

# International Journal of Psychosocial Rehabilitation

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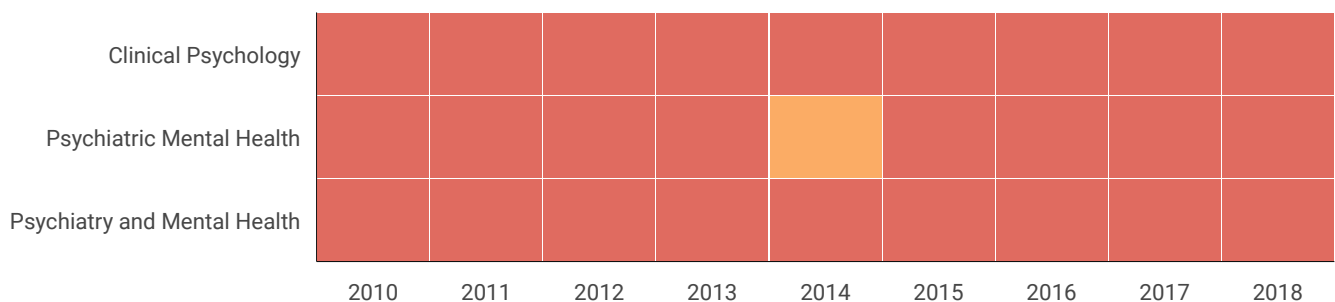
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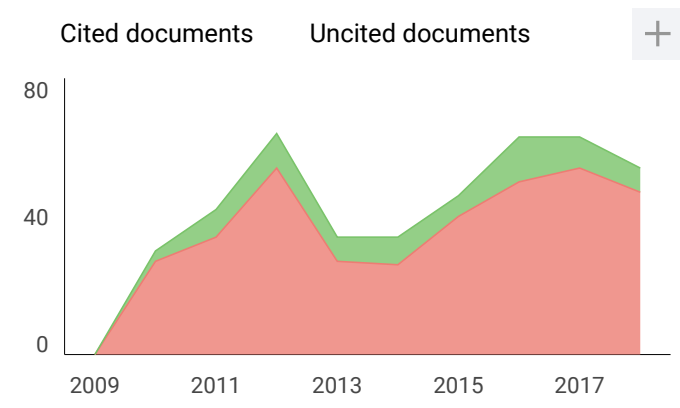
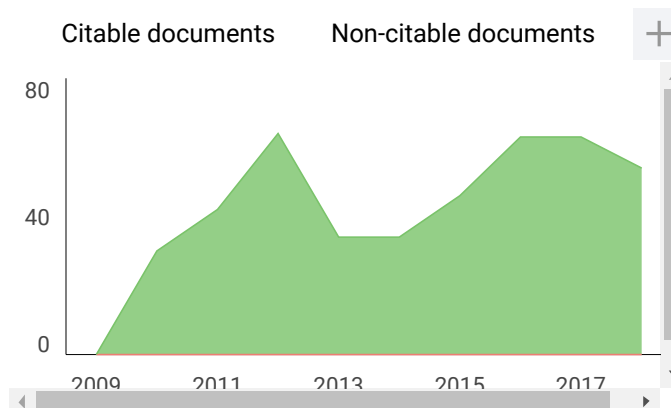
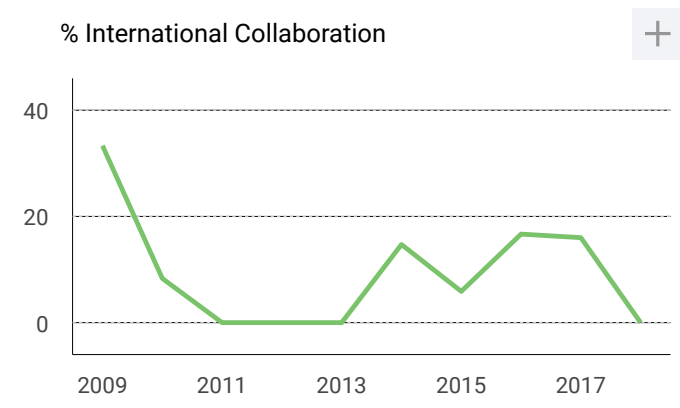
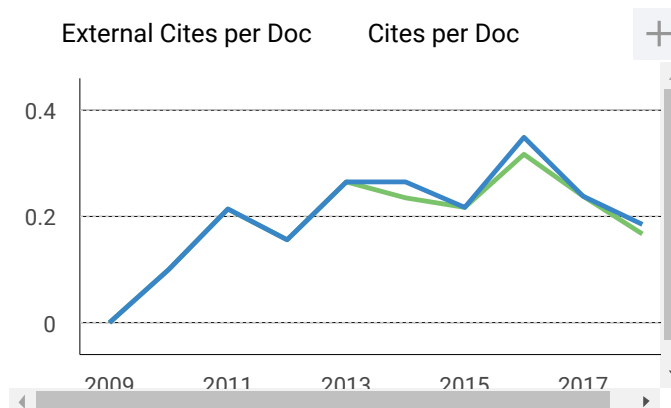
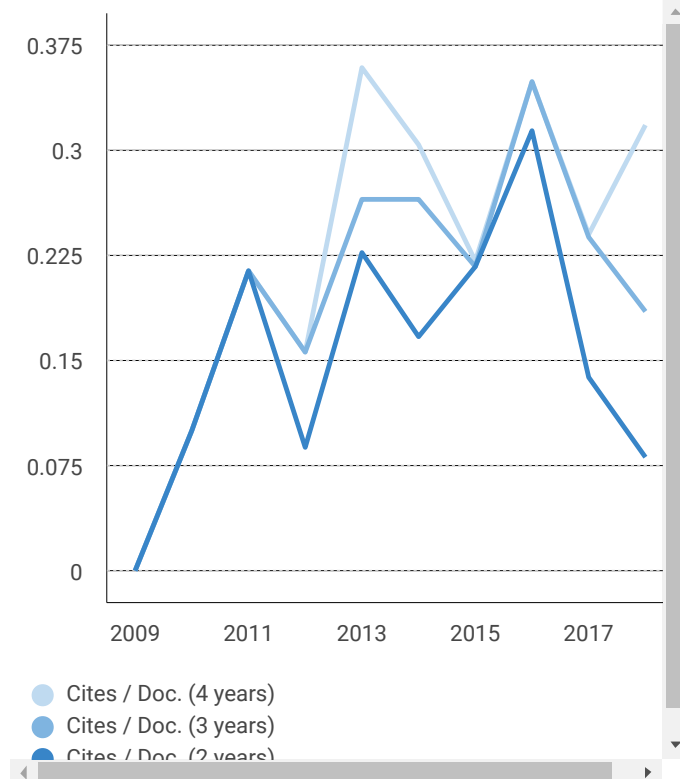
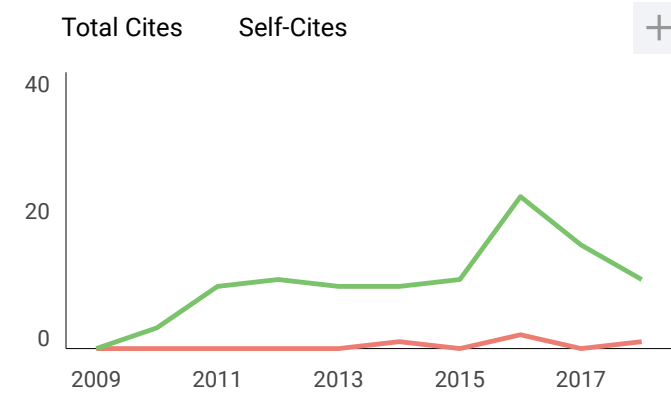
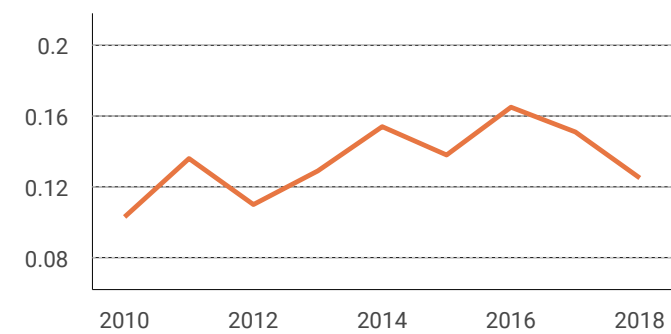
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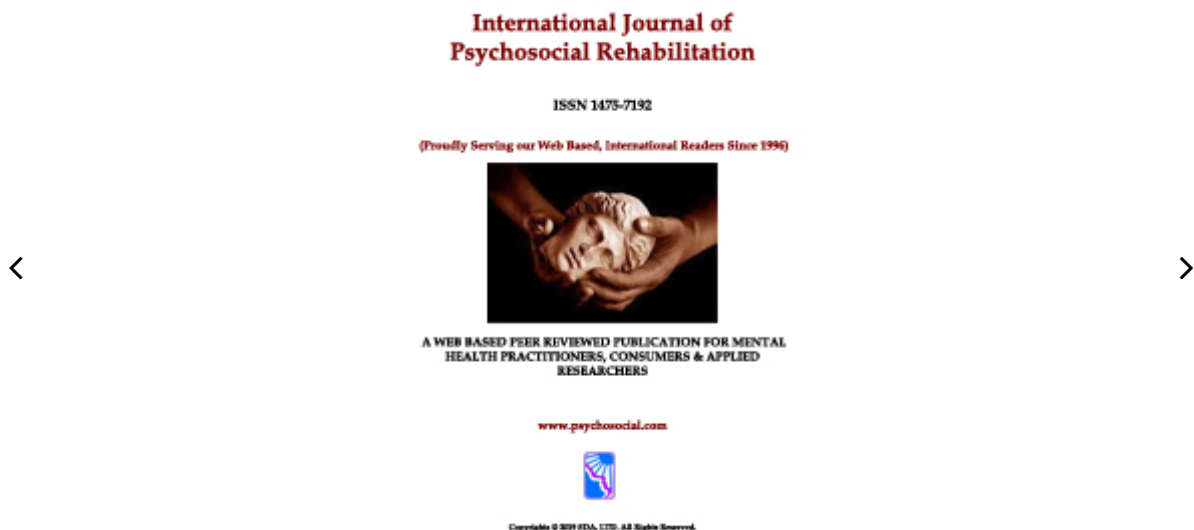




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## **Psychosocial Rehabilitation – Assertive Community Treatment**

The pace of change in the community mental health field is staggering. Twenty years ago we thought sheltered workshops were great. Today sheltered workshops have fallen into disfavour. Ten years ago we believed that day treatment programs were “it”. We’ve changed our minds about those too. It makes us wonder what will be the state-of-the-art ten years from now.

A similar transformation or evolution has happened in supportive housing. Twenty years ago, the Homes for Special Care system was the prominent form of supportive housing. Ten years ago, group homes which offered life skills training were heralded as the best choice for people disabled by mental illness. Today, permanent, normal housing with access to flexible supports is considered the ideal. All of these changes have several things in common. Reflected in these changes is the recognition that reduction of psychiatric symptoms alone is not enough; we also need to look at the whole person and how he/she functions in their home, work, school and social life. In addition to teaching people skills in relation to these settings we also need to increase environmental supports and resources. Just as the wheelchair-bound person needs ramps to enter a building, so too does the psychiatrically disabled person need modifications to their environment to support independent functioning. A very important factor in this evolution is the growing appreciation of providing choices and recognizing people’s preferences. How many more changes would we see if we gave the consumers the power to purchase the kind of treatment and support services they wanted.

The move away from a solitary focus on symptomatology to looking at one’s level of functioning in the world, brings with it the basic assumption or belief in hope. It has to because we do not have the ability to predict who will do well and who won’t. It also sets the stage for an approach that builds on strengths and abilities rather than emphasizing symptoms or illness.

Another common element in the evolution of community mental health is the true individualization of services. In the past we kidded ourselves that programs were individualized because we gave the consumer the choice of attending a budgeting or assertiveness training group in their day program, or because we assumed that one-to-one counseling meant individualization within a “prepackaged” program. Pre-set, time-limited programs were easy to administer but have shown poor results due to their inability to truly address individual needs. Dr. Wm. Anthony has often described these packaged programs by using the analogy of an optometrist handing a basketful of eye glasses to a patient and telling them to pick the ones

they want. True individualized programs custom tailor their services to each person, much like the optometrist prescribing lenses for each patient. Getting away from the perceived need to congregate people in time-limited, prepackaged programs has done a lot to improve our ability to address individual needs and wants.

The common elements in these changes or evolution have combined to form a new clinical technology. Psychosocial rehabilitation (PSR) is currently considered one of the most promising intervention approaches in working with psychiatrically disabled adults. Unfortunately, there has also been a great deal of confusion about PSR. Over the last 30 years, hundreds of services and agencies have claimed they are using PSR. The rapid growth in the use of this approach has fostered many variations and innovations (some credible and some radical). There are, however, (at least in our minds) ten essential elements that characterize the PSR approach :

**Individualization** : services must be custom tailored to the individual. This means that program delivery must be very flexible and driven by individual choice.

**Hope** : belief in the potential to change and grow of even the most severely disabled individual. Within everyone is an untapped, under-utilized human capacity that should be developed.

**Client-directed** : people have the right and a responsibility for self-determination. This means the consumer makes the decisions including how long they receive the service.

**Focus on skills** : the core of rehabilitation is increased competencies through skill acquisition.

**Strengths and abilities** : an emphasis on current strengths and abilities and not on symptom reduction or problems from the past.

**Environmentally specific** : strengths and abilities must be assessed in relation to a specific environment. Skills must also be taught in relation to the environment in which they will be used.

**Environmental supports** : modifying the environment and building external supports are equally as important as skill teaching. This includes social change (changing attitudes, rights, laws, etc.)

**Partnership approach** : the creation of an intimate environment with no professional authoritative barriers is essential.

**On-going support** : programs should not be time-limited but geared to the individual. program delivery must be very flexible and by individual choice. History has shown us that many seriously mentally ill people succeed as long as support is provided on an on-going basis.

**Skills and supports in balance** : a person can only concentrate on improving/learning 1-2 skills at a time. Supports must be provided in any other deficit areas to enable the person to function until they master the current skills and can move on to learning or improving 1 or 2 more skills. Therefore, skills and supports are always in balance with one another.

It will be very interesting to watch the further evolution of this approach in the next ten years. One can expect even more significant changes to occur given the strength of the consumer movement and the recent heightened emphasis on PSR programming by the Ministry of Health.



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Articles on psychosocial interventions, psychopharmacotherapy, mental health primary care, institutional and community care innovations, decentralization, policy changes, community & regionally based systems, and program evaluation are given particular attention. However, all articles that relate to psychosocial rehabilitation will be considered.

