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various perspectives. The keynote speakers are Dr Zain Musa (Cambodia), Dr Nek Mah Binte Batri (Singapore), Dr Ma Tin Cho Mar (Malaysia), Dr Abdul Hafiz Hiley (Thailand), and David Pradhan (India).

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program consists of five keynote speakers and 18 parallel sessions. The five keynote speakers presented topics on community development from various perspectives. The keynote speakers are Dr Zain Musa (Cambodia), Dr Nek Mah Binte Batri (Singapore), Dr Ma Tin Cho Mar (Malaysia), Dr Abdul Hafiz Hiley (Thailand), and David Pradhan (India).

The 7th ICCD 2020 is organized and hosted by AMCA in collaboration with University of Muhammadiyah Malang (UMM) Indonesia and supported by 16 Co-Hosts such as; Universitas Muhammadiyah Sumatera Utara; Universitas Ahmad Dahlan; Universitas Wisnuwardhana Malang; Flipmas Legowo Jatim; Universitas Veteran Bangun Nusantara; Universitas Muhammadiyah Tangerang; Universitas Wijaya Kusuma Surabaya; IKIP Budi Utomo Malang; Universitas Islam Djakarta; Universitas Prof. Dr. HAMKA; Universitas Panca Bhakti Pontianak; Universitas Tadulako, Palu; Universitas Muhammadiyah Palopo; Universitas Muhammadiyah Jakarta; Universitas PGRI Wiranegara; and Universitas Muhammadiyah Gresik.

On behalf of AMCA, therefore, we would like to deliver our appreciation and express our prodigious gratitude to all of our partners for facilitating and making this event successful. It was attended by 334 participants from 10 countries; Indonesia, Malaysia, Thailand, Cambodia, Singapore, Brunei Darussalam, India, Ukraine, Armenia, and the United Kingdom. Among 257 submitted papers, 178 papers (69%) were selected to publish. Each paper was reviewed by 2 (two) reviewers. It is, therefore, the published papers are worth

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## The Effect of Supervision Levels on Employees' Performance Levels

Abd. Hannang, Salju, Muh. Yusuf Qamaruddin

The research objective is to determine the implementation of supervision and employees' performance and how much influence the level of supervision on employees' performance in the City of Manpower Office of Palopo. This research method used a quantitative descriptive approach. The sampling technique...

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## Regional Development in the Context as the Role of the House of Regional Representatives of the Republic of Indonesia (DPD RI)

H. Abustan, Otom Mustomi

The 1998 reformation marks a new milestone in the journey of Indonesian state administration as The 1945 Constitution of the Republic of Indonesia has undergone fundamental changes by four times. The third amendment to the 1945 Constitution has mandated a new state institution or upper house

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## Mediator

Ade Rusman, Haryadi, Eko Suyono

This study is projected to investigate the Islamic organization, namely Universitas Muhammadiyah Purwokerto (UMP). The objective of the study is to analyze the impact of Islamic work ethic toward organizational commitment and attitude on organizational change; to obtain the impact of organizational commitment...

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## Regional Regulations Based on Religious Content in the Framework of NKRI: Examples and Impacts

Adissya Mega Christia, ALW Lita Tyesta

Within the framework of the Republic of Indonesia, Indonesia implements regional autonomy. Through regional autonomy, regions can form regional regulations based on local content to regulate and manage their regional interests but the contents must comply with the provisions of the higher laws and regulations....

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Herbal products that have been considered safe for the health of livestock and humans are formulated in the form of herbal medicine. This research was conducted to investigate the technical aspects of production which include feed consumption, body weight, feed conversion, and efficiency, as well as...

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## The Legal Protection of the Rights of Person With Disabilities in International Civil Aviation

Adya Paramita Prabandari, Elfia Farida, Rahayu

Every human being has the same rights in every aspect of life, including in civil aviation. These rights also belong to persons with disabilities. As a transport mode, aviation has to recognize and accommodate passengers who happen to be persons with disabilities. They have the same international rights,...

