMBER 2016  
NILAI FIELD CONSULTANCY AND TRAINING (NFCT) MALAYSIA  
STIEM PORT NUMBAY, PAPUA**



# ICMTSS - 2016

INTERNATIONAL CONFERENCE ON MANAGEMENT,  
TECHNOLOGY AND SOCIAL SCIENCES  
NFCT-STIE PORT NUMBAY

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## **NILAI FIELD CONSULTANCY AND TRAINING (NFCT)**

Nilai Field Consultancy and Training (NFCT) is an International organization, tries to establish strong link between various stakeholders in the literary and publishing world, to act as a medium for effective deliberations and discussions. The objective behind NFCT is to connect the observations and finding of latest researches, deliberate it in international events like conferences, symposiums, seminars etc. and support the researchers, industrialists, scientists, and intellectuals across the world for cross border works and collaborated outputs. Such efforts have several implications in the form of supporting the policy decision makers in the development or improvement of major policies, taking effective decisions considering the far reaching consequences, giving due insight into effective methodological interventions for reliable outcomes, and finally support the advancement of literature and society. Nilai Field Consultancy and Training (NFCT) is engaged in several events like conferences, seminars, symposiums, Corporate trainings and Research Colloquiums. NFCT provides a unique platform to scholars, academicians, practitioners and business managers to share their valuable knowledge and experience with each other. NFCT organizes conferences, seminars, workshops and publishes diversified research journals to support and promote education and research. The objective of NFCT is to bring people from the academia and business world closer so that they can share the latest developments in the fields of economics, information management, business, education, development studies, social sciences and technology. It also aims to establish better understanding among policymakers and other stakeholders. Our motto, here with this dedicated effort is to create a platform for healthy deliberations and discussions, in a globalized knowledge management era.

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Prof. Dr. Khathijah Lim Abdullah

Dr. Irwan Usman

Dr. Ugheoke Solomon Ozemoyah

Ms. Rahmawati

## ABOUT THE CONFERENCE

International Conference on Technology, Management and Social Sciences Conference 2016 is the second international conference held by NFCT, Malaysia in collaboration with STIE Port Numbay, Indonesia. This conference has the very objective of inviting attention from policy makers, industry, managers, researchers, consultants and trainers, on timely Technology, Management and Social Sciences issues in economic and social development. The conference addresses majority social science areas in addition to technology, business, and social sciences viz, accounting, finance, management, operations management, marketing, psychology, sociology, public health, and entrepreneurship.

## CONFERENCE THEME

The conference theme is Role of Technology, Management and Social Sciences in Economy Development. The theme will cover a wide range of topics with particular focus given to the following themes.

### HUMAN RESOURCE MANAGEMENT, INNOVATION AND ENTREPRENEURSHIP

- Leadership Development
- Innovation and creativity
- Entrepreneurial orientation
- Motivation at work
- Motivation and Productivity
- Performance management
- Work Culture development
- Change Management
- Workforce management
- Brand building through HR initiatives
- International HR issues
- Managing diversity at work
- Cross cultural communication

- Competency Mapping
- Labor issues
- Welfare Management
- Talent Management
- Team building
- Habit development
- Attitude development
- Effective transaction for productivity
- Personality development Succession planning Quality of life
- Behavioral Modification
- Mentoring and Coaching
- Effective attendance management
- Goal setting and career development

### CONSUMER AND MARKET ANALAYSIS

- Consumer behavior analysis
- Consumption analysis
- Market segmentation
- Product management
- Distribution channel
- Brand management

- Customer relationship management
- Green marketing
- Retailing
- Pricing strategies
- Marketing communication
- International marketing

## FINANCIAL MANAGEMENT

- Corporate Finance
- Banking /financial institutions
- Financial Statement Analyses
- Islamic Finance and Banking
- Financial and Economic Integration

- Risk Management
- International Finance
- Corporate Governance
- Emerging Markets
- Financial Regulation and Policy analysis

## SUSTAINABILITY AND COMMUNITY DEVELOPMENT

- Environmental policies
- Corporate social responsibility;
- Sustainable business models;
- Business economic modeling and simulation
- Efficiency, productivity and externality
- Poverty, inequality and social cohesion
- Sustainable livelihood

- Climate change
- Development of development
- Integrated resource management;
- Technological development and innovation
- Green accounting
- Energy, environment and sustainable systems
- Sustainable development
- Food security;

## EDUCATION AND TECHNOLOGY MANAGEMENT

- Collaborative Learning
- E-Learning
- Special Education
- Distance Learning
- Vocational Education
- Business Education
- Environmental Education
- Financial Education

- Collaborative Learning
- E-Learning
- Special Education
- Distance Learning
- Vocational Education
- Business Education
- Environmental Education

## SESSIONS

International education and industry professionals, academicians and corporate executives, will deliver their paper presentation by providing participants with different perspectives and analysis.