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**Authors:** Taufiq Nur Budaya, Besut Daryanto

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An Assessment of Service Quality in Private Higher Education Sector with Respect to Students' perceptions

**Authors:** Shaheen Fatima, Aqeel Ahmad, Samreen Fatima

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Studying the Leadership Styles in the UAE

**Authors:** Ahmad rozelan bin yunus, Izaidin bin abdul majid, Abdullah Al Mazroui

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Leadership Styles in the UAE: A Theoretical Analysis

**Authors:** Abdullah Al Mazroui, Ahmad Rozelan Yunus, Izaidin Bin Abdul Majid

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Citizenship-Behaviour and Workplace-Withdrawal: Distinguishing Between the Organization and Job-Based Turnover Intentions in Nurses

**Authors:** Syed Imad Shah, Asad Shahjehan, Muhammad Daud Ali, Humera Manzoor

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Critical Thinking Skills Assessment Among Engineering Students

**Authors:** Nurul Shida Noni, Abdul Halim Abdullah

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**Non-Muslim Consumer Perspective on Cosmetics and Personal Care Products**

**Authors:** Nusaibah Mansor, Nurul Ajmal Mohd Shukri, Siti Norbaya Yahaya

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The Role of Synchronous Translation in Literary Studies

**Authors:** Dilfuza Mustafoevna Nosirova, Lola Sadullaevna Abdullayeva, Shahodat Ruzievna Qochqorova., Nigora Safarovna Avezova

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Socio-Psychological Characteristics of Behavioural Disorders in Primary School Aged Pupils

**Authors:** Bakhronova KomilaYadgorovna

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Description of Sources in Bukhara in the 18th and 19th Centuries

**Authors:** Rajabova Rohila Zakirovna

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**Authors:** Ra'no Sayfullaeva., Abuzalova Mekhriniso Kadirovna

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**Authors:** Bakhronova Matluba Akhmedovna., Tolibova Nodira Nosirovna

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The Similarities and Differences of Proverbs with Other Genres

**Authors:** Ikromova Lola Boltayevna., Nabiyeva Zarina Nabiyevena., Rasulova Muhabbat Ixtiyorovna

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**Authors:** Khojamurod Jabborov., Nilufar Muminova

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Organization of Work with Parents During the Formation of Local History Literacy of Children with Different Educational Needs in the Framework of Step by Step Technology

**Authors:** E. S. Nikitina, N. V. Andreeva, O. V. Shtern, E.V. Gordeeva, V. N. Kurovskiy

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**Authors:** T. Aparna, P. Senthil kumar

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Online Handwritten Telugu Stroke Recognition using Direction Operator for Feature Extraction

**Authors:** Srilakshmi Inuganti, Dr. R. Rajeshwara Rao

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**Authors:** Diya Panjwani

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**Authors:** Anivireddy Posiyya, K Saikumar

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**Authors:** Abramian Gevork Ashotovich, Avramenko Vladislav Igorevich, Aliev Shamil Alievich, Filippova Yulia Alexeevna

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**Authors:** Pashkin Igor Vasilevich, Gazaliev Abdul-Bakiei Borzkhadzhievich, Alekseeva Tatiana Dmitrievna, Kaibov Akim Kamilovich

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**Authors:** Khalilov Firuz Valievich, Sevagina Valentina, Goncharova Tatyana Yuiryevna, Kaibov Akim Kamilovich

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WRITING WITHOUT PERMISSION: A CASE STUDY ON SKINNER'S ANALOGY THROUGH VANDALISM

**Authors:** ALMA BANGAYAN

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Governance Reform in Services Security and Order of Visit at Prison

**Authors:** Dr. Mochammad Rozikin, Agung Edi Rustanto, \*Prof. Dr. Abdul Hakim, Wike, Sos

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ORGANIZATIONAL TRUST OF FACULTY MEMBERS AND ITS RELATIONSHIP TO TEAM-BUILDING CAPACITY AND TEACHING EFFECTIVENESS

**Authors:** Beverly M. Addun

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DYANGGO AND SAMBALI RITUAL DANCES OF CAGAYAN: AN ANALYSIS

**Authors:** Chita C. Ramos

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THE SOCIAL LIFE OF THE MALAUEGS: RECOGNITION OF THEIR CULTURAL IDENTITY AND INTEGRITY

**Authors:** Chita Cabrera-Ramos

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Community-Centric Programs implemented by the Polytechnic University of the Philippines: Leading to Sustainability and Community Development

**Authors:** Glenda Salorsano, Jackson Jake Llames, Roan Jessa Dino

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AN E-LEARNING MODULE IN DRESSMAKING NATIONAL CERTIFICATE II

**Authors:** Constantine M. Bautista

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**Authors:** CRISTINA B. NATIVIDAD

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**Authors:** Jonathan P. Binaluyo, Justine L. Pelo, Anne Catherine O. Reyes, Mary Herschelle N. Yumul

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**Authors:** Daizylyn Caan-Palillo

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The Function of Informal Social Networks in the Context of Human Migration

**Authors:** Getu Ambaye Teshale, A.P.Senthil kumar

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Lived Experiences of Women Department Heads in Higher Education: Challenges, Opportunities and Constraints

**Authors:** Jalaine Joyce V. Malabanan

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PEDAGOGICAL APPROACHES USED BY TEACHERS IN TEACHING MAPEH IN THE DIVISION OF TUGUEGARAO CITY, PHILIPPINES

**Authors:** EDUARDO ACEBO CARAG

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THE COMMUNITY SECTORS IN THE PRESERVATION OF PEACE AND ORDER

**Authors:** ERIC N. HABIATAN

**DOI:** [10.37200/IJPR/V24I8/PR280072](https://doi.org/10.37200/IJPR/V24I8/PR280072)

The Relationship of Study Habits and VARK Preferences to the Academic Performance of Second Year Education Students

**Authors:** Estrella O. Simon, Jev C. Domalaon, Jean C. Dunghit, Donna P. Antiporda, Patricia Liquigan, Ruth Rivera

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Enhancing Agricultural-Based Entrepreneurial Activity in Cagayan Valley using Technology Business Incubation (TBI) Model

**Authors:** Cammayo, Eva U.Nayga, Jonathan N., Balbin, Aubrey Joy M., Canete, Diosdado C

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The Measurement Comparison between Hadlock and Hadlock 4 Formulas in the Second and Third Trimesters Obstetric Ultrasound for Foetal Weight and Delivery Estimation

**Authors:** Gando Sari, Sriyatun, Fellya Zumarnis, Nursama Heru Aprianoro

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**Authors:** Franz Z. Miranda, Carolyn Grace G. Somera, Marvin M. Cinense, Jeffrey A. Lavarias

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ANTHOLOGY OF THE GADDANG LITERATURE IN THE CITY OF CAUAYAN AND ITS IMPLICATION TO EDUCATION

**Authors:** Gabriel L. Luna

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On-the-Job Training and Academic Performance Among High School Students in the Philippines

**Authors:** Hazel DR. Samala, Merlinda O. Goyenechea, Jan Eliezer Michael P. Samala

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**Authors:** Hazel DR. Samala, Geoffrey S. Ogale, Marishyrl M. Ogale

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**Authors:** JAY-R B. BAYANI

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THE ROLE OF ARTIFICIAL INTELLIGENCE IN THE IMPROVEMENT OF HUMAN INTERPERSONAL COMMUNICATION

**Authors:** Jennallyssa Marie A. Eligino, Louisa Valderama, Juliet Ajos, Ricardo Aguire, Jozelle Tolentino, Arabelle Baquiler

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EFFECTIVENESS OF THE FILIPINO LANGUAGE IN THE ALTERNATIVE LEARNING SYSTEM (ALS) PROGRAM IN THE PHILIPPINE EDUCATION SYSTEM

**Authors:** JENNIFOR L. AGUILAR, HERMELINE B. AGUILAR, CINDIE B. ALMEDA

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Perception of the Impact of Bullying to the Selected High School Students' Academic Performance

**Authors:** Jev C. Domalaon, Jean C. Dunghit, Darlene Joy Magos, Esther Vedana, Sherill Echanis, Lilibeth Siquig

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INSTRUCTIONAL MATERIALS USED IN TEACHING MATHEMATICS: BASIS FOR ENHANCING MATHEMATICS PROGRAM

**Authors:** Jocelyn D. Tuliao

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A STUDY ON DETERMINANTS OF ADOPTION OF OPEN DEFECATION FREE INNOVATIONS IN THALLI BLOCK OF KRISHNAGIRI DISTRICT

**Authors:** Mr. Sugata Roy, Dr.B.Kalpana

**DOI:** [10.37200/IJPR/V24I8/PR280085](https://doi.org/10.37200/IJPR/V24I8/PR280085)

FAMILY INFLUENCE ON CAREER DECISION-MAKING SELF-EFFICACY OF STUDENTS IN SELECTED SENIOR HIGH SCHOOLS IN CHINA

**Authors:** DR. KE GUOXIAO

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**Authors:** Mila F. Antalan, Krichelle A. Tungpalan

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**Authors:** Lilian M. Litonjua, Ryan C. Roque Set A. Borja, Kyle T. Mercado, Froilan Ferdin, Vincent Percival M. Penaflor

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The Political Skills of the Deans and its relationship to Collegiate Interpersonal Relationship

**Authors:** MAGNOLIA L. FACTORA

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The Marketing Communication Mix Strategies of a Quick Service Restaurant

**Authors:** Maria Lourdes F. Rebulanan

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Implementation of Outcome-Based Education (OBE) at Graduate School: Input for Competency Standard Development

**Authors:** MARION A. CRESENCIO, YEHLEEN CESCA M. PATIÑO

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Case Analysis of the Social Skills of Children with Autism in the Inclusion Program

**Authors:** Merriam S. Silin

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**Authors:** Merriam S. Silin

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LEVEL OF AWARENESS AND PERCEPTION OF SECTORAL GROUPS ON ECONOMIC, PHYSICAL, PSYCHOLOGICAL, AND SEXUAL ABUSES COMMITTED BY THE PERPETRATORS UNDER RA 9262: OR VIOLENCE AGAINST WOMEN AND CHILDREN ACT

**Authors:** Milagros N. Gaffud, Gabriel L. Luna

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**Authors:** Y Monojit Singha

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The Water of the Living: An Assessment of the Microbiological Elements in Catholic Churches Across Quezon City

**Authors:** Nico Angelo Castaneda, World Citi Colleges

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The Influence of the English Translation Methods on High School Students' Comprehension of Clips and Films

**Authors:** Patrick V. Villanueva, Jozelle Tolentino, Evelyn Ferraris, Rose Navotas

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CONDUCTIVE YOGA EDUCATION AND PSYCHOSOCIAL WELLBEING

**Authors:** T. PRIYA, P R. NEETHU, K. MURALIRAJAN

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Factors Affecting on Clinical Practice Performance among Undergraduate Nursing Students

**Authors:** Namarta C Mohite, Dr. Mahadeo B Shind

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COMPARATIVE EVALUATION OF SHEAR BOND STRENGTH OF SEVENTH GENERATION ADHESIVE SYSTEM TO WMTA AND BIODENTINE: AN IN VITRO STUDY

**Authors:** Sneha R. Mali, T.M.Mangala, \*Abhijeet Phase, Rushikesh Mahaparale, Adish Saraf, Sagar Pawar

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EVALUATION OF EVIDENCE BASED NURSING PRACTICES ON INFECTION CONTROL IN INTENSIVE CARE UNIT

**Authors:** Dattatray R Salunkhe, Dr Vaishāli R Mohite, Dr Vinayak Raje, Dr Mahadeo B Shinde

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UNDERSTANDING THE E-PURCHASING IN FIRST CITY PROVIDENTIAL COLLEGE CAFETERIA

**Authors:** Raisa Joan Abaigar, Anne Michelle Naig, Carlo Bisquera, Daniella Baldonado, Kimberly Comprado

**DOI:** [10.37200/IJPR/V24I8/PR280102](https://doi.org/10.37200/IJPR/V24I8/PR280102)

A SURVEILLANCE, PREVENTION, IMPLEMENTATION, AND CONTROL PROGRAM OF MOTHER TO CHILD TRANSMISSION OF HEPATITIS B

**Authors:** Reygia Andes Camposano, Elenita Manrique-Arreglo, John Flores, Mary Aretha Rocha, Leovenci Simon, Nelson Maglague

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**Authors:** TULIAO, Robin Darwin B, CARAG, Eduardo A

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Accountancy Internship Program of a State University in the National Capital Region

**Authors:** Ryan C. Roque, Moirla Dawn Hillary, C. Conejos, Valerie Joy M. Cusi, John Lloyd D. Yasto

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Inventory Control Practices and Financial Performance of Robina Fresh Meats

**Authors:** Ryan C. Roque, Lovely Joy M. De Guzman

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**Authors:** S. PARTHASARATHY, S. DHANARAJ

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Doris Lessing Towards a Social Change: A Psychoanalytical Survey of her Select Works

**Authors:** Tawhida Akhter, Dr Ajoy Batta

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Solving Combined Economic Emission Dispatch Problem with Wind Energy Penetration Using Intelligent Firefly Algorithm

**Authors:** A.Prabha, G.Themozhi, S.Rama Reddy

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**Authors:** Sugandha Bhagwat, S.S. Sridhar

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An Improved Grey Wolf Optimization Algorithm for Enhancing Two-Pass Opinion Mining Classifier using Patient Reviews

**Authors:** P. Padmavathy, S. Pakkir Mohideen, Zameer Gulzar

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Analysis on Heart Arrhythmia prediction and Classification

**Authors:** Raima Mathew, Ganesh Madarasu, G Manju

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Stock Prediction Using Twitter Sentiment Analysis

**Authors:** Sai Prasad Sashank Urlam, Srijeeta Mandal, S. Poornima

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Understating the Psychological Behavior of Twitter Post: Through Sentiment Glossary Analysis

**Authors:** Are Vijay Sai Reddy, D Sumanth Kalyan Reddy, R. I. Minu

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**Authors:** Aswathy K Cherian, Aakash Tripathi, Shrey

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Image Colourization and Object Detection Using Convolutional Neural Networks

**Authors:** K. Sree Kumar, Sourya Basu, Naveen Raj Shukla

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Secured Multi Owner Data Sharing in Cloud Using AES Algorithm

**Authors:** N. Praveen, P. Satya Sai Manohar, M. V. Praveen Kumar

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**Authors:** Chaitanya Saha, Vishal Singh, S.S. Sridhar

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CNN for Image Processing to Detect Weeds Using IOT

**Authors:** M.T. Maheswarareddy, B. Kushal Vamsi, T. Y. J. Nagamalleswari

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Factors that Influence the Withdrawal of Life Support in Nigeria: A Study in the Context of Religious Moral and Medical Ethics

**Authors:** R. Halim, Y. Yusof, S. I. Salihi

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**Authors:** S.E. Wahyuningsih

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Awareness of Clinical Trials Participation among Healthy Volunteers

**Authors:** Y. Yusof, M.B.A. Esraa, Matthews. S, R. Halim, M. Z. Nor, A.M. Khalid, M.R. Desa

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Contemporary Social Issues in Jhabvala's "The Nature of Passion"

**Authors:** Saranya Devi. P, G. Keerthi

**DOI:** [10.37200/IJPR/V24I8/PR280123](https://doi.org/10.37200/IJPR/V24I8/PR280123)

Factors Affecting Second Language Speaking Anxiety among Entry Level Engineering Student



**Authors:** S. Nivedha, S. Radhika  
**DOI:** [10.37200/IJPR/V24I8/PR280124](https://doi.org/10.37200/IJPR/V24I8/PR280124)

Sharia Banking Performance Measurement Challenges

**Authors:** Meithiana Indrasari, Ari Purwadi, Siti Mujanah, Zulkifli, Phong Thanh Nguyen  
**DOI:** [10.37200/IJPR/V24I8/PR280163](https://doi.org/10.37200/IJPR/V24I8/PR280163)

The Identification of Argumentation Reasoning in Learning Interpretation in Pondok Pesantren in Kalimantan Selatan

**Authors:** Abd. Basir, Mahyuddin Barni, Wahyuddin, Hilmi Mizani, 5Fajrul Ilmi  
**DOI:** [10.37200/IJPR/V24I8/PR280164](https://doi.org/10.37200/IJPR/V24I8/PR280164)

Reacting to Globalization Admirably through Management by Objectives

**Authors:** Liosten Rianna Roosida Uly Tampubolon, Mauledy Ahmad, Ali Zaenal Abidin, As'ad Isma, Phong Thanh Nguyen  
**DOI:** [10.37200/IJPR/V24I8/PR280165](https://doi.org/10.37200/IJPR/V24I8/PR280165)

Quality Service Competition in Education

**Authors:** Harliantara, Muh. Syaiful Saehu, Sri Indarti, Syaifuddin, Phong Thanh Nguyen, Muhammad Talhah Ajmain  
**DOI:** [10.37200/IJPR/V24I8/PR280166](https://doi.org/10.37200/IJPR/V24I8/PR280166)

Expansion in the Government of Indonesia's Financial Limit

**Authors:** Sri Handini, Muhammad Musaad, Wisang Candra Bintari, Rafika Rahmawati, Phong Thanh Nguyen  
**DOI:** [10.37200/IJPR/V24I8/PR280167](https://doi.org/10.37200/IJPR/V24I8/PR280167)

Education and Socialization of Mentally Challenged People and Similarities and Differences

**Authors:** Bambang Raditya Purnomo, Bahrudin, Mohzana, Muh.Fahrurrozi, Nazarudin, Sriyanto Sriyanto, Phong Thanh Nguyen  
**DOI:** [10.37200/IJPR/V24I8/PR280168](https://doi.org/10.37200/IJPR/V24I8/PR280168)

