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Assessment of Integrated Solid Waste Management Practices in Addis Ababa City: The case of Akaki Sub City, Ethiopia

Workneh Furgasa, Chen Hongbin, Mehari Mariye, Dilu G. Desalegne, Fekadu Ararsa, Sheref Abdela

Abstract: Solid waste management is a significant public health and environmental issue in numerous cities across the world. The city of Addis Ababa (the capital city of Ethiopia) encounters pressing issues concerning the management of solid waste, the rapid rise in population, rapid development of city, and the economic endeavors that accompanying with shifts in lifestyle. This study aimed at assessment of Municipal Solid Waste Management (MSWM) practices in Addis Ababa, specifically in the chosen woreda of Akaki sub city.

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A Review of the Impact and Evolution of the Affordable Care Act in America

Dr. Sherryl W. Johnson, Shermone L. Johnson

Abstract: This article provides a historical and current review of the Patient Protection and Affordable Care Act, commonly referred to as the Affordable Care Act (ACA). Specifically, this article presents thirteen accounts of the impact and evolution of ACA from a variety of authors using research, personal accounts and literature. In addition to the American public, this article explores the impact of ACA on various health care groups, professional organizations and healthcare institutions.

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↳ A Study to Assess the Effectiveness of Music Therapy On Anxiety Among Patients Undergoing Cardiac Catheterization in GKNM Hospital, Coimbatore

Mrs. Meenakumari. C, Dr. Abdul Latif

Abstract: To determine the effectiveness of music therapy on patients experiencing anxiety during cardiac catheterization at the GKNM Hospital in Coimbatore, a pre-experimental study was carried out. The study's major goal was to compare patients' anxiety levels and the impact of music therapy. A quasi-pre-experimental one-group pretest-posttest design was adopted for this study. This study was conducted in the pre-cath room (ward 8) of the G. Kuppuswamy Naidu Memorial Hospital in Coimbatore. This study used a practical sampling technique on 60 participants chosen as samples. Patients who were admitted for cardiac catheterization had their data gathered. To evaluate the demography, structured interview questionnaires were used. The levels of anxiety and its accompanying signs and symptoms were evaluated using the modified Hamilton Anxiety Rating Scale.

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↳ Employees Learning And Performance Of Metropolitan Governments In Kenya

Gichuhi Rahab Wairimu and Dr. Anthony Osoro

Abstract: This study endeavoured to establish the relationship between Employees learning and performance of Metropolitan governments in Kenya. The specific objectives were; Employee training management, Employee talent management, Employee autonomy management Employee education management on performance of Metropolitan governments in Kenya. This study used descriptive research design. The targeted population was 521 respondents, who comprised the heads of the Human resource Management from sub County within metropolitan governments. The results were over 0.7 for reliability and over 0.5 for construct content validity test. The study concludes and recommends that management should give better understanding of metropolitan governments an optimization as they endeavor to grow in future.

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↳ Factors Affecting Firm Value In Manufacturing Sector Companies

Jennifer Alicia Widiyanto and Yuniarwati

Abstract: This study aims to determine whether the value of manufacturing sector companies listed on the Indonesia Stock Exchange in the 2019–2021 period is influenced by company growth, profitability, liquidity, and capital structure. All manufacturing-related companies listed on the Indonesia Stock Exchange (IDX) in 2019 to 2021 constitute the study population. By method purposive sampling was used to select the sample, which includes 40 firms from the period 2019 to 2021. Multiple linear regression is the data analysis method that has been applied. According to the results of the study, company growth has no effect on firm value, profitability has a positive effect on firm value, liquidity has a positive effect on firm value, and capital structure has no effect on firm value.

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Development of the Secondary Trauma Stress Scale for the General Population

Kavitha Shaj and Sridevi P

Abstract: The number of individuals susceptible to direct or indirect trauma is no longer reserved for specific occupations. Hence, this research aimed at developing and validating a scale that measures secondary trauma stress among the Indian general population. The scale contains 5 subscales namely Intrusion; Negative cognition and mood; Active avoidance and feelings of threat; Hyperarousal and Belief system. Out of the initial 150 (30 items per subscale) pool of items, 50 items (10 items each 5 subscales) were pilot tested on 102 respondents. Out of which, 30 items (6 items each subscale) were tested on 970 respondents after the first validation.

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Use of Hemp, Alternative Proteins, and Spices in the Development of a Functional Food Product

J. Hinton, R. Kaur, M. Verghese

Abstract: Obesity and type 2 diabetes have become prevalent in adolescents in the United States due to a diet that is high in saturated fats and simple sugars. Functional foods have become popular due to their potential to prevent chronic diseases. Hemp, alternative proteins, and spices were incorporated into a food product as functional ingredients for a targeted physiological function in preventing obesity and type 2 diabetes in adolescents.