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### Proceedings Article

## Descriptive Analysis of Cooperative Management Competency Enhancement for Increasing Members' Welfare and Business Strategies

Agus Haryono, Mujiarto, Boge Triatmanto, Nanik Wahyuni

This study aims to proceed the analysis through qualitative descriptive and further explore the welfare of management and members of cooperatives in a sustainable manner by observing the business strategies and competency of members. This research was conducted at women's cooperatives in Malang district...

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## Building Organizational Culture And Climate as A Strategy for Character Development in School

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## Proceedings Article

# The Effect of Self-Concept and Student Learning Motivation on Learning Achievement of Social Science

Ahmad Susanto, Herwina Bahar, Iswan, Misriandi

This research is based on the low mastery of self-concept for students. This research aims at determining the importance of self-concept toward learning achievement in social sciences. This research used a descriptive survey as its research method. Data retrieval was done through questionnaires. Data...

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# Educational Services for Students With Special Needs at Raudhatul Athfal

Akrim, Rizka Harfiani

Every child has the same right to education and teaching, including children with special needs in an inclusive education system. This study aims to analyze the types of educational services for students with special needs at the kindergarten or Raudhatul Athfal level. This type of qualitative research...

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Prostitution is a social phenomenon, which always presents as long as someone needs it. Once the prevalence of prostitution, the government provides "localisation". Localisation is beneficial for all involved. But it is not comparable with its disadvantaged in terms of juridical, normative, philosophical,...

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## Influence of Leadership, Organizational Culture, and Career Management Through Commitments Organization of Employee Performance in PT Angkasa Pura II (Persero) Head Office in Tangerang

Dudung Hadiwijaya, Ali Nasution, Oktriyandi Muharram

This study aims to determine the effect of Leadership (X1), Organizational Culture (X2) and Career Management (X3) as independent variables through Organizational Commitment (Y) as an intervening variable, on Employee Performance (Z) as a dependent variable in PT Angkasa Pura II (Persero) Head Office...

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wider community—one of the most popular comics in Indonesia today is Sang Kyai comic by Ahmad Faizin Karimi. The comic always brings laughter to the readers because it contains humor, and at the same time, presents social, religious,...

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## The Impact of Transformational and Transactional Leadership on Organizational Performance Through Organizational Learning at Micro, Small and Medium Enterprises

Aniek Rumijati

This study aims to analyze the effect of transformational and transactional leadership on organizational performance in Micro, Small and Medium Enterprises (MSMEs) both directly and through organizational learning as a mediating variable. Data were collected using survey methods through a questionnaire....

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## The Challenges of Women Contribution in Policymaking and How They Overcome It: An Indonesian Study

Ani Purwanti, Fajar Ahmad Setiawan

The problem of the women's participation in the Indonesian parliament begins with its mainstreaming in participation policy. Affirmative action policies aimed at empowering women's representation in parliament are judged by the quantity of women's participation in parliament having a fundamental problem...

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## The Role of Government, Academia, and Private Sector Using Triple Helix Approach in Tourism Development in East Luwu

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## Human Resource Development in Micro, Small and Medium Enterprises (UMKM) in the Covid-19 Era

Arfida Boedirochminarni

Usaha Mikro Kecil Menengah (UMKM), is a micro, small and medium entrepreneurs that all of the management functions held by one person. Human Resource Development during the Covid-19 pandemic which weakened economic activities became a big challenge for UMKM. To protect, maintain and improve the ability...

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## Coffee, Food, and the Crisis of Indonesian Family Relationship in the Poem of Khong Guan Banquette by Joko Pinurbo

Ari Ambarwati, Sri Wahyuni, Susi Darihastining

The abundance of Indonesian gastronomic wealth, expressed in literary

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## Psychological Impact in the Art of *Hadrah Al Mubarak* in Klangkung Pandaan

Ariesza T Permata

The focus of the research is the Hadrah Al Mubarak art. It investigates the function of the art Hadrah Al Mubarak, the value of Hadrah Al Mubarak, the psychological impact of learning the art of Hadrah. This research uses folklore theory. Form of oral folklore that is part of the culture of a scattered...