ANALYZING PERFORMANCE GOVERNMENT INTERNAL BUDGET

**Authors:** Slamet Riyadi, Anggreni Atmei Lubis, Tuti Dharmawati, Sri Rahayu, Phong Thanh Nguyen  
**DOI:** [10.37200/IJPR/V24I8/PR280169](https://doi.org/10.37200/IJPR/V24I8/PR280169)

Purposes and intentions of business entities in the civil-law relations system

**Authors:** Natalia Viktorovna Zaytseva  
**DOI:** [10.37200/IJPR/V24I8/PR280170](https://doi.org/10.37200/IJPR/V24I8/PR280170)

Execution Measurement in Sharia Enterprise and Conventional Theory Perspective

**Authors:** Jovi Iristian, Zainal Abidin Muhja, Heri Junaidi, Tri Yulaeli, Phong Thanh Nguyen  
**DOI:** [10.37200/IJPR/V24I8/PR280171](https://doi.org/10.37200/IJPR/V24I8/PR280171)

IMPACT OF GREEN MANUFACTURING AND INNOVATION ON ORGANIZATION PRODUCTIVITY IN MANUFACTURING COMPANIES

**Authors:** Dr. S. SUBBULAKSHMI  
**DOI:** [10.37200/IJPR/V24I8/PR280172](https://doi.org/10.37200/IJPR/V24I8/PR280172)

Role of Organizational Culture on Knowledge Sharing Practices among Employees in Leather Industry

**Authors:** R. PRIYA, Dr. J. JOHN ADAIKALAM

**DOI:** [10.37200/IJPR/V24I8/PR280173](https://doi.org/10.37200/IJPR/V24I8/PR280173)

COMPARATIVE ANALYSIS OF ALISHER NAVAI'S MAJALIS UN-NAFAIS AND SADIQI BEG AFSHOR SADIQI'S MAJMA' AL-KHAVAS

**Authors:** Sultanov Tulkın Irgashevich, Ruzmanova Rokhila Usmanovna

**DOI:** [10.37200/IJPR/V24I8/PR280174](https://doi.org/10.37200/IJPR/V24I8/PR280174)

A Study on Rural Marketing in India

**Authors:** Dr. S. KAVITHA , Dr. V. RAMAJAYAM

**DOI:** [10.37200/IJPR/V24I8/PR280175](https://doi.org/10.37200/IJPR/V24I8/PR280175)

A Study on Consumer Behaviour towards Purchase Decision of Household Furniture in Dharmapuri District

**Authors:** S. PRIYANKA, Dr. V.GOVINDARAJ

**DOI:** [10.37200/IJPR/V24I8/PR280176](https://doi.org/10.37200/IJPR/V24I8/PR280176)

GREEN HRM PRACTICES AND SUSTAINABILITY IN MANUFACTURING INDUSTRIES

**Authors:** Dr. B. ASAITHAMBI, Dr. G. S.SUBASHINI

**DOI:** [10.37200/IJPR/V24I8/PR280177](https://doi.org/10.37200/IJPR/V24I8/PR280177)

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**Authors:** N. RAJA, Dr. B. YASODHA JAGADEESWARI

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A STUDY ON THE FINANCIAL PERFORMANCE OF NLC INDIA LIMITED

**Authors:** Dr. M. MAHESWARI

**DOI:** [10.37200/IJPR/V24I8/PR280179](https://doi.org/10.37200/IJPR/V24I8/PR280179)

Widespread introduction of market mechanisms in developing cooperative relations in agriculture in Uzbekistan

**Authors:** \*Burkhanov Alisher Hadjimuradovich, Sattorkulov Obidkul Turdikulovich, Mukhametov Abubak Baboevich, Umaraliev Olimjon Raushanovich, Urazmatov Jonibek Musurmanovich, Kholikulov Jamshid Uktam, Obidov Rasul Abulhayevich, Abduvohidov Akmal Abdulazizovich, Shoyev Olim Xolmuradovich, Maxmudov Sherali Xusanovich

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ANALYSIS OF THE CONFLICT OF TAXATION: EXPLORING MULTI-NATIONAL CORPORATIONS INCOME TAX CRITERIA IN INDONESIA

**Authors:** Russel Butarbutar, Hikmahanto Juwana, Sutratman

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The Influence of Reading Interests, Vocabulary Mastery and Critical Thinking on Reading Comprehension in Elementary School Students

**Authors:** Fahrurrozi, Ratna Sari Dewi, Uswatun Hasanah, Apri Wahyudi

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INFERENTIAL EVALUATION ON INSTRUCTOR AND RESOURCE PERSON COMPETENCIES OF EDUCATION AND TRAINING FOR SCHOOL SUPERVISOR IN INDONESIA

**Authors:** Renny Yunus

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WAYS TO DEVELOP INTERNATIONAL TRANSPORTATION IN THE REPUBLIC OF UZBEKISTAN

**Authors:** M.L.Fayzikhodjaeva

**DOI:** [10.37200/IJPR/V24I8/PR280184](https://doi.org/10.37200/IJPR/V24I8/PR280184)

CHILD TRAFFICKING FOR SEXUAL EXPLOITATION

**Authors:** Kritika Gupta, Dr. Meenu Gupta

**DOI:** [10.37200/IJPR/V24I8/PR280185](https://doi.org/10.37200/IJPR/V24I8/PR280185)

Driving Employee Experience: The Role of Value Based Organisation Culture

**Authors:** Dr Garima Sainger

**DOI:** [10.37200/IJPR/V24I8/PR280186](https://doi.org/10.37200/IJPR/V24I8/PR280186)

Current state and development of agricultural products exports of the Republic of Uzbekistan

**Authors:** Isakov Janabay, Tajenova Gulbahar, Turdiyeva Gulayda, Qurbanov Alisher , Isakov Ilkhambek

**DOI:** [10.37200/IJPR/V24I8/PR280187](https://doi.org/10.37200/IJPR/V24I8/PR280187)

FAMILY FUNCTION AND QUALITY OF LIFE IN ELDERLY IN PALU CITY, INDONESIA

**Authors:** \*Fauzan, Muhammad Sabir, Try Setyawati, Ni Wayan Sridani, Ratna Devi, Rosmala Nur

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GLASS CEILING FACTORS AFFECTING WOMEN CAREER PROGRESSION

**Authors:** Christena Sneha G, Dr. V. Jayanthi

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How Instructional Leadership Influences School Quality: Collaboration in Building School Climate

**Authors:** Edy Supardjoto, Aan Komariah, Dedy Achmad Kurniady, Sururi, 5Suryadi

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PERSONALITY TRAITS AND LOW CREATIVITY ARE KEY FACTORS IN VICTIMS OF MOBBING

**Authors:** Stella Conte

**DOI:** [10.37200/IJPR/V24I8/PR280191](https://doi.org/10.37200/IJPR/V24I8/PR280191)

IMPACT OF TEAMS SOCIODEMOGRAPHIC FACTORS ON ORGANISATIONAL LEADERSHIP BEHAVIOUR IN ICT INDUSTRY

**Authors:** Puneet Kumar, Srinivas Subbarao Pasumarthi

**DOI:** [10.37200/IJPR/V24I8/PR280192](https://doi.org/10.37200/IJPR/V24I8/PR280192)

PROHIBITION OF ANGULAR AND DISTANCE MEASUREMENT ERRORS OF ELECTRONIC TAXIMETERS, WHICH ARE WIDELY USED IN UZBEKISTAN

**Authors:** Mirzaev Anvar Abdisaidovich, Rakhmatilloeva Kamola

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PEDAGOGIC AND DIDACTIC POSSIBILITIES OF USING MINIATURE WORKS IN HISTORICAL LESSONS

**Authors:** Khaydarov Sulaymon Amirkulovich

**DOI:** [10.37200/IJPR/V24I8/PR280194](https://doi.org/10.37200/IJPR/V24I8/PR280194)

THE CONCEPTS OF DELIBERATIONS AMONGST REPRESENTATIVES IN INDONESIA'S PRESIDENTIAL ELECTION SYSTEM

**Authors:** Auliya Khasanofa

**DOI:** [10.37200/IJPR/V24I8/PR280195](https://doi.org/10.37200/IJPR/V24I8/PR280195)

ADOPTING HOTS FOR LANGUAGE LEARNING: A CASE OF ARABIC

**Authors:** Miftahul Ulum, Mokhammad Miftakhul Huda

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**Authors:** Mukhamedov Umarchon Sobitovich, Salaydinov Bakhtiyor Shavkatovich, Zakirova Sayyora Abdulhakovna, Zunnunova Umida Gulomovna

**DOI:** [10.37200/IJPR/V24I8/PR280197](https://doi.org/10.37200/IJPR/V24I8/PR280197)

THE ROLE OF TECHNOLOGY IN PEDAGOGICAL DESIGN IN IMPROVING THE QUALITY OF EDUCATION

**Authors:** Abdurakhmanova Dilrabo Kadirjanovna, Karimova Nargiza Muhammadzhonovna, Bozorova Rufina Sharopovna, Saydaliyeva Mashxura Anvarjon qizi, Sadriddinova Dildora Maxammadjonovna

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Management of Character Education Strengthening Strategies in Students

**Authors:** Sutarman, Ika Widiastuti, Tine Badriatin, Irvana Arofah,,5Syahriani

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SELF-HELP GROUPS – AN INSTRUMENT FOR THE DEVELOPMENT OF RURAL WOMEN ENTREPRENEURSHIP

**Authors:** K.R.Vijayamalleeswari, Dr. C. Mugunthan

**DOI:** [10.37200/IJPR/V24I8/PR280200](https://doi.org/10.37200/IJPR/V24I8/PR280200)

INTERACTIVE TECHNOLOGIES IN TEACHING A FOREIGN LANGUAGE

**Authors:** \*Daminova Gulbahor Oybekovna, Nazarova Gulchehra Usmanovna, Mamadjanova Mohimir Rashidovna

**DOI:** [10.37200/IJPR/V24I8/PR280201](https://doi.org/10.37200/IJPR/V24I8/PR280201)

A STUDY ON THE IMPACT OF BEHAVIORAL BIASES ON INVESTMENT DECISIONS OF RISK SEEKING INVESTORS IN INDIA

**Authors:** Dr. A. K.Das Mohapatra, \*Anuradha Samal

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THE FACTORS THAT ARE RELATED TO HYPERTENSION IN ADOLESCENTS IN THE PALU CITY

**Authors:** \*Ni Wayan Sridani, Syamsiar Russeng, Ridwan Amirudin, Sukri Palutturi, Amiruddin Syam, Anwar Mallonggi, Muhammad Basir, Mahfudz, Alam Anshary, Muhammad Sabir

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**Authors:** \*Syaiful Bahri, Siska Shintia Tobigo, Syamsuddin, Prismawiryanti

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SYSTEMATIC REVIEW PERFORMANCE EVALUATION SYSTEM IN EMERGENCY MEDICAL SERVICES (EMS)

**Authors:** \*Risky Wulan Ramadani Taslim, Siswanto, Yati Sri Hayati

**DOI:** [10.37200/IJPR/V24I8/PR280205](https://doi.org/10.37200/IJPR/V24I8/PR280205)

Pedestrian comfort while shopping at the Commercial Nodes of Agra

**Authors:** Ar. Smriti Jain, Dr. Anuj Jaiswal, Dr. Supriya Vyas

**DOI:** [10.37200/IJPR/V24I8/PR280206](https://doi.org/10.37200/IJPR/V24I8/PR280206)

TECHNOLOGICAL CAPABILITIES OF APPLICATION OF THERMOCYCLIC PROCESSING (TCP) TOOL STEEL

**Authors:** Norkhudjayev F.R, Mukhamedov A.A, Ergashev D. M, Hidayberdiyev O.R, Djalolova S.T

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Exposure to Second-hand Smoke While Breastfeeding Cause a Reducing Its Protective Properties and Higher Diarrhea Prevalence on Infants

**Authors:** Endah Wahyutri, Nurlailis Saadah, Umi Kalsum, Edi Purwanto, Rizky Setiadi, dan Ratnawati

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The Impact of Diabetes Mellitus Gym for Controlling the Level of Blood Glucose (HbA1c)

**Authors:** Asrin, Siti Mulidah, Walin, Aris Fitriyani

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EFFECTIVENESS OF STAGEN USE ON DECREASED UTERINE FUNDUS

**Authors:** Umaroh, Ulfa Musdalifah, Dhita Aulia O

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**Authors:** Tijjani Umar Liman

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Predicting E-government Use in Mauritius: NonParametric Procedures

**Authors:** Chintamanee Sanmukhiya

**DOI:** [10.37200/IJPR/V24I8/PR280234](https://doi.org/10.37200/IJPR/V24I8/PR280234)

Can Investors Depend only on Accounting Information in Investment Decision-Making?

**Authors:** Imtiaz Badshah, Muhammad Ibrahim Khan, Amira Khattak, Zunaira Jalil, Seema Gul

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Preferred Digital Learning Styles among Management Education Graduates in Today's Digital Era

**Authors:** Ritika Sinha, Syed Shahid Raza

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Anesthesiological Support for Reconstructive Operations on the Aortic Arch: Nuances of Organoprotection

**Authors:** Salikhov Masud Rezvanovich, Satuev Yusup Huseynovich, Aliev Shamil Alievich

**DOI:** [10.37200/IJPR/V24I8/PR280237](https://doi.org/10.37200/IJPR/V24I8/PR280237)

P16/Ki-67 Dual Staining Improve Detection of High-Grade Intraepithelial Lesions and Cervical Cancer

**Authors:** Enas Abd Al Majed Rasheed, Mohand Mundher AbdulGhani, Salim Rasheed Al-Obaidi

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**Authors:** Thamrin Tayeb, Ilhamsyah, Lisnasari Andi Mattoliang, Ahmad Farham Majid, Andi Kusumayanti

**DOI:** [10.37200/IJPR/V24I8/PR280239](https://doi.org/10.37200/IJPR/V24I8/PR280239)

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**Authors:** Arsil, Yuni Astuti, Erianti

**DOI:** [10.37200/IJPR/V24I8/PR280240](https://doi.org/10.37200/IJPR/V24I8/PR280240)

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**Authors:** Indra Zachreini, Purnami N, Soetjipto D, Bashiruddin J

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New Mothers' Experience of Caring for Premature Babies After Birth

**Authors:** Tiran Jamil Piro, Ghariba Hasan Ali, Hamdia Mirkhan Ahmad, Arthur Saniotis

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Women Entrepreneurship among Minorities in India

**Authors:** H. Yasmeeen Sultana, A. Sankaran, M. Abdul Jamal, A. Sama

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Historical Thinking: Impact of Ethnographic Approach for Interpretability of a Historic Urban Area, India

**Authors:** Godwin Emmanuel Jeyaraj, A. Meenatchi sundaram

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**Authors:** Ophylia Vinodhini G, A. Meenatchi Sundaram

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Evaluation of Utilization of Information Systems in Jambi University Perspective Human Organization Technology (Hot) – Fit Framework

**Authors:** Yuliusman, Wirmie Eka Putra, Dedy Setiawan, Sigit Indrawijaya, Indra Jaya, Lucky Enggrani Fitri

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Study of Butterfly Diversity in Botanical Garden Indonesia

**Authors:** Susanti Murwitaningsih, Maryanti Setyaningsih, Ranti An Nisa, Yati Nurlaeni

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**Authors:** Nurafni, Fitri Alyani

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Investment in Aceh (Such Factors Obstacle and Support and also Increasing Strategy of Investment Strategy)

**Authors:** Malahayatie, Ahmad Qorib, Saparuddin Siregar

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**Authors:** Ihsana El Khuluqo, Nurlina Rahman

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**Authors:** Istaryatiningtias, Trisni Handayani, Ika Yatri

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Language Use of Javanese Noble Family in Multicultural Community Environment

**Authors:** Farida Nugrahani, Ali Imron Al-Ma'ruf, Kundharu Saddhono

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Gradation of Japanese Honorifics 'Keigo' as a Communication Strategy of Tourism Business Players in Bali

**Authors:** A. A. Ayu Dian Andriyani, Kundharu Saddhono, Ely Triasih Rahayu

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The Challenges of Character Education: Mental Revolution Policy in the Development of Citizenship Education in Higher Education