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INTERNATIONAL CONFERENCE ON MANAGEMENT,  
TECHNOLOGY AND SOCIAL SCIENCES  
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SATURDAY, 5 <sup>TH</sup> November, 2016		
0730-0800 WELCOME and REGISTRATION		
BREAKFAST		
INAUGURAL CEREMONY		
0800-0805	Welcome Address	Dr. John Agustinus SE., S.Th., MM. (Conference Chair -STIE)
0815-0815	Opening Speech	Drs. Melambassy Moses, MM.
	Guest of Honor	Drs. Nazarudin Toatubun, MM.
0815-0835	Keynote Speech	David White, Consultant, Australia
0835-0850	Speech Vote of Thanks	Prof. Dr. Dileep Kumar M. PhD., M.Phil. (Conference Chair - NFCT)
0857-0900 PHOTO SESSION		
Room 1: TECHNICAL SESSION 1 - FINANCE		Session Chair
0900-0920	<b>ANALYSIS OF FACTORS AFFECTING QUALITY OF FINANCIAL INFORMATION STATEMENTS OF LOCAL GOVERNMENT</b>  EVRAIM SOINDEMI WESTIM RATANG YANUARIUS RESUBUN <i>College of Economics Port Numbay Cenderawasih University</i>	Dr. Muhammad Rakib
0921-0940	<b>ANALYSIS OF PROTECTION AND MANAGEMENT CONTROL ON FIXED ASSETS IN THE DEPARTEMENT OF REVENUE, FINANCE AND ASSETS MANAGEMENT</b>  EDISON YAGOLI <i>College of Economics Port Numbay</i>	
0940-1000	<b>PERFORMANCE-BASED BUDGETING IN MAKING GOVERNMENT ACCOUNTABILITY PERFORMANCE</b>  ISMAIL BADOLLAHI <i>Muhammadiyah University of Makassar</i>	
1000-1020	<b>EFFECT OF TAXPAYER COMPLIANCE AND DISBURSEMENT ON TAX ARREARS OF REVENUE (INCOME TAX) IN PERSONAL TAX OFFICE (KPP), PRATAMA JAYAPURA</b>  HELMI TOATUBUN <i>College of Economics Port Numbay</i>	

1020-1040	<p><b>ANALYSIS OF FACTORS AFFECTING BUDGETARY REVENUES AND EXPENSES BASED ON PERFORMANCE PROCESS</b></p> <p>YAHUKIMOMARSENI RUPANG JOHN AGUSTINUS <i>Graduate School of Economics, Jayapura, Port Numbay</i></p>	
1040-1100	<p><b>THE INFLUENCE OF FISCAL DECENTRALIZATION TOWARD STRUCTURE OF EXPENDITURES AND ECONOMIC GROWTH</b></p> <p>HADI SUBROTO <i>College of Economics Port Numbay</i></p>	
1100-1120	<p><b>EFFECT OF OPERATING COSTS AND LOSSES OF INCOME TO PT PLN (PERSERO), PAPUA</b></p> <p>MUGIATI FAUZIAH R. FARAWOWAN SULIS FATOAH <i>University of Science And Technology, Jayapura College of Economics Port Numbay</i></p>	
1120-1140	<p><b>ANALYSIS OF FACTORS AFFECTING THE DISTRIBUTION OF FINANCING</b></p> <p>HELMI TOATUBUN MUHAMMAD YUSUF GOLAM <i>College of Economics Port Numbay</i></p>	
1140-1200	<p><b>ANALYSIS OF FACTORS AFFECTING FINANCIAL PERFORMANCE OF LOCAL GOVERNMENT IN SAMARINDA-INDONESIA</b></p> <p>LA ODE HASIARA <sup>1</sup> MUHAMMAD AZIS <sup>2</sup> <i>Samarinda State Polytechnic, <sup>1</sup> Makassar State University <sup>2</sup></i></p>	
1200-1255	<b>LUNCH BREAK</b>	
<b>Room 1:</b>	<b>TECHNICAL SESSION 2 ENTREPRENEURSHIP MARKETING AND HR</b>	<b>Session Chair</b>
1300-1320	<p><b>ROLE OF ENTREPRENEURSHIP AND MARKET ORIENTATION ON FARMER'S INCOME GROWTH IN THE CITY OF WAMENA JAYAWIJAYA</b></p> <p>WESTIM RATANG <i>Cenderawsih University, Indonesia</i></p>	