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## Intercultural Communication of Vietnam and Thailand Students in Indonesian Language Learning

Arif Budi Wuriyanto

This research is a critical and comprehensive study and analysis of verbal communication patterns often used by ASEAN students from Vietnam and Thailand in learning the Indonesian language at the University of Muhammadiyah Malang. This research is useful in supporting BIPA (Indonesian Language for Foreign...

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is a challenge for educational stakeholders, including teachers and parents, especially at the early childhood education level, which is thick with play and the inherent supervision of teachers and parents. The kindergarten students'...

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## The Critical Thinking Skills Impacts on the Utilization of PhET Simulation in the Flipped Classroom Setting

Arman La Aca, Dwi Sulisworo, Guntur Maruto

This study examines the impact of flipped classrooms on problem-based learning assisted by PhET simulations in improving students' critical thinking skills. The design of this study was a pretest-posttest controlled group design. The subjects were 33 students for each group who learned the parabolic...

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## Phenomenology Study of the Sustainability of Rattan Industry Cluster in Cirebon District, Indonesia

Asngadi, Mas'adah, Chusnul Abady, Saharuddin Kaseng, Sulaiman Miru, Husein HM Saleh

The current study aims to analyze the sustainability of the rattan industry cluster in the Cirebon District, Indonesia. This research uses a qualitative approach, with the method of phenomenology. Research informants consisted of business people, academics, and government, totaling 16 people. The data...

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## Retirement Age Disparity for Private Worker and State Civil Apparatuses in Indonesia

Bachrul Amiq, Liosten Rianna Roosida Ully Tampubolon, Edy Widayat, Totok Hendarto

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# The Effect of Hots-Based Islamic Education on the Attitude of Religiosity and Its Impact on Improving Students Spirituality

Bahar Agus Setiawan, Tri Endang Jatmikowati

Higher-Order Thinking Skill (HOTS) is a projection of 21st-century learning characteristics, not only in science-based subjects, but also in other subjects specifically in Islamic education. The ability to think in Islamic concept is known as “al-fikr” term, which consists of three things, namely: the...

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# Understanding of Fraction Concepts of Elementary School Students through Problem Solving

Baiduri

Fractions are material numbers that are very important in mathematics and everyday life. However, many students have difficulty understanding the concept of fractions. This study aims to describe the concept understanding among student about fractions through problem-solving assisted by visual

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## Office)

Bakri Hasanuddin, Syamsuddin

This study aims to analyze the effect of organizational citizenship behavior (OCB) on the performance of civil servants (study at the Palu City Environment Office). This research was designed quantitatively using the census sampling method with 98 respondents. Data analysis was performed descriptively...

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## Teaching English Through Literature-Based Instruction: An Integrated Study of Language and Literature

Besse Darmawati, Asfah Rahman, Abdul Halim, Muhammad Basri

The study of language has been increasingly inseparable from the study of literature (Novianti, 2016). Therefore, it is suggested that working with literature in the classroom focus on integrating language and literature for more comprehensive and enjoyable learning activities. Literature-based instruction...

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This study examines poverty eradication in Batu City, East Java Province Indonesia. This study aims to analyze the application of the SDG concept for poverty alleviation in the Batu City. It is projected that these results can be recommendations for the application of the SDGs in other regions in Indonesia....

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## Marginalized People Self-Actualization in the Short Story *"Anak Ini Mau Mengencingi Jakarta?"* by Ahmad Tohari

Budi Agung Sudarmanto, Dian Susilastri, Nofita Anggraini

This paper describes the actualization of marginalized people in the capital city of Jakarta based on the theory of humanistic personality perceived by Abraham Maslow. The stressing on the marginalized people in this paper becomes important since the self-actualization of these people is extremely different...