**Authors:** Anita Trisiana, Sugiaryo, Rispantyo

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Syntax Dissipation of Language Acquisition in 4 Years Old Children: A Psycholinguistic Study

**Authors:** Kartika Bintari, Djatmika, Dwi Purnanto

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The Problem in Total Defence Implementation: The Case Study of Program Latihan Khidmat Negara (PLKN)

**Authors:** Hasim Hasan, Faizie Bin Zuber, Syed Abdul Haris Syed Mustapa, Mohamed Faisol Keling, Mohamad Ainuddin Iskandar Lee Abdullah

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Sign Language Recognition Using Optimized Convolutional Neural Networks

**Authors:** Tavishi Yadav, Jayant Raj, Saminathan S.

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**Authors:** Darsh Ashik Naik, Bhavya Mishra, Praveen Narayanasamy

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**Authors:** Samarth Singh, Prajjwal Pandey, Thenmalar S

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Speech Emotion Recognition Using Convolutional Neural Network (CNN)

**Authors:** Apoorv Singh, Kshitij Kumar Srivastava, Harini Murugan

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Monitoring of Water Quality in Aquaculture Using IoT

**Authors:** C. Santhanakrishnan, C. Mukesh Reddy, S. Dinesh Revanth

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Collaborative Secured Data Management System Using Blockchain

**Authors:** S. Ramamoorthy, Vishal Rohila, Kshitiz Sharma

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**Authors:** Sowmiya Balasubramanian S.G, Haripriya Premkumar

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Prediction & Classification of Crimes Against Women

**Authors:** Ankit Agarwal, C.Malathy, Nilesh Mukherjee

**DOI:** [10.37200/IJPR/V24I8/PR280264](https://doi.org/10.37200/IJPR/V24I8/PR280264)

Signal of Crimes: Worries Over Foreign Immigrant's Threats

**Authors:** Za'im Ahmad, Majdah Chulan, Yusramizza Md Isa

**DOI:** [10.37200/IJPR/V24I8/PR280265](https://doi.org/10.37200/IJPR/V24I8/PR280265)

Financial Asset Valuation Using Online Learning Techniques in Semi-Streaming Data

**Authors:** J.V Vidhya, Prama Mukherjee, Harinipriya B

**DOI:** [10.37200/IJPR/V24I8/PR280266](https://doi.org/10.37200/IJPR/V24I8/PR280266)

Driver Drowsiness Safety System

**Authors:** Aman Singh Baghel, Harshit Goel, Sowmiya Balasubramanian

**DOI:** [10.37200/IJPR/V24I8/PR280267](https://doi.org/10.37200/IJPR/V24I8/PR280267)

Survey on Autonomous Beach Cleaning Robot (B-BOT)

**Authors:** Mrinalini Thakur, Sunny Varghese, T. Senthil Kumar

**DOI:** [10.37200/IJPR/V24I8/PR280268](https://doi.org/10.37200/IJPR/V24I8/PR280268)

Kidney Stone Detection with CT Images Using Neural Network

**Authors:** Riya Mishr, Avik Bhattacharjee, M.Gayathri, C.Malathy

**DOI:** [10.37200/IJPR/V24I8/PR280269](https://doi.org/10.37200/IJPR/V24I8/PR280269)

The Influence of Financial Literacy, Debt and Financial Management on Financial Well-Being of Working Individuals

**Authors:** Norlia Mat Norwani, Nur Aina Nadiyah Muhamad, Rohaila Yusof, Wan Mohd Nazri Wan Daud, Zakariah Zain

**DOI:** [10.37200/IJPR/V24I8/PR280270](https://doi.org/10.37200/IJPR/V24I8/PR280270)

The Child Abuse Issue "Do Aggregate Income, Primary Trained Teachers and Unemployment Matter?"

**Authors:** Norimah Rambeli, Asmawi Hashim, Zainizam Zakariya, Emilda Hashim, Mohamad Khairi Haji Othman, Sri Utami

**DOI:** [10.37200/IJPR/V24I8/PR280271](https://doi.org/10.37200/IJPR/V24I8/PR280271)

The Push and Pull Factors Regarding Community Involvement in Lifelong Learning (LLL) in Selangor, Negeri Sembilan and Melaka

**Authors:** Shahrin Nizam Abdul-Aziz, Normala Zulkifli, Zainizam Zakariya, Norimah Rambeli@Ramli, Azila Abdul Razak, Fadhilah Mat Yamin

**DOI:** [10.37200/IJPR/V24I8/PR280272](https://doi.org/10.37200/IJPR/V24I8/PR280272)

Factors Affecting Students' Intention in Adopting Takaful

**Authors:** Nurul Nabilah Aminul Rashid, Mohd Yahya Mohd Hussin, Fatimah Salwa Abd Hadi, Azila Abdul Razak, Nurhanani Romli, Ram Al Jaffri Saad

**DOI:** [10.37200/IJPR/V24I8/PR280273](https://doi.org/10.37200/IJPR/V24I8/PR280273)

Hybrid Application Based Skin Lesion Analyzer Using Deep Neural Networks



**Authors:** S. Poornima, Shivang Kaul, Yash Aggarwal, M. Pushpalatha

**DOI:** [10.37200/IJPR/V24I8/PR280274](https://doi.org/10.37200/IJPR/V24I8/PR280274)

Factors Affecting the Ground Penetrating Radar (GPR) Dataset

**Authors:** Warishah Abdul Wahab, Wan Zaini Zakaria, Rohayu Che Omar, Jasmee Jaafar, Hairin Taha, Rasyikin Roslan

**DOI:** [10.37200/IJPR/V24I8/PR280275](https://doi.org/10.37200/IJPR/V24I8/PR280275)

Dual Band Microstrip Bandpass Filter Using Coupling Structure for Wi-Fi Application

**Authors:** Azmira Mohd Sukri, Norashidah Md Din, Syamimi Mohd Norzeli, Siti Noratiah Mohd Deros

**DOI:** [10.37200/IJPR/V24I8/PR280276](https://doi.org/10.37200/IJPR/V24I8/PR280276)

Effect Marketing Mix on Purchasing Decision at Small Business Product Using C2C E-Commerce

**Authors:** Dessy Permatasari, Siti Komariah Hildayanti

**DOI:** [10.37200/IJPR/V24I8/PR280277](https://doi.org/10.37200/IJPR/V24I8/PR280277)

Fraud Prevention in Charities Using Blockchain System

**Authors:** Astha Upadhyay, Rahul Suresh, K Senthil Kumar

**DOI:** [10.37200/IJPR/V24I8/PR280278](https://doi.org/10.37200/IJPR/V24I8/PR280278)

Characteristics of Criminal Acts of Corruption in Indonesia

**Authors:** Daeng Pabalik, Muhammad Hatta, Nur Hidayat, Muhammad Rinaldy Bima, Hardianto Djanggih

**DOI:** [10.37200/IJPR/V24I8/PR280279](https://doi.org/10.37200/IJPR/V24I8/PR280279)

Death Sentence for Perpetrators of Criminal Acts of Corruption in Indonesia

**Authors:** Kamri Ahmad, Muhammad Hatta, Muhammad Syahrul Kahar, Yusrianto Kadir, Muhammad Arifin Abdul Kadir

**DOI:** [10.37200/IJPR/V24I8/PR280280](https://doi.org/10.37200/IJPR/V24I8/PR280280)

Religious Blasphemy in Indonesia

**Authors:** Ahyuni Yunus, Muhammad Hatta, Mohamad Rapik, Baharuddin Badaru

**DOI:** [10.37200/IJPR/V24I8/PR280281](https://doi.org/10.37200/IJPR/V24I8/PR280281)

## **EXPLORING THE IMPACTS AND CHALLENGES OF MOUNTAIN CLIMBING AS PERCEIVED BY THE LOCAL TOUR GUIDES**

**Authors:** Rhene Camarador, Lisa Camarador, Lualhati Dela Cruz

**DOI:** [10.37200/IJPR/V24I8/PR280350](https://doi.org/10.37200/IJPR/V24I8/PR280350)

McDowell's communication intention theory Vs. Nyāya's structure of understanding (Śābdabodha)

**Authors:** \*Ruby Bharti, Anil Kumar Tewari

**DOI:** [10.37200/IJPR/V24I8/PR280351](https://doi.org/10.37200/IJPR/V24I8/PR280351)

Sports Aggression and Basketball Performance of Filipino Employees towards Social Skills Enhancement

**Authors:** Hazel DR. Samala, Jan Eliezer Michael P. Samala

**DOI:** [10.37200/IJPR/V24I8/PR280352](https://doi.org/10.37200/IJPR/V24I8/PR280352)

Latest Developments in Haptics Technology

**Authors:** \*Seema, Jasbir Singh Saini, Sanjeev Kumar  
**DOI:** [10.37200/IJPR/V24I8/PR280353](https://doi.org/10.37200/IJPR/V24I8/PR280353)

ROLE OF INTERPERSONAL COMMUNICATION IN SANITATION CAMPAIGNS

**Authors:** Aswathi Mary Varghese, Dr. Anuradha Sharma  
**DOI:** [10.37200/IJPR/V24I8/PR280354](https://doi.org/10.37200/IJPR/V24I8/PR280354)

REFORM IN UPPER SECONDARY SCHOOL GOVERNANCE TOWARDS  
AUTONOMY MODEL: A CASE STUDY OF REALITY AUTONOMY MODEL IN  
VIETNAM

**Authors:** \*Nguyen Thi Huong, Phuong Thu Pham  
**DOI:** [10.37200/IJPR/V24I8/PR280355](https://doi.org/10.37200/IJPR/V24I8/PR280355)

Comparison of Chemical Analysis of Compost Leachate and Commercial Fertilizer to  
check the quantity of heavy metals

**Authors:** \*Ayesha Ameen  
**DOI:** [10.37200/IJPR/V24I8/PR280356](https://doi.org/10.37200/IJPR/V24I8/PR280356)

SOCIO-ECONOMIC CHARACTERIZATION AND RESOURCE USE PATTERNS OF  
COMMUNITIES IN THE ABUAN WATERSHED

**Authors:** Jessica M. Bacquel, Agnes M. Ramos  
**DOI:** [10.37200/IJPR/V24I8/PR280357](https://doi.org/10.37200/IJPR/V24I8/PR280357)

AN EMPIRICAL STUDY ON THE MARKET ORIENTED PRACTICES BY  
AYURVEDA PHARMACUETICAL INDUSTRY IN KERALA

**Authors:** KS CHANDRASEKAR, BIJU PUSHPAN  
**DOI:** [10.37200/IJPR/V24I8/PR280358](https://doi.org/10.37200/IJPR/V24I8/PR280358)

STUDY OF COMPETENCY MAPPING OF EX- SERVICEMEN OF INDIAN ARMY  
WORKING IN SERVICE SECTOR

**Authors:** Suresh Kumar Dhaka, Dr. Archana Singh, Dr. Shikha Goyal  
**DOI:** [10.37200/IJPR/V24I8/PR280359](https://doi.org/10.37200/IJPR/V24I8/PR280359)

The Effects of Using MS Powerpoint as E-Learning Material to the Academic  
Performance of the Senior High School Students

**Authors:** Joanna B. Emralino, Mecmack Nartea  
**DOI:** [10.37200/IJPR/V24I8/PR280360](https://doi.org/10.37200/IJPR/V24I8/PR280360)

INFLUENCE OF PERCIEVED ORGANISATIONAL SUPPORT ON WORK LIFE  
BALANCE OF PUBLIC HEALTH CARE SECTOR EMPLOYEES

**Authors:** Dr. Rincy V. Mathew  
**DOI:** [10.37200/IJPR/V24I8/PR280361](https://doi.org/10.37200/IJPR/V24I8/PR280361)

Riba and it's Implications on the Low Prosperity of Small Traders in the Palopo City

**Authors:** Suhardi M Anwar  
**DOI:** [10.37200/IJPR/V24I8/PR280362](https://doi.org/10.37200/IJPR/V24I8/PR280362)

The Relationship between Parental Feeding Style with Toddler Diet in the Locus Stunting  
Area in West Java

**Authors:** Ratna Jatnika, Lucia Voni Pebriani, Siti Nur Fatimah, Mustofa Haffas

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The Influence of Using Poetry Musicalization Model Local Wisdom Themed on Writing and Reading Poetry Skills in Elementary School

**Authors:** Anggy Giri Prawiyogi, Rahman, Andoyo Sastromiharjo

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Mental Health Education with Simulation Models on Family Ability in Treating Patients of Mental Disorders with Quasi-Experiment Method

**Authors:** Nia Restiana, Neni Sholihat

**DOI:** [10.37200/IJPR/V24I8/PR280365](https://doi.org/10.37200/IJPR/V24I8/PR280365)

Learning Support for Pre-University Students: Comparison of Gender and Class Streams

**Authors:** Kasturi Baskaran, \*Umi Kalsum Mohd Salleh, Hutkemri Zulnaidi

**DOI:** [10.37200/IJPR/V24I8/PR280366](https://doi.org/10.37200/IJPR/V24I8/PR280366)

A Scoping Review of Factors Affecting Women of Childbearing Age in the Early Detection of Cervical Cancer

**Authors:** \*Ismarwati, Soetrisno, Mulyanto, Sri Mulyani

**DOI:** [10.37200/IJPR/V24I8/PR280367](https://doi.org/10.37200/IJPR/V24I8/PR280367)

Pancasila and Communism Perspectives on Islamic Thought

**Authors:** Syamsul Hidayat, Sudarno Shobron, \*Muthoifin, Edi Casedi

**DOI:** [10.37200/IJPR/V24I8/PR280368](https://doi.org/10.37200/IJPR/V24I8/PR280368)

Comparison of Positive Affect in Used Indonesian Language and Foreign Language is Reviewed from Aspect of Social Support

**Authors:** \*Munirah, Aziz Thaba

**DOI:** [10.37200/IJPR/V24I8/PR280369](https://doi.org/10.37200/IJPR/V24I8/PR280369)

The Existence of Yellow Books (Kitab Kuning) as the Sources of Islamic Studies at Islamic Boarding Schools Within the Industrial Revolution Dialectics

**Authors:** \*Mahyudin Ritonga, Ahmad Lahmi, Rosniati Hakim

**DOI:** [10.37200/IJPR/V24I8/PR280370](https://doi.org/10.37200/IJPR/V24I8/PR280370)

"The Malay Garden" is "The Malaysian Garden (MGC)": The Reality and Challenges of Establishing a National Identity

**Authors:** \*Ahmad Zamil Zakaria, Melasutra Md Dali, Hazreena Hussein

**DOI:** [10.37200/IJPR/V24I8/PR280371](https://doi.org/10.37200/IJPR/V24I8/PR280371)

Level of Oral Questions Used by New and Experienced Teachers in Mathematics Teaching in Primary Schools

**Authors:** Muhammad Sofwan Mahmud

**DOI:** [10.37200/IJPR/V24I8/PR280372](https://doi.org/10.37200/IJPR/V24I8/PR280372)

The Influence of Spiritual Well-being of Life Satisfaction: Self Esteem as a Mediator

**Authors:** Najwa Mat Russ, \*Noor Aishah Rosli, Ida Hartina Mohd. Tharbe

**DOI:** [10.37200/IJPR/V24I8/PR280373](https://doi.org/10.37200/IJPR/V24I8/PR280373)

The Islamic Management Method Based on the Thinking of Sidek Baba

**Authors:** \*Mohd Shukri Hanapi, Wan Mohd Khairul Firdaus Wan Khairuldin  
**DOI:** [10.37200/IJPR/V24I8/PR280374](https://doi.org/10.37200/IJPR/V24I8/PR280374)

Muslim Teachers' Characteristics Based on Integrated Holistic Education System  
**Authors:** Sapie Sabilan, \*Mohd Isa Hamzah, Ab. Halim Tamuri, Suhana Mohamed Lip  
**DOI:** [10.37200/IJPR/V24I8/PR280375](https://doi.org/10.37200/IJPR/V24I8/PR280375)