<p><del>1520-1540</del></p>	<p><b>EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES IN THE REVENUE DEPARTMENT, JAYAPURA</b></p> <p>SIAN LINDA LEREBULAN <i>College of Economics. Port Numbay</i></p>	
<p><del>1541-1561</del></p>	<p><b>EFFECT OF WORK ENVIRONMENT, ORGANIZATION CULTURE AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES</b></p> <p>CHRISTINA M. AMSANSIUM <i>College of Economics Port Numbay</i></p>	
<p><del>1562-1582</del></p>	<p><b>EFFECT OF TEACHER CERTIFICATION AND PERFORMANCE IMPROVEMENT ON WORK MOTIVATION TO GURU SMP STATE 9 JAYAPURA</b></p> <p>TAUFIK RIANTO WIBOWO JOHN AGUSTINUS <i>Graduate School of Economics Jayapura Port Numbay</i></p>	<p>Dr. Irwan Usman</p>
<p><del>1583-1603</del></p>	<p><b>INFLUENCE OF MOTIVATION, COMPETENCE AND CAREER DEVELOPMENT ON THE PERFORMANCE OF STATE UNIVERSITIES LECTURERS IN EAST KALIMANTAN</b></p> <p>MUHAMMAD IDRUS, TABA<sup>1</sup> DIRGA, LESTARI<sup>2</sup> MOHAMMAD, SOBARSYAH<sup>3</sup></p> <p><sup>1,3</sup> Faculty of Economics and Business, Universitas Hasanuddin, Makassar, South Sulawesi, Indonesia <sup>2</sup> Faculty of Economics, Universitas Mulawarman, Samarinda, East Kalimantan, Indonesia</p>	
<p><del>1604-1624</del></p>	<p><b>EFFECT OF EDUCATION AND ECONOMIC WELFARE OF MOTHER AND CHILD IN THE DISTRICT OF DEKAI YAHUKIMO INA HASEGEM</b></p> <p>JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
<p><del>1625-1645</del></p>	<p><b>EFFECTIVENESS OF MUSIC THERAPY ON STATUS OF VITAL SIGNS IN PATIENTS WITH HYPERTENSION</b></p> <p>SUSELO <i>Hospital Nursing Academy Marthen Indey</i></p>	
<p><del>1646-1666</del></p>	<p><b>A STUDY ON KEEROM PUBLIC INTEREST IN THE IMPLEMENTATION OF GOVERNMENT REGULATION (NUMBER 48 YEAR 2014) REGARDING THE WORKING HOURS AND FREE MARRIAGE</b></p> <p>SUMADIONO <i>College of Economics Port Numbay</i></p>	