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The Current State of Employee Assistance Programs in the United States: A Research-based Commentary

Dr. Mark Attridge

Abstract: This article presents a commentary by scholar Dr. Mark Attridge on the best practices and current trends in the Employee Assistance Program (EAP) benefit for employees in the United States. The goal is to help employers better understand and maximize their EAP by presenting research-based content in a style that is more conversational than academic. The paper starts with an overview of the basic qualities that define and differentiate EAPs. This is followed by examining short-term counseling and related individual EAP services for supporting distressed workers.

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Exploration of Soft skills for their classification, characteristics and significance

Dr (Major) Shishir Basarkar

Abstract: In today's viable eco-sphere soft skills requisite upgrading. Delegate skills are the common skills which are required for attainment in any discipline of life. This paper is about soft skills concept, its types and characteristics. This article studies the soft skill concept along with its characteristics. The role model is key for development of soft skill. Every individual who wish for developing soft skills need to observe the role model. The objectives of the paper are to bring forward the concept of soft skill and its types; to analyse its characteristics; to check soft skill's importance and to suggest the ways of conquering soft skill. Soft skills are vital in today's extremely competitive business life. Soft skills possess multiple advantages to enhance the individual's personality and make way for moving forward. To mature in common skills one need to follow long path of practice as there is no short cut to success.

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↪ **Community-Directed Educational Intervention for Lassa Fever Prevention Practices Among Nursing Mothers Attending Primary Health Care Centres in Akinyele, Ibadan, Oyo State, Nigeria: A Quasi-Experimental Study**

Happiness Opeyemi Agboola, Ayodeji Amos Oladimeji, Adetoun Akinwusi

Abstract: Background: Lassa fever is a severe viral hemorrhagic disease, primarily prevalent in West Africa, and is transmitted when individuals come into contact with food contaminated by urine or feces from rodents, particularly rats. The key goal of Behavioral Change Communication (BBC) is to enhance knowledge and attitudes among individuals, families, communities, and health workers, ultimately promoting behavioral changes that can effectively prevent the spread of the disease. Therefore, this study aims to assess the effect of health education intervention on the knowledge and attitude towards prevention practices among nursing mothers in Akinyele, Ibadan, Oyo State, Nigeria.

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↪ **KNOWLEDGE, ATTITUDES, AND PRACTICES OF STUDENTS IN THE CITY OF BUKAVU ON HIV/ AIDS**

AMANI LUBUNGA Eric, Willy SHAMPUTI David, Aubain MWAKA MIGANI, , AMINA LWIKICHA Benoit, KITOKA MUTONDO MOKE

Abstract: This is a cross-sectional descriptive study, conducted on knowledge, attitudes, and practices on HIV/AIDS among students of ISDR, ISP, ISTM, and ISGEA in higher institutions in the city of Bukavu. The objective of this study was to compare the level of knowledge, attitudes, and practices of students from different higher institutions in the city of Bukavu on HIV/AIDS.

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Factors Affecting Firm Value In Manufacturing Sector Companies

Jennifer Alicia Widiyanto and Yuniarwati

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Abstract- This study aims to determine whether the value of manufacturing sector companies listed on the Indonesia Stock Exchange in the 2019–2021 period is influenced by company growth, profitability, liquidity, and capital structure. All manufacturing-related companies listed on the Indonesia Stock Exchange (IDX) in 2019 to 2021 constitute the study population. By method purposive sampling was used to select the sample, which includes 40 firms from the period 2019 to 2021. Multiple linear regression is the data analysis method that has been applied. According to the results of the study, company growth has no effect on firm value, profitability has an positive effect on firm value, liquidity has an positive effect on firm value, and capital structure has no effect on firm value.

Index Terms- firm growth, profitability, liquidity, capital structur.

I. INTRODUCTION

Today's business environment is growing increasingly competitive, which encourages companies to continuously innovate and improve their operations to survive the competition and achieve their goals. A business that is unable to grow will incur losses and possibly face bankruptcy, which is a serious situation for any organization. The company's main long-term goal is to increase business value, while the short-term goal is to maximize profits. Firm value is one of the key elements that investors take into account when valuing their investment (Iman, et al., 2021)

Public companies that have been registered on the capital market are required to issue annual financial reports to investors at least once a year. This is important information for investors to understand business developments and serves as a guide for investors when thinking about buying or selling stocks. One of several elements that can be used to gauge a company's value is its stock price. because the company's stock price reflects what investors think about it.