Understanding the Leadership of Khulafa ArRashidin and the Practice of Noble Values  
**Authors:** \*Hafizhah Zulkifli, Nor Alniza Azman, Khadijah Abdul Razak  
**DOI:** [10.37200/IJPR/V24I8/PR280376](https://doi.org/10.37200/IJPR/V24I8/PR280376)

Grade Inflation in Higher Education: A Guidance for Future Research and Solutions  
**Authors:** \*Ramlan Mustapha, Zulkifli Mat Som, Mohd Fairuz Jafar, Ahmad Shidki, Azizah Sarkowi, Suriati Sulaiman  
**DOI:** [10.37200/IJPR/V24I8/PR280377](https://doi.org/10.37200/IJPR/V24I8/PR280377)

Students' Reactions to Learning English as a Foreign Language at an Indonesian College  
**Authors:** Tono Suwartono, Mohammad Lookman Hossain Khan, Mahmuda Akter  
**DOI:** [10.37200/IJPR/V24I8/PR280378](https://doi.org/10.37200/IJPR/V24I8/PR280378)

Experimental Demonstration of Colligative Properties of Solution on Material Phase Transition to Students with Intellectual Disabilities  
**Authors:** Rina Maryanti, Achmad Hufad, Sunardi, \*Asep Bayu Dani Nandiyanto  
**DOI:** [10.37200/IJPR/V24I8/PR280379](https://doi.org/10.37200/IJPR/V24I8/PR280379)

Application of Sound Wave Theory as an Alternative to Teach Sound Detection for Students with Hearing Impairments using Cochlear Implants  
**Authors:** Rila Muspita, Achmad Hufad, Syihabuddin, \*Asep Bayu Dani Nandiyanto, Tryastuti I B Manullang, Elsa Efrina, Lilis Yulistian  
**DOI:** [10.37200/IJPR/V24I8/PR280380](https://doi.org/10.37200/IJPR/V24I8/PR280380)

PROACTIVE APPROACHES TO RUNNING COMPETENCIES AND FUNCTIONS BETWEEN SUPERVISION LOGIC AND EXPECTATION LOGIC UNDER HUMAN RESOURCE MANAGEMENT (Rafidain Bank model)

**Authors:** Dr. Oday Zuhair Mahmoud Nadeem  
**DOI:** [10.37200/IJPR/V24I8/PR280393](https://doi.org/10.37200/IJPR/V24I8/PR280393)  
THE INTELLECTUAL CONTENT OF THE CONTEMPORARY PLASTIC ART MOVEMENT IN POST-2003 IRAQ

**Authors:** Esam Nadhum Salih Al-obaydi  
**DOI:** [10.37200/IJPR/V24I8/PR280394](https://doi.org/10.37200/IJPR/V24I8/PR280394)

RELIGIOUS FREEDOM AND ITS DIMENSIONS IN THE PROPHETIC ERA AN ANALYTICAL STUDY

**Authors:** Dr. Abdul Jabbar Star AL Bayati  
**DOI:** [10.37200/IJPR/V24I8/PR280395](https://doi.org/10.37200/IJPR/V24I8/PR280395)  
KNOWLEDGE MANAGEMENT IN THE IRAQI TOURISM SECTOR: FROM THE POINT OF VIEW OF THE SIX KNOWS KNOWLEDGE MODEL

**Authors:** Dr. Sabah R. Mohsin, Dr. Inam Ali Tawfiq AL-Shahrabally, Dr. Maidean Abad alwhb Jaber

**DOI:** [10.37200/IJPR/V24I8/PR280396](https://doi.org/10.37200/IJPR/V24I8/PR280396)  
THE EFFECTIVENESS OF ADMINISTRATIVE CONTROL IN FACING HARASSMENT OF WOMEN IN IRAQ

**Authors:** Dr. Maysoon Ali Abd Al-Hadi

**DOI:** [10.37200/IJPR/V24I8/PR280397](https://doi.org/10.37200/IJPR/V24I8/PR280397)  
DISCRIMINATION AGAINST WOMEN IN THE PROVISIONS OF PUNITIVE TEXTS (A comparative study between the Iraqi and Lebanese laws)

**Authors:** Dr. Maysoon Ali Abd Al-Hadi, Dr. LAITH RAFEA KHLAF

**DOI:** [10.37200/IJPR/V24I8/PR280398](https://doi.org/10.37200/IJPR/V24I8/PR280398)

SERVICE QUALITY AND CUSTOMER SATISFACTION ISSUES IN FRONT OFFICE BUSINESSES

**Authors:** Dr. Muthanna Alobaidi

**DOI:** [10.37200/IJPR/V24I8/PR280399](https://doi.org/10.37200/IJPR/V24I8/PR280399)

THE EFFECT OF TOURISM MEDIA ON THE SUSTAINABLE TOURISM: APPLICABLE STUDY IN IRAQI BOARD OF TOURISM

**Authors:** Zuhier Abbas Azeez

**DOI:** [10.37200/IJPR/V24I8/PR280400](https://doi.org/10.37200/IJPR/V24I8/PR280400)

Absurdity and Injustice in Human Life in Franz Kafka's The Trial Directorate of the Federal Ministry of Education in Erbil

**Authors:** Faysal Ali Khalaf

**DOI:** [10.37200/IJPR/V24I8/PR280402](https://doi.org/10.37200/IJPR/V24I8/PR280402)

MID-TRIMESTER UTERO PLACENTAL DOPPLER ARTERIAL ULTRASOUND STUDY AS INDICATOR OF ADVERSE OBSTETRIC OUTCOME IN HIGH –RISK PREGNANCY

**Authors:** Dr. Hadeel Mohamed Farook Ahmed Al hialy

**DOI:** [10.37200/IJPR/V24I8/PR280403](https://doi.org/10.37200/IJPR/V24I8/PR280403)

THE CRISIS OF HUMAN EXISTENCE IN KAFKA'S METAMORPHOSES DIRECTORATE OF THE FEDERAL MINISTRY OF EDUCATION IN ERBIL

**Authors:** Dhiya Ali Ahmad

**DOI:** [10.37200/IJPR/V24I8/PR280404](https://doi.org/10.37200/IJPR/V24I8/PR280404)

Dealing with “Dhimmi’s” Jews & Christians in the Umayyad Period

**Authors:** Dr. Imad Tali Mahdi Al Nasiri

**DOI:** [10.37200/IJPR/V24I8/PR280405](https://doi.org/10.37200/IJPR/V24I8/PR280405)

TEACHING DEAF STUDENTS TO SPORTS AND THE IMPACT OF EXERCISE IN THE PARALYMPIC GAMES

**Authors:** Mohammed Sachit Edan, Mohammed Qasim Ebady, Karrar Jaafar abbas

**DOI:** [10.37200/IJPR/V24I8/PR280406](https://doi.org/10.37200/IJPR/V24I8/PR280406)

Effectiveness of Educational Programme Regarding Febrile Seizures Management Among Mothers

**Authors:** Roja Rustum Mujawar, Dr. Prakash M. Naregal, Dr. Mahadeo B Shinde

**DOI:** [10.37200/IJPR/V24I8/PR280407](https://doi.org/10.37200/IJPR/V24I8/PR280407)

Warm Vinegar Fomentation And Conventional Method In Lowering The Body Temperature Among Oregano Phosphorous Poisoning Patients

**Authors:** Guruprasad P Jadhav, Manisha C Gholap, Dr. Mrs. Aparna P. Patange, Dr. Mahadeo B Shinde

**DOI:** [10.37200/IJPR/V24I8/PR280408](https://doi.org/10.37200/IJPR/V24I8/PR280408)

Adolescent Girl's Knowledge And Practices Towards Menstrual Hygiene

**Authors:** Mrs. Afsana mulani, Dr. Mahadeo Shinde, Mrs. A.V. Katti.

**DOI:** [10.37200/IJPR/V24I8/PR280409](https://doi.org/10.37200/IJPR/V24I8/PR280409)

Nurse's Knowledge, Practices, And Perceived Barriers Towards Care of Pressure Ulcers

**Authors:** jawala Chopade, J.M.Jagatap, Dr.Mahadeo B Shinde

**DOI:** [10.37200/IJPR/V24I8/PR280410](https://doi.org/10.37200/IJPR/V24I8/PR280410)

Ability of Non-Medical Female Employees Towards Self Breast Assessment

**Authors:** Purnima M. Desai, Manisha C. Gholap, Dr Mahadeo B Shinde, Samir K. Choudhari

**DOI:** [10.37200/IJPR/V24I8/PR280411](https://doi.org/10.37200/IJPR/V24I8/PR280411)

Effectiveness of Informational Pamphlet on Self-Care Practices Within Hypertensive Patients

**Authors:** Priyanka Mohan Mali, Mahesh B Chendake, Namarta C Mohite, Dr Mahadeo B Shinde

**DOI:** [10.37200/IJPR/V24I8/PR280412](https://doi.org/10.37200/IJPR/V24I8/PR280412)

Effectiveness Educational Programme on Knowledge Towards Management of Neonatal Infection Among Post Natal Mothers.

**Authors:** Mrs. Sushama s Shete

**DOI:** [10.37200/IJPR/V24I8/PR280413](https://doi.org/10.37200/IJPR/V24I8/PR280413)

Effectiveness of Video Assessted Educational Programme Towards Breast Self Examination Among Rural Women

**Authors:** Mrs. Sushama Shete, Dr. Mahadeo B Shinde, Mrs.Rohini Katti.

**DOI:** [10.37200/IJPR/V24I8/PR280414](https://doi.org/10.37200/IJPR/V24I8/PR280414)

Effectiveness of Hot Water Foot Bath on The Quality of Sleep Among Elderly Patients

**Authors:** Mr. Udaykumar Kumbhar, \*Mr.Ajit Pawar, Dr Mahadeo B Shinde, Sneha Ombale, Dhanshri Hulwan

**DOI:** [10.37200/IJPR/V24I8/PR280415](https://doi.org/10.37200/IJPR/V24I8/PR280415)

The Undergraduate Student's Knowledge Towards Early Detection of Breast Cancer

**Authors:** Rupali Tiwale, Dr. Vaishali R. Mohite, Dr Mahadeo B Shinde

**DOI:** [10.37200/IJPR/V24I8/PR280416](https://doi.org/10.37200/IJPR/V24I8/PR280416)

Experiential Learning Model in Improving Learning Outcomes of Christian Religious Education: Papuan Case

**Authors:** MARYAM B. GAINAU

**DOI:** [10.37200/IJPR/V24I8/PR280417](https://doi.org/10.37200/IJPR/V24I8/PR280417)

A Comparative Evaluation of Priming With Midazolam And Propofol on Induction Dose Requirement of Propofol In Patients Undergoing Surgery Under General Anaesthesia

**Authors:** Dr.Ankita Nigam, Dr.Neeta Verma, Dr.Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280418](https://doi.org/10.37200/IJPR/V24I8/PR280418)

Evaluation of The Effects of Intravenous Magnesium Sulphate on Haemodynamic Parameters In Patients Undergoing Laproscopic Cholecystectomy

**Authors:** Dr Eshana Rasheed, Dr Anjali Modak, Dr Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280419](https://doi.org/10.37200/IJPR/V24I8/PR280419)

Comparative Evaluation of Postoperative Epidural Analgesia In Patients Posted For Lower Abdominal And Lower Limb Surgeries With 0.3% Ropivacaine And 0.2% Bupivacaine

**Authors:** Dr Nitin R Alaspurkar, Dr Vijay Chandak, Dr Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280420](https://doi.org/10.37200/IJPR/V24I8/PR280420)

Comparison of The Effects of Rocuronium Bromide And Cis-Atracurium Besylate on Intubating Conditions And Haemodynamic Response

**Authors:** Parvati Sreelal, Jayashree Sen, Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280421](https://doi.org/10.37200/IJPR/V24I8/PR280421)

Comparative Assessment of Physico-Chemical And Phyto-Chemical Parameters of Wild And Cultivated Chitraka (Plumbago Zeylanica Linn.)

**Authors:** Kamdi Payal Sudhakar, Deogade Meena Shamrao

**DOI:** [10.37200/IJPR/V24I8/PR280422](https://doi.org/10.37200/IJPR/V24I8/PR280422)

A Comparative Study of Intrathecal Fentanyl And Dexmedetomidine For Prevention of Shivering After Spinal Anaesthesia In Caesarean Section

**Authors:** Radhika Bajaj, Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280423](https://doi.org/10.37200/IJPR/V24I8/PR280423)

A Comparative Study of Ropivacaine Alone, Ropivacaine With Tramadol And Ropivacaine With Fentanyl For Caudal Analgesia In Paediatric Infraumbilical Surgery

**Authors:** Dr Shilpa Shankar, Dr Vivek Chakole, Dr Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280424](https://doi.org/10.37200/IJPR/V24I8/PR280424)

**Title of Study: Comparative Evaluation of Dexmedetomidine And Clonidine As An Adjuvant To Ropivacaine For Epidural Anaesthesia In Lower Abdominal Surgeries**

**Authors:** Suzanna Varghese, Karuna Taksande, Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280425](https://doi.org/10.37200/IJPR/V24I8/PR280425)

To Study The Effect of Intrathecal Dexmedetomidine As An Adjuvant To Isobaric Ropivacaine 0.75% In Lower Abdominal Surgeries

**Authors:** Swathi Reddy, Karuna Taksande, Amol Singam

**DOI:** [10.37200/IJPR/V24I8/PR280426](https://doi.org/10.37200/IJPR/V24I8/PR280426)

Comparsion of Intubating Condition Using Three Different Doses of CIS-Atracurium Under General Anaesthesia

**Authors:** Dr. Vasam Rajesh Kumar, Dr. Sanjot Ninave, Dr. Amol P Singam

**DOI:** [10.37200/IJPR/V24I8/PR280427](https://doi.org/10.37200/IJPR/V24I8/PR280427)

Evaluation of Importance of Drain in Elective Abdominal Surgeries

**Authors:** Anurag Bhattacharjee, Harshal Ramteke

**DOI:** [10.37200/IJPR/V24I8/PR280428](https://doi.org/10.37200/IJPR/V24I8/PR280428)

Risk Stratification And Outcome of Patients Presenting With Cellulitis



**Authors:** Shukla Ashish, Mahakalkar Chandreshkhar, Yeola Meenakshi, Dr Shivani KSHIRSAGAR

**DOI:** [10.37200/IJPR/V24I8/PR280429](https://doi.org/10.37200/IJPR/V24I8/PR280429)

Relationship Between Subtypes of Early Life Stressors And Severity of Unipolar Depression

**Authors:** Debolina Chowdhury, Pradeep Shriram Patil, Prakash Balkrishna Behere

**DOI:** [10.37200/IJPR/V24I8/PR280430](https://doi.org/10.37200/IJPR/V24I8/PR280430)

Clinical Profile And Evaluation of Patients of Malignant Testicular Tumors

**Authors:** Kushagra Singh, Meenakshi Yeola

**DOI:** [10.37200/IJPR/V24I8/PR280431](https://doi.org/10.37200/IJPR/V24I8/PR280431)

The Effect of Various Interventions on Patients Outcome In Peripheral Arterial Disease

**Authors:** Philip Melissa, Mahakalkar Chandrashekhar, Yeola Meenakshi, Chandanwale Kshitija

**DOI:** [10.37200/IJPR/V24I8/PR280432](https://doi.org/10.37200/IJPR/V24I8/PR280432)

A Comparative Study Of Lichtenstein Mesh Repair (LMR) v/s Modified Bassini's Repair (MBR) + MESHPLASTY of Indirect Inguinal Hernias in Rural Population

**Authors:** Dr.Pratikshit Raghuvanshi, Dr Pankaj Gharde

**DOI:** [10.37200/IJPR/V24I8/PR280433](https://doi.org/10.37200/IJPR/V24I8/PR280433)

To Study The Clinical Profile In Patients of Ventral Hernia In A Rural Tertiary Health Care Center

**Authors:** Ravi Chandu.P, Suresh R. Chandak

**DOI:** [10.37200/IJPR/V24I8/PR280434](https://doi.org/10.37200/IJPR/V24I8/PR280434)

A Study on Appraisal of Post Operative Complications Among Abdominal Surgeries Using Clavien –Dindo Classification

**Authors:** Roshani S Manekk, Md. Jawed Akth

Assessment of Neoadjuvant Chemotherapy Response In Carcinoma Breast Patient By High Frequency Ultrasound