1540-1600	<p><b>ROLE OF STAKEHOLDERS IN THE SUPPRESSION OF RELIGIOUS LEADERS IN DISTRICT BLIND AKSARA DEKAI IN YAHUKIMO</b></p> <p>MEKI TATOGO <i>College of Economics Port Numbay</i></p>	
1600-1620	<b>COFEE BREAK</b>	
<b>Room 1:</b>	<b>TECHNICAL SESSION 3 HRM</b>	
1620-1640	<p><b>EFFECT OF ORGANIZATIONAL CULTURE, COMMITMENT, AND CAREER DEVELOPMENT ON THE PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF EDUCATION</b></p> <p>PAUL HUBY ARRY PONGTIKU MUGIATI <i>College of Economics Port Numbay University of Science and Technology Jayapura</i></p>	
1640-1700	<p><b>WORK ENVIRONMENT, MOTIVATION AND ORGANIZATIONAL CULTURE ON EMPLOYEES PERFORMANCE IN DEPARTMENT OF AGRICULTURE YAHUKIMO REGION</b></p> <p>SELVI PONGSITANAN M.RIDWAN RUMASUKUN MUGIATI <i>College of Economics Port Numbay University of Science and Technology Jayapura</i></p>	<b>Dr. Arry Pongtiku</b>
1700-1720	<p><b>INFLUENCE OF LEADERSHIP STYLE, WORK MOTIVATION AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE</b></p> <p>HANS HELUKA JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
1720-1740	<p><b>EFFECT OF LEADERSHIP, COMMITMENT AND CAREER DEVELOPMENT ON PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF TOURISM IN YAHUKIMO</b></p> <p>SINENG SILAK, JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
1740-1800	<p><b>ROLE OF INDIGENOUS LEADER, MENGGELIK BAHABOL IN THE HISTORY AND FORMATION OF YAHUKIMO: LITERATURE REVIEW</b></p> <p>SAMITA BAHABOL JOHN AGUSTINUS ARRY PONGTIKU <i>College of Economics Port Numbay</i></p>	



1800-1820	<p><b>EFFECT OF ORGANIZATIONAL CULTURE AND COMMITMENT ON THE PERFORMANCE OF EMPLOYEES IN OFFICE OF WOMEN EMPOWERMENT AND FAMILY PLANNING IN YAHUKIMO</b></p> <p>MARKUS WEIPSA JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
1820-1840	<p><b>INFLUENCE OF ORGANIZATIONAL CULTURE, ORGANIZATIONAL COMMUNICATION AND EDUCATION AND TRAINING ON PERFORMANCE OF OFFICIALS</b></p> <p>LAZARUS PAHABOL MUGIATI YANUARIUS RESUBUN <i>College of Economics Port Numbay</i> <i>University of Science And Technology Jayapura</i></p>	
1840-1900	<p><b>THE INFLUENCE OF LEADERSHIP STYLE, JOB SATISFICATION AND JOB COMMITMENT ON THE PERFORMANCE OF EMPLOYEES AT THE FINANCIAL MANAGEMENT AND REGIONAL ASSETS DEPARTEMENT IN YAHUKIMO REGION.</b></p> <p>DAUD HELUKA <i>College Of Economics Port Numbay</i></p>	
1900-1920	<p><b>THE INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN PUBLIC AGENCY SECRETARIAT OF PAPUA PROVINCE</b></p> <p>SUKARBI <i>College of Economics Port Numbay</i></p>	

## ROOM 2

Room 2: TECHNICAL SESSION PARALLEL 1 HEALTH, HRM AND GENERAL		Session Chair
0900-0920	<p><b>ENGLISH WITH INDONESIA TASTE: DOMINANT CULTURE SHIFT TO LOCAL CULTURE.</b></p> <p>SRI FITAYANTI <i>College of Economics. Port Numbay</i></p>	<p><b>Drs. Yanuarius Resubun</b></p>
0920-0940	<p><b>BODY IMAGE OF OBESITY AMONG TEENAGERS: A PHENOMENOLOGICAL STUDY</b></p> <p>CITA REAST WULANSARI <i>Hospital Nursing Academy Marthen Indey</i></p>	
0940-1000	<p><b>INFLUENCE OF EDUCATION, TRAINING AND MOTIVATION ON PERFORMANCE AMONG CIVIL SERVANTS</b></p> <p>DINA MARTHINA ALOMAU <i>College of Economics Port Numbay</i></p>	