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daily food consumption may generate cognitive disfunction. This research because...

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## Analysis Factors of Gender and Financial Accounting Learning Achievement as an Influential of Financial Literacy

Chalarce Totanan, Sudirman, Umiati Utami, Nina Yusnita Yamin, Muhammad Ilham Pakawaru, Yuldi Mile

This study aims to examine and analyze financial literacy under influential factors of gender and financial accounting learning achievements. Population in this study are students of accounting undergraduate at the Economic and Business Faculty of Tadulako University who had passed financial accounting...

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## Female Characters in Short Stories Written by Female Prisoners

Daroe Iswatiningsih, Yusri fajar, Fida Pengesti

It is interesting when women life stories are written by the women who lived behind bars. A compilation of 32 short stories under the title “Titik Nadir Penantian” (The Nadir Point of Waiting) illustrated the twists and turns of women lives from various perspectives. Different themes of women’s life...

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## Local Customary Laws and Decentralised Community Based Disaster Mitigation

David Pradhan

This paper, based on secondary sources, seeks to analyse the utility of recognising local customary laws in decentralised governance, training,

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## Privatization of Correctional Facilities as a Model of Efficient and Effective Inmate Empowerment

Desy Maryani, Nur Rochaeti

The imprisonment system which emphasized revenge and detention was removed and changed with the concept of social rehabilitation and reintegration. The Correctional system aims to improve inmates' behavior and restore correctional inmates as good citizens who can be accepted well by the community. The...

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## The Impacts of COVID-19 on Indonesian Language Terminology

Dewi Kusumaningsih, Hanisah Hanafi, Wilda Elsiana Ningrum, Dian Eka Candra Wardhana, Satria Agung Wibawa

This study aimed to explore the emergence of certain terms in Indonesian Language terminology, as the impact of the COVID-19 pandemic. Various lingual formswere found in words, acronyms, and phrases. Several conventional terms were also revived through an etymological process. The

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## Universities

SHI Dongqi, Annissa Manystighosa, Adhita Sri Prabakusuma

Recently, the increasing number of Chinese expatriate projects of international universities in South-Eastern Asian countries was continuously expanding due to the economic growth and cultural exchanges. This study aimed to determine the impact of Chinese expatriate projects on safety behavior in South-Eastern...

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The Influence of Organizational Citizenship Behavior, Strategic Planning, and Employee Engagement towards Employee Performances of Cikande's Factory & Jakarta's Head Office at PT.DSG Surya Mas Indonesia

Dudung Hadiwijaya, HM Thamrin, Hermawan Rachmat

The purpose of this research was to determine the influence of Organizational Citizenship Behavior, Strategic Planning, and Employee Engagement towards employee performance of PT. DSG Surya Mas Indonesia. The type of research is quantitative research using survey methods, samples, and questionnaires...

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Malnutrition is one of the leading nutrition causes of morbidity and mortality among children under the age of five-year-old in many countries. Children with severe acute malnutrition (SAM) are nine more likely to die than children without malnutrition. Malnutrition still become a serious health problem...

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### Proceedings Article

## The Patterns of Changing Mathematical Representations in Solving Mathematical Problems Among Junior High School Students

Dwi Priyo Utomo

The ability to represent mathematics is one of eight mathematical skills that must be acquired by students in Indonesia. The representation being shown remarks students' basic ability to develop concepts and to think mathematically. Changes in mathematical representations are needed to understand mathematical...

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were taken through random sampling at several schools implementing...

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## Local Wisdom of Krowe Sikka Weaving Cloth as a Potential of Creative Regional Economic Empowerment

Eka Nana Susanti, Jamil Latief, Suswandari

Local wisdom is one of the special values of a region that makes the region has a uniqueness that is not owned by other regions. One of them is weaving cloth produced by Krowe Sikka that is very different from other weaving cloths in the Maumere region and those outside the Maumere region. Krowe Sikka...