**Authors:** Dr Sajika Pramod Dighe, Dr R K Shinde

**DOI:** [10.37200/IJPR/V24I8/PR280436](https://doi.org/10.37200/IJPR/V24I8/PR280436)

Comparison Between RIPASA And Modified Alvarado Scoring System For Diagnosis of Acute Appendicitis

**Authors:** Suhas Devanathan, Md Jawed Akther

**DOI:** [10.37200/IJPR/V24I8/PR280437](https://doi.org/10.37200/IJPR/V24I8/PR280437)

Title of Article- Comparative Evaluation of Novabone Putty In Combination With Platelet Rich Fibrin (PRF) And Platelet Rich Fibrin (PRF) Alone In The Treatment of Human Infrabony Defects– A Randomized Clinical Trial

**Authors:** Dr. Diksha Agrawal, Dr. Priyanka Jaiswal

**DOI:** [10.37200/IJPR/V24I8/PR280438](https://doi.org/10.37200/IJPR/V24I8/PR280438)



A Protocol For Assessment of Body Mass Index, Serum Albumin And Serum Prealbumin Change In Elderly Edentulous Patients After Complete Denture Rehabilitation

**Authors:** Dr. Hetal Purohit, Dr. Shweta Kale Pisulkar

**DOI:** [10.37200/IJPR/V24I8/PR280439](https://doi.org/10.37200/IJPR/V24I8/PR280439)

“Comparative Evaluation of Nutritional Status of Shortened Dental Arch Patients With Completely Dentulous Patients Using Mini Nutritional Assessment- Short Form” - A Cross- Sectional Study

**Authors:** Dr. Shanvi Agrawal

**DOI:** [10.37200/IJPR/V24I8/PR280440](https://doi.org/10.37200/IJPR/V24I8/PR280440)

Interprofessional Education: Designing And Evaluating The Feasibility of Competency Based Interprofessional Educational Model In Orthodontics

**Authors:** Dr. Priyanka Niranjane, Dr. Vedprakash Mishra, Dr. Pallavi Digavane

**DOI:** [10.37200/IJPR/V24I8/PR280441](https://doi.org/10.37200/IJPR/V24I8/PR280441)

Using Social Media to Promote Democratic Transformation

**Authors:** Saja Falih Hussein

**DOI:** [10.37200/IJPR/V24I8/PR280467](https://doi.org/10.37200/IJPR/V24I8/PR280467)

Designing a Balanced Scorecard for Fitting the Requirements of Sustainability: Applied Study at the Iraqi Ministry of Education - Baghdad Education Directorate

**Authors:** Bayan Jowmer Maykan Morad, Qabas Abdulrazzaq Ahmed Alsalmami

**DOI:** [10.37200/IJPR/V24I8/PR280468](https://doi.org/10.37200/IJPR/V24I8/PR280468)

Molecular Study of Vaginal Lactobacillus Acidophilus Carried Bacteriocin Gene and Effect of Different Conditions on the Presence of Lactobacillus in Some Iraq Women

**Authors:** Jenan Jafr Baksh AlMndalawi

**DOI:** [10.37200/IJPR/V24I8/PR280469](https://doi.org/10.37200/IJPR/V24I8/PR280469)

Evaluating the Level of Arbitration Culture for Handball Coaches in Iraq

**Authors:** Mokhlad Neamah Haroon, Adel Mohammed Dahash, Ayman Hani Abed Algburi

**DOI:** [10.37200/IJPR/V24I8/PR280470](https://doi.org/10.37200/IJPR/V24I8/PR280470)

The Effect of Free and Back Swimming Practice on Rehabilitation of Thickness of the Rectus Abdominis Muscle, Erectus Spondylosis and Chronic Lower Back Pain for Ages (35-45) Years

**Authors:** Majid Mohammed Ameen Raheem, Ali Hasan Neamah Saadi

**DOI:** [10.37200/IJPR/V24I8/PR280471](https://doi.org/10.37200/IJPR/V24I8/PR280471)

The Relationship of Psychological Fluency with a Motivation of Achievement for Volleyball Players-Seating

**Authors:** Maher Abd Ulelah Abd Ulsattar

**DOI:** [10.37200/IJPR/V24I8/PR280472](https://doi.org/10.37200/IJPR/V24I8/PR280472)

Analytical Study of the Results of the Iraqi Volleyball Applicants from Sitting for the Year 2017

**Authors:** Muhammad Salih Flayyih, Maher Abd Ulelah Abd Ulsattar

**DOI:** [10.37200/IJPR/V24I8/PR280473](https://doi.org/10.37200/IJPR/V24I8/PR280473)

Spiritual Tasks of Teachers in Higher Order Thinking Skills-Oriented Learning

**Authors:** Abdul Karim, Wiwi Hartati

**DOI:** [10.37200/IJPR/V24I8/PR280474](https://doi.org/10.37200/IJPR/V24I8/PR280474)

Principals' Personality, Leadership, Teachers' Job Satisfaction and Students' Achievement

**Authors:** Halim Purnomo, Abdul Karim, Azam Syukur Rahmatullah, Sudrajat Sudrajat

**DOI:** [10.37200/IJPR/V24I8/PR280475](https://doi.org/10.37200/IJPR/V24I8/PR280475)

Balinese Addressing Terms and their English Translation in Balinese Folklore

**Authors:** I Gusti Ayu Agung Dian Susanthi, I Nyoman Kardana, I Wayan Budiarta, Anak Agung Istri Manik Warmadewi

**DOI:** [10.37200/IJPR/V24I8/PR280476](https://doi.org/10.37200/IJPR/V24I8/PR280476)

Spatial Metonymy in Balinese Language: Semantic and Syntactic Perspectives

**Authors:** Made Susini, Ni Wayan Kasni, Nyoman Sujaya

**DOI:** [10.37200/IJPR/V24I8/PR280477](https://doi.org/10.37200/IJPR/V24I8/PR280477)

The Javanese of Tegal Dialect Going to be the Tegal Language

**Authors:** Fahrurroji

**DOI:** [10.37200/IJPR/V24I8/PR280478](https://doi.org/10.37200/IJPR/V24I8/PR280478)

The Use of Taboo Words in Denpasar

**Authors:** I Made Astu Mahayana, Anak Agung Gede Suarjaya, Dewa Ayu Dyah Pertiwi Putri

**DOI:** [10.37200/IJPR/V24I8/PR280479](https://doi.org/10.37200/IJPR/V24I8/PR280479)

Naur Klaci Tradition In Belok Sidan Mountainous Village Petang District Badung Regency

**Authors:** Luh Putu Puspawati

**DOI:** [10.37200/IJPR/V24I8/PR280480](https://doi.org/10.37200/IJPR/V24I8/PR280480)

Pastoral Literature in Balinese Landscape of Indonesian Poetry Dongeng dari Utara

**Authors:** Puji Retno Hardiningtyas

**DOI:** [10.37200/IJPR/V24I8/PR280481](https://doi.org/10.37200/IJPR/V24I8/PR280481)

Bali Local Wisdom in Balinese Short Story Collection "Manyonyo" by Luh Suwita Utami: Literature Anthropology Study

**Authors:** Ni Nyoman Tanjung Turaeni

**DOI:** [10.37200/IJPR/V24I8/PR280482](https://doi.org/10.37200/IJPR/V24I8/PR280482)

Modernization on Balinese Proverbs to Express Someone's Emotion

**Authors:** Dewa Ayu Kadek Claria, I Nyoman Kardana, I Gusti Ngurah Adi Rajistha

**DOI:** [10.37200/IJPR/V24I8/PR280483](https://doi.org/10.37200/IJPR/V24I8/PR280483)

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**Authors:** Chandra Sekhar Maganty, Korlipara Satya Vijaya, Sindhuja Ravipati, Suma Mallidi, K Sai Prasanthi

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**Authors:** Ahmed Assem Abd El Rahim, Mohamed M. Essa, Magdy M.A. Shabana, Sahar M Elhakk

**DOI:** [10.37200/IJPR/V24I8/PR280485](https://doi.org/10.37200/IJPR/V24I8/PR280485)

The Communications Strategy of Halal Tourism Accelartion in Bandung Regency

**Authors:** Susie Perbawasari, Dian Wardiana Sjuchro, Yanti Setianti, Aat Ruchiat Nugraha, Moh. Faidol Juddi

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Transformation of the Public Administration Model in the Conditions of Transition to the Digital Economy

**Authors:** garnov Andrey Petrovich, prodanova Natalia Alekseevna, garnova Victoria Yuryevna, shabaltina Larisa Vladimirovna, zatsarinnaya Elena Ivanovna, begishev Ildar Rustamovich

**DOI:** [10.37200/IJPR/V24I8/PR280487](https://doi.org/10.37200/IJPR/V24I8/PR280487)

The Coronavirus Pandemic and Business: A Time of Collapse or a Time of New Opportunities?

**Authors:** Garnov Andrey Petrovich, Prodanova Natalia Alekseevna, Garnova Victoria Yuryevna, Kamchatova Ekaterina Yurievna, Zatsarinnaya Elena Ivanovna, Latushkina Tatyana Sergeevna

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Current Issues of Improving the System of Public Procurement of Medicines

**Authors:** Prodanova Natalia Alekseevna, Zatsarinnaya Elena Ivanovna, Plaskova Nataliya Stepanovna, Reshina Galina Alekseevna, Chumakova Natalya Valeryevna, Mayorova Irina Albertovna

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Structure and Interrelations of the State System of Innovation Management at the Federal and Regional Levels

**Authors:** Garnov Andrey Petrovich, Prodanova Natalia Alekseevna, Garnova Victoria Yuryevna, Shabaltina Larisa Vladimirovna, Zatsarinnaya Elena Ivanovna, Panferova Liya Vitalievna

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The Influence of Entrepreneur's Personal Characteristics on SMES Performance Mediated by Entrepreneurial Orientation

**Authors:** Fitri Lukiastuti, Pramudi Harsono, Dwi Prastiyo Hadi, Eka Pariyanti, Mardi Astutik, Denok Sunarsi, Feb Amni Hayati, Goso

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The Development of Student Academic Administration Services in Higher Education

**Authors:** Irwan Fathurrochman, Densi Hariani, Hamengkubuwono, Arsil, Muhammad Amin, Dina Hajja Ristianti

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Sphere of Physical Education and Sports as a Business Object

**Authors:** Pochinkin Alexander Vladimirovich, Prodanova Natalia Alekseevna, Dimitrov Irina Leonidovna, Viseiko Sergey Vladimirovich, Zaitsev Valery Anatolyevich, Pozdeeva Svetlana Nikolaevna

**DOI:** [10.37200/IJPR/V24I8/PR280493](https://doi.org/10.37200/IJPR/V24I8/PR280493)

A study on the relationship between High Performance Work System (HPWS) and the Employees performance in the Automotive Retail (After Sales) in Malaysia

**Authors:** Rashida Mat Rani, Normy Rafida Abdul Rahman, Nurul Aqilah Mohd Yusak

**DOI:** [10.37200/IJPR/V24I8/PR280494](https://doi.org/10.37200/IJPR/V24I8/PR280494)

LARGE-SCALE SOCIAL RESTRICTION POLICY IN OVERCOMING CORONA VIRUS DISEASE 19: SOCIAL AND ECONOMIC PROBLEMS

**Authors:** Ade Mahmud, Neni Sri Imaniyati, Uus Ahmad Husaeni

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An Investigation into the effectiveness of Management Accounting Practices in Manufacturing Companies based in Duhok City: UB Holding Group Companies as a Case Study

**Authors:** Basheer Yousif Ismail, Zeravan Fadhil Hassan

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THE TRINITY AND THE TRIUNE OF GOD ACCORDING TO THE TOBU CHRISTIAN COMMUNITY, TOBU TIMOR TENGAH SELATAN SUBDISTRICT

**Authors:** Marla Marisa Djami, Ezra Tari, Purnama Pasande, Ermin A. Mosooli

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The SMEs Performance: Mediation of Ambitious Entrepreneur

**Authors:** Eri Novari

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Gunung putri: fanaticism in the middle of modernity

**Authors:** I. Inesia Sri Utami, Dr. S Ali Nasution, M. Maufur, I. Efendi, 5G. Gunadi

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Communicative Translation of Ecological Terms in Short Novel

**Authors:** Wening Sahayu, Sulis Triyono, Ivan Bachrul Muslim

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Pro-poor tourism: a new tourism policy in China for poverty alleviation

**Authors:** Wei YANG, Dr. Sukanya Aimimtham, Dr. Chuanchen BI

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THE ROLE OF THINKING STYLES AS MEDIATORS BETWEEN PERMISSIVE PARENTING STYLES AND CAREER DECISION SELF-EFFICACY OF INDONESIAN GEN Z YOUTHS

**Authors:** Dominikus David Biondi Situmorang, Rose Mini Agoes Salim

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Android-Based Application for Supporting Aerobic Exercise of Mosesahi Gymnastics

**Authors:** Aisah R. Pomatahu  
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Protection of E-Money in Indonesia: A Viewpoint from Security Aspect

**Authors:** Dewi Astutty Mochtar  
**DOI:** [10.37200/IJPR/V24I8/PR280504](https://doi.org/10.37200/IJPR/V24I8/PR280504)

Tribal intolerance and its relationship to the tendency to violence among students of Mu'tah University

**Authors:** Dr. Basem Mohammed Al-frehat, Dr. Rami Abed Al Hameed Aljbour  
**DOI:** [10.37200/IJPR/V24I8/PR280505](https://doi.org/10.37200/IJPR/V24I8/PR280505)

The Effectiveness of Functional Training on Agility and Body Mass Index of Females with Intellectual Disability

**Authors:** Sakineh Farrokhan, Ghorban Hemati Alamdarloo, Enayatollah Asadmanesh  
**DOI:** [10.37200/IJPR/V24I8/PR280506](https://doi.org/10.37200/IJPR/V24I8/PR280506)

Role of Ultrasound Imaging in the Differential Diagnosis of Benign and Malignant Ovarian Cancer

**Authors:** \*Munajat Ismailova, Abdurashid Nigmatjonov, Zilola Usmanova  
**DOI:** [10.37200/IJPR/V24I8/PR280507](https://doi.org/10.37200/IJPR/V24I8/PR280507)

PREDICTING PLAYER PERFORMANCE USING FUTURE RANKING SYSTEM

**Authors:** Indraneel Ray, Naren Rajendran, S. Sharanya  
**DOI:** [10.37200/IJPR/V24I8/PR280508](https://doi.org/10.37200/IJPR/V24I8/PR280508)

Clinical-morphological and molecular-genetic features of chronic brain ischemia

**Authors:** \*Marhamat Yakubova, Raxmatova Muqaddas, Kushaeva Dildora, Yuldasheva Nasiba  
**DOI:** [10.37200/IJPR/V24I8/PR280509](https://doi.org/10.37200/IJPR/V24I8/PR280509)

Factors Affecting the Motivation of the 21st Century Educators

**Authors:** Roberto Suson, Wilfredo Anoos, Irene Mamites  
**DOI:** [10.37200/IJPR/V24I8/PR280510](https://doi.org/10.37200/IJPR/V24I8/PR280510)

INDONESIAN ISLAMIC MODERNIST MOVEMENT:STUDY ON THE BACKGROUND OF ISLAMIC ORGANIZATION MUHAMMADIYAH

**Authors:** Muh. Mustakim, Syamsul Arifin, Moh. Nur Hakim Akhsanul In'am, Tumin Tumin  
**DOI:** [10.37200/IJPR/V24I8/PR280511](https://doi.org/10.37200/IJPR/V24I8/PR280511)

An empirical Analysis of Behavior Management Counsel for students

**Authors:** Roberto Suson, Nolasco Malabago, Dennis Capuyan, Narcisan Galamiton, Eugenio Ermac  
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The effect of Holy Quran Voice on the quality of life among the Elderly during Coronavirus Outbreak

**Authors:** Ayed A. Zurigat, Osama M. Abdel Fattah  
**DOI:** [10.37200/IJPR/V24I8/PR280513](https://doi.org/10.37200/IJPR/V24I8/PR280513)