The market price of the company's shares serves as a measure of its worth. (Iman, et al., 2021). The value of a firm can be tracked using its stock prices. A high share price demonstrates the company's worth and the success of its investors. Investors won't think twice about putting money into this welfare-guaranteed company. The stock price of the company is impacted

by how investors respond to the information in the financial statements.

II. LITERATURE REVIEW

Signaling theory emphasizes the importance of making efforts to communicate information about the state of the company that is beneficial to investors. According to Suwardjono, (2014) According to the notion of signaling, management deliberately discloses closed information about the company which is believed to be of great interest to shareholders and investors. In addition, if the news is positive (good news). Information that enhances management's reputation and the company's success is another thing management wants to communicate.

Agency theory Describe the relationship between management (agent) and shareholders (principal). According to Jensen & Meckling, (1976) agency theory describes a relationship in which one or more people (principal) have control over other people (agent) to perform tasks on their behalf and delegate authority to agent to make the best choice for principal.

Firm value is a reflection of the company's performance, which has an influence on how successful the company is perceived by investors. The state of a company can also be described by the value of the company. The more valuable a company is, the better the perception of potential investors towards the company. The company is thought to have a chance for long-term survival when its worth rises sufficiently.

Firm growth is the growth of all assets, which shows the growth of assets during the previous period. The company's growth as a percentage is calculated using the change in assets over a specific time period compared to the prior period. Additionally, it is possible to forecast future growth and profitability using data on asset growth in the past. Growth is the result of operational adjustments brought about by expansion and a decline in business volume. (Tumangkeng & Mildawati, 2018).

Profitability is the business' capacity to make money (Wijaya & Sedana, 2015). By examining profitability, shareholders can ascertain the company's ability to make money through sales and investments. Profitability is one indicator of how well business operations are going. With rising corporate profitability, the level of the company's capacity to make a profit rises.

Likuidity describes a company's capacity to buy and sell its assets on a large scale without experiencing large price changes to meet its obligations. How quickly a corporation can buy, sell, and exchange assets without experiencing price adjustments or a drop in asset value, according to Adiputra & Hermawan, (2020), can be used to measure its liquidity. Through liquidity, prospective investors can assess the company's capacity to fulfill immediate obligations. The amount of liquidity can raise the company's worth, which will influence whether or not potential investors decide to invest. The price of a company's shares rises as the number of investors does.

Capital structure a picture of the comparison of the use of debt and capital. Prospective investors can use the capital structure as a basis for investing in companies because this variable provides an overview of own capital, total debt, and total assets, potential investors and investors can use all three to determine the level of risk, rate of return (return), and total income (revenue) that the company will accept. (Novitasari & Krisnando, 2021).

Relation Between Variables

Company Growth with Company Value. External parties see high company growth as a favorable signal, and high company growth gives a good impression to potential investors. The company's expansion shows good value, which encourages potential investors to invest their funds into the business. When investors spend more money in company stock, the share price will rise. This will have an impact on the value of the company which will rise along with rising stock prices.

Profitability with Corporate Value. The ability of corporations to generate profits is profitability (Wijaya & Sedana, 2015). The company's performance increases with the profitability ratio. Potential investors are more interested in companies with high profitability ratios because the higher the profit the company generates, the higher the profit investors can get.

Likuidity with Company Value. A company's liquidity can be determined by how easy it is to meet short-term obligations, buy and sell assets quickly, and do so without experiencing price changes or a decline in asset value (Adiputra & Hermawan, 2020). Liquidity is the company's ability to meet the company's short-term obligations using the company's assets. Assets that are easy to sell for cash are said liquid, or it can be called liquidity.

Capital Structure with Firm Value. Firm value will be affected by the increase in capital. The value of the corporation increases in proportion to its capital or debt. Investors will benefit in the long run from a successful business expansion. The company will need significant financial support for its growth, which means it will also need funding from third sources. The company's share price will rise as capital increases.

Hypothesis Development

Total asset growth, which reflects past asset growth, serves as a measure of a company's growth. One of the factors considered by potential investors when determining an investment is the growth of total assets. The company's rapid growth is one of the signals that the company can generate profits, which can increase the value of the company. The rapid growth of a company indicates that it can benefit investors, which will attract more potential investors to invest their money in the company. Based on the description above, the hypothesis that can be formed is:

Ha₁: Company growth has a positive effect on firm value.