1000-1020	<p><b>EFFECT OF LEADERSHIP, WORK MOTIVATION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES</b></p> <p>JORIM PAHABOL <i>College of Economics Port Numbay</i></p>	
1020-1040	<p><b>SICK ROLE BEHAVIOR OF PULMONARY TB PATIENTS ON RECOVERY EFFORTS, TREATMENT SEEKING AND TREATMENT OBEDIENCE</b></p> <p><b>LAILI NUR HIDAYATI</b> <i>Hospital Nursing Academy Marthen Indey</i></p>	
1040-1100	<p><b>EFFECT OF LEADERSHIP, JOB SATISFICATION AND ORGANIZATIONAL COMMITMENT ON EMPLOYEES PERFORMANCE AT THE DEPARTEMENT OF SOCIAL AND LABOR</b></p> <p>KRISTIAN ASSO <i>College of Economics Port Numbay</i></p>	
1100-1120	<p><b>IMPACT OF ORGANIZATION MOBILITY OF SKILL DEVELOPMENT TRAINING INSTITUTIONS ON LEARNERS SOCIAL ECONOMIC USEFULNESS: A CASE STUDY</b></p> <p><b>MUCHTAR YUNUS</b> <i>Universitas Negeri Makassar (UNM)</i></p>	
1120-1140	<p><b>AN ANALYSIS ON THE BEHAVIOR OF HEALTH SERVICE USE AMONG LEPROSY PATIENTS IN THE WORK AREA OF HAMADI HEALTH CENTER</b></p> <p>NURMIA <i>Hospital Nursing Academy, Marthen Indey</i></p>	
1140-1200	<p><b>EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES IN THE REVENUE DEPARTMENT, JAYAPURA</b></p> <p>SIAN LINDA LEREBULAN <i>College of Economics. Port Numbay</i></p>	
1200-1255	<b>LUNCH BREAK</b>	
<b>Room 2: TECHNICAL SESSION PARALLEL 2 HRM</b>		
1300-1320	<p><b>INFLUENCE OF REWARD POLICY AND PUNISHMENT ON WORK MOTIVATION AND EMPLOYEE PERFORMANCE IN THE HEAD OFFICE OF PT. REGIONAL DEVELOPMENT BANK OF PAPUA</b></p> <p>NOVITA OLIVIA JOAQUIN<sup>1</sup> MUGIATI<sup>2</sup> ARRY PONGTIKU<sup>3</sup> <i>College of Economics. Port Numbay</i> <i>University of Science and Technology Jayapura</i></p>	

1320-1340	<p><b>ANALYSIS OF RECEIVABLES TURNOVER IN HASJRAT ABADI BRANCH JAYAPURA</b></p> <p>FACHRI BAASALEM HELMI TOATUBUN <i>College of Economics Port Numbay</i></p>	<p><b>Dr. John Agustinus</b></p>
1340-1400	<p><b>MOTIVATION AND JOB PERFORMANCE INFLUENCE ON PERFORMANCE OF EMPLOYEES IN MINING AND ENERGY DEPARTMENT</b></p> <p>HARUN YEIMO JOHN AGUSTINUS <i>Graduate School of Economics Jayapura Port Numbay</i></p>	
1400-1420	<p><b>INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON PERFORMANCE</b></p> <p>MEGA JOORDENS PAKAN <i>College of Economics Port Numbay</i></p>	
1420-1440	<p><b>EFFECT OF MOTIVATION, ABILITY AND WORK DISCIPLINE ON PERFORMANCE OF STATE CIVIL ADMINISTRATIVE DEPARTMENT OF COOPERATIVES, INDUSTRY AND TRADE, YAHUKIMO</b></p> <p>MELPAWAN SIRINGGORINGGO JOHN AGUSTINUS <i>School of Economics Jayapura Port Numbay</i></p>	
1440-1500	<p><b>INFLUENCE OF LEADERSHIP STYLE, ORGANIZATIONAL CULTURE, AND MOTIVATION ON TEACHER PERFORMANCE IN SMP NEGERI 5 JAYAPURA</b></p> <p>MONIKA TUHULERUW JOHN AGUSTINUS <i>Graduate School of Economics Jayapura Port Numbay</i></p>	
1500-1520	<p><b>INFLUENCE OF EMPLOYEE RECRUITMENT SYSTEM, ORGANIZATIONAL CULTURE, AND COMMITMENT ON CIVIL SERVICE EMPLOYEE'S PERFORMANCE</b></p> <p>PILEKI KOKOYA MUGIATI <i>College of Economics Port Numbay University of Science and Technology Jayapura</i></p>	
1520-1540	<p><b>INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE SECRETARIAT OF REGIONAL REPRESENTATIVES COUNCIL,</b></p> <p>SAMSON KARSA PATILANGI <i>College of Economics Port Numbay</i></p>	
1540-1600	<p><b>CUSTOMER RELATIONSHIP MANAGEMENT (CRM) IN BANKING SECTOR: CRITICAL REVIEW</b></p> <p><i>Normala S. G and Dileep Kumar M Geomatika University College International Teaching University Georgia, Europe.</i></p>	