POE2WE Learning Management Based on Google Classroom Blended Learning

**Authors:** Ahmad Rusdiana, Yaya Suryana, Ara. Hidayat, Abdul Muin

**DOI:** [10.37200/IJPR/V24I8/PR280514](https://doi.org/10.37200/IJPR/V24I8/PR280514)

Improving Elementary School Students' Achievement through Development of Savibased Thematic Instructional Media

**Authors:** Rusmin Husain, Herni M

**DOI:** [10.37200/IJPR/V24I8/PR280515](https://doi.org/10.37200/IJPR/V24I8/PR280515)

Spiritual Quotient and Organizational Citizenship Behavior in Higher Education

**Authors:** Yuniarwati, I Cenik Ardana, Sofia Prima Dewi

**DOI:** [10.37200/IJPR/V24I8/PR280516](https://doi.org/10.37200/IJPR/V24I8/PR280516)

(A Review Article) Manufacture of modern electrochemical sensors based on organic and inorganic nanoparticles and decorated with multi-walled carbon nanotubes

**Authors:** Muhaned Mohammed Eteya

**DOI:** [10.37200/IJPR/V24I8/PR280517](https://doi.org/10.37200/IJPR/V24I8/PR280517)

A Phenomenology of Vocational Teacher Experience to Create Independence Students Disabilities

**Authors:** Eka Rachmawati, Pardjono, Putu Sudira, Lina Mufidah

**DOI:** [10.37200/IJPR/V24I8/PR280518](https://doi.org/10.37200/IJPR/V24I8/PR280518)

Construction of Assessment Models to Enhance Students' Multiple Intelligence in Islamic Boarding Schools

**Authors:** Abdul Qodir, Ahmad Fauzi, Dakir

**DOI:** [10.37200/IJPR/V24I8/PR280519](https://doi.org/10.37200/IJPR/V24I8/PR280519)

EXAMINATION OF THE FACTORS THAT INFLUENCES ADVERTISING LIKEABILITY OF ALCOHOLIC BEVERAGES AMONG SELECTED CONSUMERS IN KUMASI, GHANA

**Authors:** Isaac Tandoh, Samuel Yaw Amankwah

**DOI:** [10.37200/IJPR/V24I8/PR280520](https://doi.org/10.37200/IJPR/V24I8/PR280520)

Therapeutic Community Treatment Optimization (Findings on Therapeutic Community Treatment in Indonesian Prison)

**Authors:** Hamja, Ujang Suratno

**DOI:** [10.37200/IJPR/V24I8/PR280521](https://doi.org/10.37200/IJPR/V24I8/PR280521)

Analysis of Green Marketing Tools on Tourist Satisfaction of Staying in Bali Village

**Authors:** I Made Kartika, I Made Sumada, Nanang Sasmita, I Made Adi Suwandana, Liris Lis Komara

**DOI:** [10.37200/IJPR/V24I8/PR280522](https://doi.org/10.37200/IJPR/V24I8/PR280522)

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### Comparison Between Body Mass Index and Side Effect Incidence in Bladder Cancer Patients Treated with Gemcitabine-Cisplatin at Dr. Saiful Anwar General Hospital Malang, Indonesia

**Authors:** Kurnia Penta Seputra, Astarin Ardiani, Besut Daryanto

**DOI:** 10.37200/IJPR.V24I8/PR280001

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**Keywords:** BMI, bladder cancer, Gemcitabine-Cisplatin, side effects

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### Case Series: Iatrogenic Penile Amputation Due to Circumcision

**Authors:** Paksi Satyagraha, Fusarina Mumpuni I.A, Kurnia Penta Seputra

**DOI:** 10.37200/IJPR.V24I8/PR280002

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**Keywords:** Circumcision, Guillotine, Iatrogenic penile amputation

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### Spiritual Quotient and Organizational Citizenship Behavior in Higher Education

**Authors:** Yuniarwati, I Cenik Ardana, Sofia Prima Dewi

**DOI:** 10.37200/IJPR.V24I8/PR280516

**Pages:** 5016-5030

**Keywords:** Spiritual Quotient, Organizational Citizenship Behavior, outer model, inner model

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### (A Review Article) Manufacture of modern electrochemical sensors based on organic and inorganic nanoparticles and decorated with multi-walled carbon nanopipes

**Authors:** Muhaned Mohammed Eteya

**DOI:** 10.37200/IJPR.V24I8/PR280517

**Pages:** 5031-5056

**Keywords:** Electrochemical sensor, functionalized multi-walled carbon nanopipes, nanomaterials of organic and inorganic materials, biomaterials, ions of organic and inorganic heavy metals, modified electrode, electrochemical sensors, Graphene, voltammetry.

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### “A STUDY ON CREDIT AND RECOVER MANAGEMENT” IN HDFC

**Authors:** S.ANEEL AMRUTHA RAJU, G.THOUSEEF AHAMED

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### A evaluation of studies in Mechanical Engineering layout. part II: Representations, analysis, and layout for the existence Cycle

**Authors:** G.MD JAVEED BASHA, M.RAVI SANKARA VARAPRASAD

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# Spiritual Quotient and Organizational Citizenship Behavior in Higher Education

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**Abstract:** *This study aims to (1) test the measurement model (outer model) of Spiritual Quotient developed by Milliman et al. and the measurement model of Organizational Citizenship Behavior developed by Podsakoff et al., (2) examine the structural model (inner model) of Spiritual Quotient and Organizational Citizenship Behavior, and (3) test the hypothesis of the influence of Spiritual Quotient on Organizational Citizenship Behavior. The research sample was taken in a convenient manner from the population of lecturers of Tarumanagara University, Jakarta in 2018. Data were processed using Smart Partial Least Square. The results of this study indicate that: (1) Milliman et al.'s Spiritual Quotient measurement model and Podsakoff et al.'s Organizational Citizenship Behavior measurement model are valid and reliable after deleting several indicators that do not meet the requirements, (2) the relationship of Spiritual Quotient with Organizational Citizenship Behavior is positive but weak, and (3) the effect of Spiritual Quotient on Organizational Citizenship Behavior is quite significant at a 5% confidence level.*

**Keywords:** *Spiritual Quotient, Organizational Citizenship Behavior, outer model, inner model*

## I. Introduction

Higher education institutions play a fundamental role in developing science and technology, and in realizing a better quality of economic and social life. However, universities always face the challenge of constant change and turbulence due to changes in external conditions (globalization, technology, politics, macroeconomics, etc.) and internal conditions (resources, organizational culture, etc.). The main key to determine the survival and performance of a tertiary organization are especially in the era of increasingly fierce disruption and global competition, lies in the performance of the employees of the relevant universities, both academic and non-academic (Yildiz, 2016: 1122). So far,

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the performance of higher education has been highlighted from the implementation of the Tri Dharma function of universities, even though there are other very important factors, which are often missed by the attention of university managers, namely what is known as "Organizational Citizenship Behavior". The phenomenon of many the emerging universities that directly displace as top universities, outperformed universities that have long been established, among others, because universities have long been lulled by a culture of "comfort zone" that is not conducive in growing Organizational Citizenship Behavior (Murniati, 2017: 8).

Organizational Citizenship Behavior has been the subject of focus on researchers because more and more empirical evidence has been revealed about the impact of Organizational Citizenship Behavior at organizational and individual performance (examples: Podsakoff et al., 2009: 122; Ghorbanifar and Azma, 2014: 1686; Islam and Afroz, 2015: 7). Organizational Citizenship Behavior can also increase efficiency, productivity, and organizational performance stability (Ahmad and Omar, 2015: 200). Organizational Citizenship Behavior is reflected in various forms of positive employee attitudes and behaviors, such as loyalty, helping others, obedience to rules, providing benefits to organizations and others, etc. where employees are willing to contribute their efforts and abilities beyond their main duties and obligations to organizations, although that is not officially demanded by their organizations (Islam and Afroz, 2015: 7; Eyupoglu, 2016: 702).

Spiritual intelligence (Spiritual Quotient) is the science of human energy management that clarifies and guides the structure of consciousness (Anbugeetha, 2015: 25). Spiritual Quotient is related to mental intelligence about the meaning of life and existence (Anwar and Gani, 2015: 1163). Many factors can influence the quality of Organizational Citizenship Behavior in an organization, including among other factors the quality of Spiritual Quotient of the organization's employees. Several previous studies have shown the contribution of individual Spiritual Quotient components to their organizational performance, however, empirical studies of how the influence of Spiritual Quotient on Organizational Citizenship Behavior are still relatively rare (Anwar and Gani, 2015: 1163).

This research is a replication of Anwar and Gani's (2015) study. The difference in this research with Anwar and Gani's (2015) research and at the same time being a contribution to the previous research was on the Spiritual Quotient measurement model and on the research subject. The Spiritual Quotient Anwar and Gani (2015) measurement model uses the King model (2008) while in this study using a measurement model developed by Milliman et al. (2003). The research subjects of Anwar and Gani (2015) are employees of several private companies in Malaysia while the subject of this study is all lecturers in the Tarumanagara University, Jakarta.

## **II. Literature Review**

### **Organizational Citizenship Behavior**

Organizational Citizenship Behavior extract was first introduced by Dennis W. Organ in 1988 with the definition as follows: "Individual reward system, and the formal promotion system, the effective functioning of the organization" (Organ, 1997: 86). Emphasis on the word "discretionary" is intended as behavior that is not a required requirement in a formal role or job description. Formal job descriptions are clearly specified in work contracts with employees, whereas behavior in Organizational Citizenship Behavior is more a matter of personal choice, which if eliminated will not be understood as a punishment.

After being introduced by Organ (1997), responses, reactions, and follow-up studies were carried out by experts from diverse backgrounds related to Organizational Citizenship Behavior (Ahmad and Omar, 2015: 200). Some other definitions of Organizational Citizenship Behavior are given by Islam and Afroz (2015: 7) which has mentioned that Organizational Citizenship Behavior is a code attribute of voluntary behavior of employees that exceeds the basic demands/requirements of a job. Zhang (2011: 1) stated that Organizational Citizenship Behavior is a term that includes positive and constructive things that employees do, of their own volition, which support their colleagues and benefit the company. Singh and Kolekar (2015: 56) also stated that Organizational Citizenship Behavior is an explicit behavior of employees that is shown in the form of sacrifices and their commitment to the prosperity of an organization.

Singh and Kolekar (2015: 56) further concluded that in Organizational Citizenship Behavior there are four key features, namely: (1) voluntary, (2) implemented on awareness, (3) intentionally or positively assessed by employees and organizations, and (4) behavior that primarily benefits the organization and not for the benefit of the employee concerned. Usually, employees who are often involved in Organizational Citizenship Behavior may not always be top performers (although they can, because task performance is related to Organizational Citizenship Behavior), but they are people who are known to "go the extra mile" beyond what is needed for a work solely in order to gain job satisfaction. Organizations require members (employees) who are fully dedicated to the interests of the organization through their willingness to carry out extra tasks, such as helping colleagues, not complaining about trivial matters, being present and participating consciously, and volunteering at various meetings/meeting, etc. (Eyupoglu, 2016: 701).

Based on the description above it can be concluded that Organizational Citizenship Behavior is a positive and constructive behavior of employees of an organization that goes beyond the description of its formal duties for the benefit of their organization. There are three main features in

Organizational Citizenship Behavior, namely: (1) the employee's behavior is voluntary, (2) what is done by the employee in question exceeds the basic requirements required in the formal job description, and (3) the employee's behavior in the interests of the organization not personal interest.

According to Ahmad and Omar (2015: 201) Organizational Citizenship Behavior consists of five dimensions, namely: (1) altruism (example: helping colleagues who have a heavy workload), (2) conscientiousness (example: work time exceeds normal time), (3) sportsmanship (example: no complaining about trivial matters), (4) courtesy (example: consulting with colleagues before taking action), and (5) civic virtue (example: involvement in the political process within the organization).

### **Spiritual Quotient**

There is no universally agreed definition of human intelligence, but to give an idea, intelligence can be understood as a very common mental ability, among others, involving the ability to think, plan, solve problems, think abstract, understand ideas complex, learn quickly, and learn from experience (Louis and Wigglesworth, 2013: 50). Bhullar (2015: 122) also provides a definition of similar intelligence as the ability to learn or understand from experience or to respond successfully to a new experience, the ability to acquire and maintain knowledge. Intelligence implies the use of reason or intellect in solving problems and directing behavior. The central theme found in various definitions of intelligence is that intelligence makes sense, and creates an adaptive and creative capacity to solve a problem. There is no universally agreed definition of human intelligence (human intelligence), but to give an idea, intelligence can be understood as a very common mental ability, among others, involving the ability to think, plan, solve problems, think abstract, understand ideas complex, learn quickly, and learn from experience (Louis and Wigglesworth, 2013: 50). Bhullar (2015: 122) also provides a definition of similar intelligence as the ability to learn or understand from experience or to respond successfully to a new experience, the ability to acquire and maintain knowledge. Intelligence implies the use of reason or intellect in solving problems and directing behavior. The central theme found in various definitions of intelligence is that intelligence makes sense, and creates an adaptive and creative capacity to solve a problem.

Intelligence, in the beginning, was only interpreted as the intellectual ability (Intelligence Quotient / IQ), but in subsequent developments, it was revealed that in fact, humans have many types of intelligence. Louis and Wigglesworth (2013: 51) revealed that at least humans have seven bits of intelligence, namely linguistic, logical-mathematical, musical, kinesthetic-physical, spatial, interpersonal, and intrapersonal. In subsequent developments, the overall intelligence is classified into four main groups: Physical Quotient (PQ), Intelligence Quotient (IQ), Emotional Quotient (EQ), and Spiritual Quotient (SQ) (Anbugeetha, 2015: 26). Physical Quotient is the ability to control one's

physical state. Intelligence Quotient deals with conceptual and linguistic skills. Emotional Quotient is related to the ability to develop work and romantic relationships, while Spiritual Quotient develops when a person begins to look for deeper meaning.

Spirituality can be meant many things, understood differently by different people. In the dictionary "Oxford Living English Dictionaries" found at least twenty-four different meanings for the word "spirit", but the most commonly known notions are principle, strength, vital spark or non-physical elements that turn on. Spirituality and religion are very closely related, and the meanings of these two concepts overlap. Religion includes beliefs, doctrines, ethics, rituals, texts, and practices in dealing with a higher power both individually and through organized groups, while spirituality is related to experiences and feelings within oneself where one enters oneself to find meaning and the purpose of life, as well as the connection with true self, family, other parties, society, nature, and strength that are sacred (Austin et al., 2018: 1). As a concept that overlaps with religion, spirituality can be considered to have religious and non-religious dimensions in an effort to discover the meaning of life, while religion emphasizes beliefs, rituals, and values (Guilherme et al. 2016: 1). Therefore, it is very possible for someone to have a spiritual nature even if they are not affiliated with a particular religious group (Hertz and Friedman, 2015: 16).

Many articles have begun to describe Spiritual Quotient from various different aspects and roles. Spiritual Quotient is not just an evolution of Intelligence Quotient and Emotional Quotient but a premise where other forms of intelligence are built. Spiritual Quotient is not intelligence that can be obtained by an academic but must be absorbed from a teacher or a role model who has lived and succeeded in life in all dimensions (Vishnu and Krishnan, 2018: 1049). Spiritual Quotation is the foundation of individual beliefs that play an important role in promoting psychological health so that currently the World Health Organization (WHO) introduces humans to four dimensions of complementary health: physical, psychological, social, and spiritual (Fallah et al., 2015: 43). Rayung and Ambotang (2018: 212) stated that Spiritual Quotient guides human and life behavior to be in harmony with the broader context of meaning, especially in judging and carrying out actions that are more meaningful than others. In this case, Spiritual Quotient is the ability to find meaning, purpose, and value in life. Meanwhile, Safara and Bhatia (2013: 420) stated that Spiritual Quotient is the ability to behave with full patience and wisdom while maintaining peace inside and outside of oneself in any situation.

Based on the explanation above, it can be concluded that Spiritual Quotient is a concept that is very broad, abstract, multidimensional, and used in various contexts (Sharma and Sharma, 2016: 50; McGhee and Grant, 2015: 13). Because of its abstract nature and without clear boundaries of scope, some experts try to design a Spiritual Quotient measurement instrument based on a more

operational definition of definition. There are at least two Spiritual Quotient measurement instruments that are widely used as references by researchers, namely those developed by Fisher in 1999 (Fisher, 2013: 326) and Ashmos and Duchon in 2000 (Ashmos and Duchon, 2000: 134-145).