The company's ability to generate profits is profitability. Because a high level of profitability is considered capable of producing a high level of well-being, a high profitability ratio can increase the interest of potential investors to invest their funds. A high profitability ratio indicates that investors will also earn large income. Potential investors may be interested in this because the greater the profitability ratio, the greater the profit. Companies with high profitability ratios have no difficulty paying dividends to investors. Based on the description above, the hypotheses that can be built are:

Ha₂: Profitability has a positive effect on firm value.

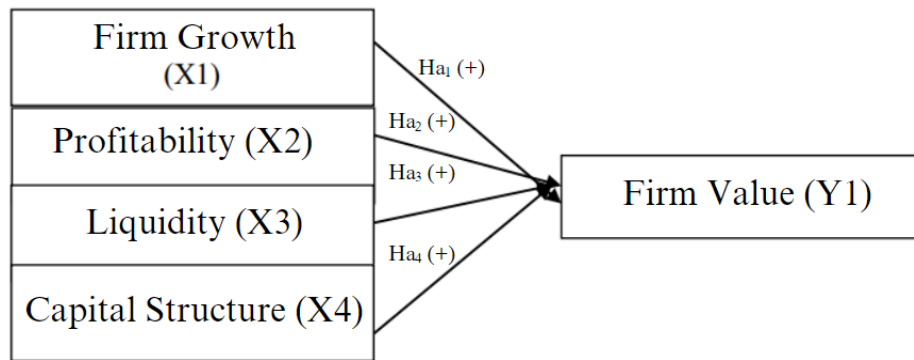
The ability of a business to pay its short term debt is known as liquidity. A high liquidity ratio is an indication of strong corporate performance within a company. Companies with high levels of liquidity often have liquid assets that can be easily converted into cash. This shows that the business can finance its operations, pay short-term debt, and pay out dividends to investors. This organization is able to attract investors to invest their funds because of its strong liquidity ratio. Investor interest in placing capital into a company can increase the more liquid the company is. Based on the description above, the hypothesis that can be formed is:

Ha₃: Liquidity has a positive effect on firm value.

Capital structure is the allocation of capital and long-term debt by a company to finance operations. Investors can measure a company's performance by looking at its capital structure, which shows how money and debt are used to fund its operating activities. Potential investors can determine whether the company uses capital or debt to fund its operations. A high capital structure for a business is a sign of increasing company value. For business development, the company will need additional funds from outside sources which will increase the share price. Based on the description above, the hypotheses that can be built are:

Ha₄: Capital structure has a positive effect on firm value.

Based on the hypothesis above, the research model that can be formed is as follows:



Picture 1

Research Model

III. METHODOLOGY

Manufacturing companies that have gone public as well as publishing annual financial reports for the 2019–2021 period and listed on the Indonesia Stock Exchange (IDX). These are the populations that are the object of research discussed in this study. Non-probability sampling with purposive sampling is the sampling method used in this study. By sampling non-probability, there is no equal opportunity for each population to be selected as a sample. The sampling technique with certain criteria is called purposive sampling. The following are some of the criteria that were determined when selecting the sample: 1.) Manufacturing

companies listed on the Indonesia Stock Exchange during the 2019-2021 period. 2.) Manufacturing companies that did not carry out an IPO during the 2019-2021 period. 3.) Manufacturing companies that did not experience delisting or relisting during the 2019-2021 period. 4.) Manufacturing companies that publish financial reports in Rupiah. 5.) Manufacturing companies that have not moved sectors and subsectors during the 2019-2021 period. 6.) Manufacturing companies that have complete financial statements for the 2019-2021 period. 7.) Profitable manufacturing company during the 2019-2021 period. These criteria are fulfilled by the sample data which totals 36 companies. Operational variables and their measurements used in this study are:

Table 1
Operational and Measurement Variables

No.	Variabel	Equation	Skala
1.	Firm Value (Tobin's Q)	$Q = \frac{MVE+D}{Total\ Asset}$	Ratio
2.	Firm Growth (Growth)	$Growth = \frac{Total\ Aktiva\ (t) - Total\ Aktiva\ (t-1)}{Total\ Aktiva\ (t-1)}$	Ratio
3.	Profitability (ROE)	$ROE = \frac{Net\ Income}{Total\ Equity}$	Ratio
4.	Liquidity (CR)	$CR = \frac{Current\ Asset}{Current\ Liabilities}$	Ratio
5.	Capital Structure (DER)	$DER = \frac{Total\ Liabilities}{Total\ Equity}$	Ratio

Tests in this study include descriptive statistical tests, classical assumption tests, multiple linear regression analysis tests,

multiple determination coefficient tests, F statistical tests, and t statistical tests.

IV. RESULT

The following are the results of the descriptive statistical analysis in this study.