1600-1620		COFFEE BREAK
Room 2: TECHNICAL SESSION PARALLEL 3 MARKETING AND HRM		
1620-1640	<p><b>EFFECT OF THE QUALITY OF SERVICES ON CUSTOMER SATISFACTION IN PORT OF INDONESIA IV (PERSERO) MAKASSAR</b></p> <p>FAUZIAH F, FARAWOWAN MUKLIS KANTO MUGIATI <i>College of Economics Port Numbay College of Economics Management Bongaya University of Science and Technology Jayapura</i></p>	Dr. Mugiati
1640-1700	<p><b>EFFECT OF PRODUCT QUALITY AND PRICE ON CUSTOMER LOYALTY IN OILS PRIMA XP PT. SINDITA SALSABILA JAYAPURA</b></p> <p>DANI MELMAMBESSY <i>College of Economics Port Numbay</i></p>	
1700-1720	<p><b>EFFECT OF SERVICE QUALITY AND CUSTOMER SATISFACTION ON SALES LEVEL IN SWISS-BEL HOTEL, JAYAPURA</b></p> <p>SULIS FATOAH FAUZIAH R. FARAWOWAN <i>College of Economics Port Numbay</i></p>	
1720-1740	<p><b>THE IMPACT OF COMPETENCY CERTIFICATION AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE - WITH RECOGNITION AS A MODERATING VARIABLE : CASE STUDY OF MINING COMPANIES IN THE EAST OF INDONESIA</b></p> <p>IRWAN USMAN HARIS MAUPA <i>Hasanuddin University Makassar</i></p>	
1740-1800	<p><b>EFFECT OF EDUCATION, EMPLOYEE COMMITMENT AND WORK ENVIRONMENT ON PERFORMANCE OF EMPLOYEES AT THE OFFICE OF WOMEN EMPOWERMENT</b></p> <p>ELIAP BAYE ARRY PONGTIKU MUGIATI <i>University of Science and Technology Jayapura</i></p>	
1800-1820	<p><b>EFFECT OF WORK DISCIPLINE, MOTIVATION AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE - STUDY ON STAFFING AGENCY, EDUCATION AND TRAINING</b></p> <p>IBRAHIM ELIAB RONSUMBRE RIVO MANANSANG <i>College of Economics Port Numbay</i></p>	
1820-1840	<p><b>EFFECT OF LEADERSHIP STYLE, WORK MOTIVATION AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE</b></p>	

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1340-1400	<p><b>MOTIVATION AND JOB PERFORMANCE INFLUENCE ON PERFORMANCE OF EMPLOYEES IN MINING AND ENERGY DEPARTMENT</b></p> <p>HARUN YEIMO JOHN AGUSTINUS <i>Graduate School of Economics Jayapura Port Numbay</i></p>	
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	<p>GERADUS WETAPO <i>College of economics port Numbay</i></p>	
1840-1900	<p><b>EFFECT OF WORK CULTURE, ABILITY AND EMPLOYEES COMMITMENT ON PERFORMANCE IN FINANCIAL ASSET MANAGEMENT BOARD</b></p> <p>TINUS WETIPO MUSA YAN YOUWE FAUZIAH F. FARAWOWAN <i>College of Economics Port Numbay</i></p>	
1900-1920	<p><b>ANALYSIS OF PUBLIC SERVICE QUALITY ON PUBLIC SATISFACTION IN BPS YAHUKIMO REGION</b></p> <p>MUGIATI<sup>1</sup> FAUZIAH. F. FARAWOWAN<sup>2</sup> YUSUF GOULAM<sup>3</sup> MUHAMMAD IRFAN ADITAMA<sup>4</sup> <i>University of Science and Technology Jayapura<sup>1</sup></i> <i>College of Economics Port Numbay<sup>23</sup></i> <i>Graduate Student, University of Pancasila<sup>4</sup></i></p>	
1920-1940	<p><b>INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE SECRETARIAT OF REGIONAL REPRESENTATIVES COUNCIL IN YAHUKIMO</b></p> <p>SAMSON KARSA PATILANGI <i>College of Economics Port Numbay</i></p>	