Fisher (2013: 325) has used the term "spiritual health" instead of Spiritual Quotient and the instrument is called "The Spiritual Health and Life-Orientation Measure" (SHALOM). In the SHALOM instrument, health or spiritual intelligence (Spiritual Quotient) includes four dimensions: (1) personal, related to the effort and experience of the true self in discovering the meaning of life, (2) communal, related to one's relationship with society, (3) environmental, related to the relationship between the self and nature, and (4) transcendental, related to the relationship between the self and God/ cosmic power. The model of measurement of Spiritual at workplace Ashmos and Duchon (2000) includes seven dimensions, namely: (1) meaningful work, (2) sense of community (sense of community), (3) alignment of values ( alignment of values), (4) organizational commitment, (5) intention to quit (intention to quit), (6) intrinsic job satisfaction (intrinsic work satisfaction), and (7) work involvement (job involvement), but some researchers (eg: Nazir and Malik, 2013; Milliman et al., 2003) only use three dimensions: (1) work that is meaningful (meaningful work, individual level), (2) sense of community (community, community level), and (3) alignment with organizational values (alignment with organizational values).

### **Previous Research**

Kumar and Aradya (2017: 46) stated that Spiritual Quotient reflects the awareness of the extent to which higher values, meaning and sense of purpose influence individual decisions and actions. Spiritual Quotient concerns the ability to be alert to lower motivations (i.e. fear, greed, and ego) and how to turn them into higher motivations and more sustainable ones (i.e. creativity, serving the community, etc.). Lower motivation tends to inhibit or disrupt the development of Organizational Citizenship Behavior while higher motivation will strengthen Organizational Citizenship Behavior in an organization. Thus Spiritual Quotient has a positive effect on the quality of Organizational Citizenship Behavior.

Singh and Sinha (2013: 3) stated that people with high Spiritual Quotient feel more satisfied, find deeper meanings and goals than their lives. They operate from positivism, make the best effort, get happiness in helping others and help the community by using a higher dimension of intelligence. Because they are able to use Intelligence Quotient and Emotional Quotient, they are better, they are creative; add value to the lives of others. If such Spiritual Quotient attributes grow in an organization, the culture organizational which is conducive will be created which in turn triggers an increase in the quality of the organization's Organizational Citizenship Behavior.

Ahmad and Omar (2015: 200) revealed that when employees experience a spiritual workplace, their involvement in work roles will be increased and they will be more likely to be involved in organizational citizenship behavior (Organizational Citizenship Behavior). Charoensukmongkol et al. (2015: 32) in their research has successfully proved that the conditions of spirituality in the workplace have made additional contributions to the organization beyond the state of responsibilities. The result of the research by Hunsaker (2017: 485) confirmed that the values of Confucian spirituality have a moderate relationship between self-determination and organizational citizenship behavior (Organizational Citizenship Behavior). The result of this study has enhanced understanding of how and in what conditions spiritual leadership influences employee participation in organizational citizenship behavior. The results of the Moosapour et al. (2013) also strengthened empirical evidence from previous researchers which revealed that Spiritual Quotient has a strong positive relationship with Organizational Citizenship Behavior.

### **Hypotheses Development**

The essence of Spiritual Quotient is a meaningful work, community and connectedness with everything, while the essence of Organizational Citizenship Behavior is reflected in the attributes of workers who are willing to carry out extra tasks, like to help coworkers, do not like to complain about trivial matters, attend, and participate consciously in every activity in order to develop harmony between the interests of themselves and the interests of the organization. For workers who have high Spiritual Quotient, work is no longer driven by extrinsic motivation (to get money, material, or other material things) but by intrinsic motivation (work is part of worship, or the self's efforts to find meaning in life).

Organizational Citizenship Behavior, among others, is determined by the attributes of workers who are willing to work voluntarily beyond the formal basic tasks set. If someone increasingly feels that work is part of the self to interpret life (Meaningful Work) as the first dimension of Spiritual Quotient, then that person will be more willing to do tasks that go beyond their main tasks. Thus Meaningful Work influences the quality of Organizational Citizenship Behavior. Community (Community) as the second dimension of Spiritual Quotient, is a reflection of the depth of concern, solidarity, and one's empathy towards others, while one of the Organizational Citizenship Behavior attributes is like helping colleagues. Thus, the level of a community will influence the quality of a person's Organizational Citizenship Behavior.

Alignment with Organizational Value as the third dimension of Spiritual Quotient implies the connectedness and unity of the self with everything outside the self, while one of the Organizational Citizenship Behavior attributes is the willingness to sacrifice personal interests for the benefit of the

organization so that Alignment with Organizational Values also affects Organizational Citizenship quality Behavior. The research hypothesis is as follows:

**Ha:** Spiritual Quotient has a significant positive effect on Organizational Citizenship Behavior.

### **III. Methodology and Data**

#### **Population and Sampling Method**

The population in this study was all lecturers in the Faculty of Economics, Universitas Tarumanagara, Jakarta. The research data was obtained from questionnaires directly to respondents or via email. Non-random research samples were chosen in a convenient manner. The criteria for determining the sample used as respondents in this study were: (1) lecturer at the Faculty of Economics, Universitas Tarumanagara, (2) respondents had worked more than 3 three years before the year of the study, and (3) responsive willing to fill out and return the questionnaire. The numbers of respondents who are the subjects of this study are 100 people who can be grouped according to gender, study program, and length of work.

#### **Operationalization of Research Variables**

The first variable of this study is Spiritual Quotient, which is a latent/ exogenous variable, which includes three dimensions namely Meaningful Work, Community, and Alignment with Organizational Values. Meaningful Work is determined by six questions, Community is determined by seven questions, and Alignment with Organizational Value is determined by eight questions. The measurement model of Spiritual Quotient refers to the measurement model of Milliman et al. (2003). All questionnaires were measured on a Likert-scale with a score of 1 (strongly disagree) up to 5 (strongly agree). The second variable of this study is Organizational Citizenship Behavior which is the dependent variable/ endogenous and refers to the measurement model Podsakoff et al. (2009) in Kumar and Shah (2015) which consists of 15 questions. All questionnaires were measured on a Likert-scale with a score of 1 (strongly disagree) up to 5 (strongly agree). The test of this research model uses Structural Equation Modeling (SEM) based on Smart Partial Least Square (Smart PLS) software. There are three stages of the test of the research model using Smart PLS, namely: the test of measurement model (outer model), the testing of structural model (inner model), and the test of the hypothesis.

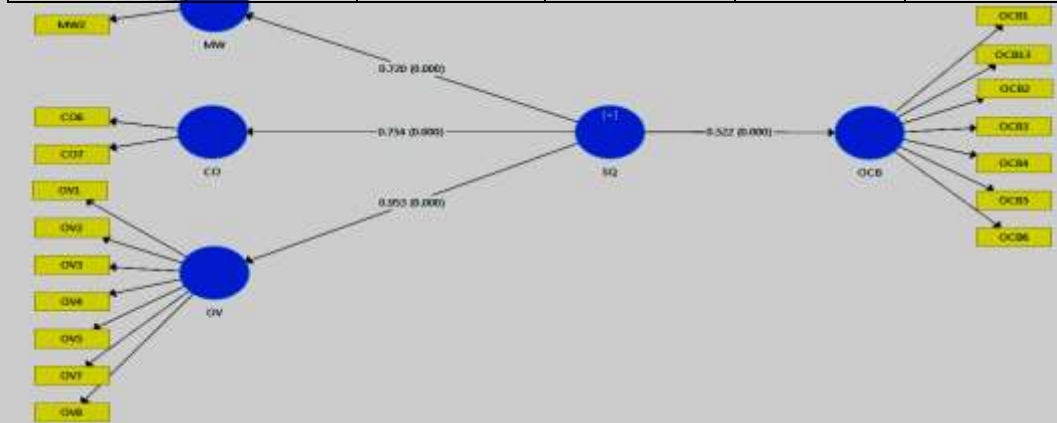
IV. Empirical Results and Discussion

The results of the hypothesis test can be seen in Figure 1 and Table 1.

Figure 1. Hypothesis Testing

Description: SQ = Spiritual Quotient; MW = Meaningful Work; CO = Community; OV = Alignment of Organizational Values; OCB = Organizational Citizenship Behavior

Table 1. Hypothesis Test

Path Coefficients					
Mea n, STDEV, T-Values, P- Values	Con fidence Intervals	Confi dence Intervals Bias Corrected	Samp les		
					
Original Sample		Samp le Mean (M)	Stand ard Deviation (STDEV)	T Statistics (O/ STDEV)	P- Value



SQ- > CO	0,7 54	0,756	0,054	13, 896	0,000
SQ- > MW	0,7 20	0,720	0,046	15, 552	0,000
SQ- > OCB	0,5 22	0,542	0,067	7,795	0,000
SQ- > OV	0,9 53	0,953	0,012	78, 134	0,000

Note: SQ = *Spiritual Quotient*; MW = *Meaningful Work*; CO = *Community*; OV = *Alignment of Organizational Values*; OCB = *Organizational Citizenship Behavior*

The spiritual Quotient regression coefficient for Organizational Citizenship Behavior is positive at 0.522. This means that there is a positive relationship between Spiritual Quotient and Organizational Citizenship Behavior, meaning that if there is an increase in awareness or spiritual intelligence (Spiritual Quotient), there will be an increase in the quality of behavior of organizational citizenship (Organizational Citizenship Behavior). The value of Spiritual Quotient calculated on Organizational Citizenship Behavior is 7.795, where this value is greater than 1.96 or when seen from the p-value, the significance value is 0.00, where this value is smaller than 0.05. This means that the influence of Spiritual Quotient on Organizational Citizenship Behavior is significant. Thus it can be concluded that  $H_a$  is tested and acceptable.

### Discussion and Implications of Research Result

According to Ghazali (2011: 25), the measurement model (outer model) is tested against the validity and reliability of the research instrument, in which consists of Convergent Validity (Factor Loading), Discriminant Validity (Cross Loading Factor), Composite Reliability, Cronbach's Alpha, and Average Variance Extracted. The measurement model of awareness or spiritual intelligence (Spiritual Quotient) used in this study is referred to the model applied by Milliman et al. (2003) which reflects three dimensions, namely: Meaningful Work (MW), Community (CO), and Alignment with Organizational Value (OV). After the test, the validity and construct reliability of the instrument/measurement model of Spiritual Quotient, the instrument or measurement model of Spiritual Quotient can still be declared valid and reliable by using two indicators in the dimension of Meaningful Work /

MW (MW1, MW2), two indicators in the Community / CO dimension (CO6, CO7), and seven indicators in the dimension of Alignment with Organizational Values / OV (OV1, OV2, OV3, OV4, OV5, OV7, and OV8).

The measurement model of Organizational Citizenship Behavior used in this study refers to the model applied by Podsakoff et al. (2009) reflected in fifteen indicators. After testing the validity and construct reliability of the instrument / measurement model of Organizational Citizenship Behavior (OCB), the Organizational Citizenship Behavior instrument or measurement model can still be declared valid and reliable by using seven indicators of Organizational Citizenship Behavior (OCB), namely OCB1, OCB2, OCB3, OCB4, OCB5, OCB6, and OCB13. The number of indicators that do not pass the test on either the Spiritual Quotient or Organizational Citizenship Behavior measurement model may be caused by several factors - but this requires further study - among others: aspects of the respondents (not careful, incorrect interpretations, etc.), aspects of the instrument (wrong translation, not standardized, etc.), aspects of extraction (relatively new extracts, broad and abstract meanings, etc.).

In testing the structural model the relationship between the constructs of Spiritual Quotient and Organizational Citizenship Behavior, obtained a determination coefficient of 0.265. This means that only 26.5% of the variation in the Organizational Citizenship Behavior variable can be explained by variations in Spiritual Quotient variables, while the remaining 73.5% is explained by variations in other variables outside of Spiritual Quotient. With a coefficient of determination of only 0.265, it can be categorized as "weak". It means that in addition to Spiritual Quotient, there are still many other variables whose influence is quite dominant in shaping the quality of Organizational Citizenship Behavior in an organization, which requires further study/research.

In testing the hypothesis that there is a significant positive effect of Spiritual Quotient on Organizational Citizenship Behavior, it is known that the Spiritual Quotient regression coefficient on Organizational Citizenship Behavior shows a positive number of 0.522 and a significance value of 0.00. This means that there is a positive relationship between Spiritual Quotient and Organizational Citizenship Behavior and the influence of Spiritual Quotient on Organizational Citizenship Behavior is significant at alpha 5%. Thus,  $H_a$  is tested and acceptable. Thus, the results of this study further reinforce the result of previous studies conducted by, among others: Moosapour et al. (2013), Singh and Sinha (2013), Ahmad and Omar (2015), Hunsaker (2017), and Kumar and Aradya (2017). Although recently the discussion of the relationship of Spiritual Quotient with Organizational Citizenship Behavior at the level of syntactic and semantics has been expressed in various literature and research results, but at a pragmatic level, namely how to implement or operationalize the Spiritual

Quotient concept in improving the quality of Organizational Citizenship Behavior in everyday organizational life, especially in the world of education, has not been much revealed.

With the increasing empirical evidence that has reinforced the positive influence of Spiritual Quotient on Organizational Citizenship Behavior at the syntactic and semantic level, then it is time for the next researchers to begin to study at a pragmatic level, namely how to implement or develop Spiritual Quotient on organizational life a day -day, especially in the world of education as part of efforts to develop the quality of Organizational Citizenship Behavior, which in turn contributes significantly to the development of national character.

## V. Conclusion and Suggestion

The conclusion from the result of this study is: first, after testing the measurement model (outer model) Spiritual Quotient developed by Milliman et al. (2003) and the measurement model of Organizational Citizenship Behavior developed by Podsakoff et al. (2009) it can be stated that the two measurement models are valid and reliable, noting that some indicators of both Spiritual Quotient and Organizational Citizenship Behavior variables are removed from the model. Second, in testing the structural model of the relationship between constructs of Spiritual Quotient and Organizational Citizenship Behavior, it is known that degree of relationship between Spiritual Quotient and Organizational Citizenship Behavior can be classified as "weak". Third, there is a positive relationship between Spiritual Quotient and Organizational Citizenship Behavior and the influence of Spiritual Quotient on Organizational Citizenship Behavior is significant.

There are some limitations in this study, including (1) a very limited sample, only using respondents from lecturers at the Faculty of Economics, Universitas Tarumanagara, Jakarta, (2) there are several measurement models of Spiritual Quotient and Organizational Citizenship Behavior that none can be accepted large. By paying attention to the limitations above, it is recommended for further research to (1) expand the research sample on several faculties and/or several universities; (2) testing and/or developing other measurement models concerning Spiritual Quotient and Organizational Citizenship Behavior.

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## **SURAT TUGAS**

Nomor: 86-R/UNTAR/PENELITIAN/III/2021

Rektor Universitas Tarumanagara, dengan ini menugaskan kepada saudara:

1. **YUNIARWATI, S.E., M.M.**
2. **I CENIK ARDANA, Drs., MM., Ak., CA.**
3. **SOFIA PRIMA DEWI, S.E., M.Si., Ak., CA.**

Untuk melaksanakan kegiatan penelitian/publikasi ilmiah dengan data sebagai berikut:

Judul	: Spiritual Quotient and Organizational Citizenship Behavior in Higher Education
Nama Media	: International Journal of Psychosocial Rehabilitation
Penerbit	: Hampstead Psychological Associates
Volume/Tahun	: Vol 24- Issue 8
URL Repository	: <a href="https://www.psychosocial.com/article-category/issues-8/">https://www.psychosocial.com/article-category/issues-8/</a>

Demikian Surat Tugas ini dibuat, untuk dilaksanakan dengan sebaik-baiknya dan melaporkan hasil penugasan tersebut kepada Rektor Universitas Tarumanagara

04 Maret 2021

**Rektor**



**Prof. Dr. Ir. AGUSTINUS PURNA IRAWAN**

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