Table 2
Descriptive Statistical Test Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
TOBIN'S Q	108	.3633	1.7445	.884308	.2752694
GROWTH	108	-.3078	.6958	.072965	.1385036
ROE	108	.0001	.2740	.082273	.0557107
CR	108	.0048	1.1431	.558778	.3010110
DER	108	.2828	14.8656	2.684862	2.8610819
Valid N (listwise)	108				

The results of processing 108 data from 2019 to 2021 through SPSS software version 26. According to the descriptive statistical test results above, it can be seen that the minimum value of company value is 0.3633, and the maximum value is 1.7445. The average value of the company is 0.884308 while the standard deviation is 0.2752694.

The classic assumption test results that have been tested in this study are the normality test, 0.200 models can be declared to

pass the normality test, then the multicollinearity test results show that the model is free from multicollinearity problems, the autocorrelation test results of 2.086 can be stated that the model does not experience autocorrelation symptoms, and heteroscedasticity test, the overall value of the model is more than 0.05, the model can be declared free from symptoms of heteroscedasticity.

Table 3
Linear Regression Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.371	.100		3.710	.000
	GROWTH	.083	.132	.042	.632	.529
	ROE	3.479	.363	.704	9.598	.000
	CR	.410	.103	.448	3.976	.000
	DER	-.003	.011	-.030	-.271	.787

a. Dependent Variable: TOBIN'S Q

The test results in table 2 can form a multiple linear regression equation. The use of multiple linear regression is intended as a test of the effect of company growth, profitability, liquidity, and capital structure on firm value. The regression equation obtained in this study is:

$$Q = 0.371 + 0.083 \text{ GROWTH} + 3.479 \text{ ROE} + 0.410 \text{ CR} - 0.003 \text{ DER} + \epsilon$$

Based on the test results above, it is obtained that the influence of company growth on Tobin's q has a value (0.632 < 1.983) and a significance value of 0.529 (greater than 0.05). This indicates that Tobin's q has no partial effect on the company's growth, a manufacturing company listed on the Indonesia Stock Exchange.

Based on the test results mentioned above, the effect of profitability on Tobin's q has a value (9.598 > 1.983) and a significance value of 0.000 (lower than 0.05). This indicates that Tobin's q has a partial effect on the profitability of manufacturing companies listed on the Indonesia Stock Exchange.

Based on the test results above, the effect of liquidity on Tobin's q has a value (3.976 > 1.983) and a significance

value of 0.000 (lower than 0.05). This indicates that Tobin's q has a partial effect on the profitability of manufacturing companies listed on the Indonesia Stock Exchange.

Based on the test results above, it is obtained that the effect of capital structure on Tobin's q has a value (-0.030 < 1.983) and a significance value of 0.787 (greater than 0.05). This shows that Tobin's q has no partial effect on the capital structure of manufacturing companies listed on the Indonesia Stock Exchange.

V. DISCUSSION

The results of research on how company value, manufacturing companies listed on the Indonesia Stock Exchange are not affected by company growth. The company needs more funds to manage its daily operations, affected by the company's fast growth. When a company allocates its financial resources, it is assumed that the company will place its expansion needs above the interests of its shareholders. The value of the company

decreases along with the decrease in investor distrust of the company.

The results of research on how the value of the company, manufacturing companies listed on the Indonesia Stock Exchange are affected by profitability. Profitability will directly affect the value of the company as indicated by the market price of its shares and will increase investor interest in investing their funds. The value of the company increases along with the increase in the company's stock price.

The results of research on how the value of the company, manufacturing companies listed on the Indonesia Stock Exchange are affected by liquidity. Companies that have high liquidity are companies that can pay their bills on time. If a company has a high level of liquidity, it means that the company's assets are liquid and will not go bankrupt due to its inability to pay its short-term debt. This can attract investors to buy shares in the company, high liquidity encourages increased demand for these shares.

The results of research on how the value of the company, manufacturing companies listed on the Indonesia Stock Exchange are not affected by the capital structure. High capital structure can cause a decrease in company value. Because companies use long-term debt as a source of funding. However, if the company continues to depend on long-term debt for financing, then the company risks not being able to fulfill its obligations including interest. As a result, using debt in a way that is not profitable will have a negative impact on the business and reduce the value of the company.

VI. CONSLUSION AND RECOMMENDATION

This research is not without limitations, 1.) this research only examines three years from 2019 to 2021. 2.) this research only examines the manufacturing sector. 3.) This research merely examines four independent variables, including the variables of company growth, profitability, liquidity, and capital structure.

Suggestions for further research, 1.) further research can add years of research. 2.) further research can expand the research sector. 3.) further research can add research variables.

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