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## Poetry Strategy Used by Indonesian Poet of the 70s Generation

Ekarini Saraswati

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## Performance Evaluation of Field Agriculture Extension in the Shallots Planting Program

Ellyta, Donna Youlla, Tri Michael Gerry, Sri Widarti, Ekawati, Rahmatullah Rizieq

The dependence of imported West Kalimantan shallots is currently very high because it cannot produce itself; therefore, a solution that can be offered is to promote a shallot planting program supported by a field of agricultural extension team. This study aims to determine the results of counseling that...

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## Conflict and Reconciliation in the Patron-Clientelism Social Structure in the Puger Kulon Fishing Village, Jember Regency

Kholifah R Emy

This study aims to describe the conflict and reconciliation in the fishing village of Puger Kulon, Jember Regency. This study used qualitative research methods. The data source was determined by the purposive method. The

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Endang Noerhartati, Nia Saurina, Herfa Maulina Dewi Soewadini, Lusy Tunik Muharlisiani, Dina Chamidah

The importance of market potential in entrepreneurship activities, especially for sorghum-based new products as alternative food, one of which is through a marketplace that will determine the peak of immense sorghum market success. The purpose of the research popularizing sorghum products nationally,...

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## Implementation of Total Quality Management (TQM) in Gender-Based Cooperatives

Endang Sungkawati

This study aims to analyze the implementation of Total Quality Management (TQM) on the performance of gender-oriented cooperatives. The study was conducted with a qualitative approach. Data collection techniques using interview techniques to administrators and employees of women's cooperatives. Interviews...

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yet to be optimally managed. The farmland waste management using perfect combustion technologies produced liquid smoke and biochar. The analysis of the production process of biochar and liquid smoke through perfect combustion...

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## The Effect of Performance & Conformance Innovation Towards Product Life Cycle Through Customer Relationship Management

Erna Setijani Sumartono, Krisnawuri Handayani

The research on The Effect of Performance Innovation, Conformance Innovation with the mediation of Customer Relationship Management (CRM) toward Product Life Cycle (PLC) on Batik Madura SMEs is intended to analyze the linkage of those research variables. The research population is all Batik Madura SMEs at...

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## The *Dasa Wisma* of the Flood-Resilient Village Wonokusumo

Fadjar Kurnia Hartati

The aim of this activity is to motivate and increase society or community's understanding towards the disaster risk; develop society or community's capacity on responding certain disaster; enhance women empowerment in the disaster relief programs and activities on the local scale; and provide a contribution...

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## When Fear of Missing Out Becomes a Good Thing

Fajar Nursodiq, Tri Rejeki Andayani, Mahardika Supratiwi

Fear of Missing Out (FoMO) is considered to be affecting internet users

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### Community Participation in Preventing Child Trafficking

Farhana, Siti Miskiah

Child trafficking occurs in various countries and has become a problem in many countries, especially in developing countries. Child trafficking is a humanitarian problem. Children must be protected against child trafficking. It is a violation of human's and children's rights because it treats victims...

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### A Scientometric Overview of Educational Development Literature

Fatkul Anam, Mega Firdaus, Andre Septianto, Agung Purnomo

Educational development is essential to enhance the standard of education with the collaboration of educators, students, and parents. This research aims to map the status of international educational development publication literature indexed by Scopus using scientometric overview. The study has carried...

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Gunawan, Robie Fanreza

The purpose of this research is to analyze the Implementation of Student Character Values through Al-Islam and Kemuhammadiyah at Sekolah Menengah Pertama (SMP) Muhammadiyah 1 Kota Medan. The research uses a qualitative approach with descriptive methods. The data collection techniques are sourced from...

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## The Legal Role in Developing Indonesian Cooperative Business in National Economy Through Partnership in Facing Global Era for Improving Community Welfare

Hamdan Azhar Siregar

Cooperatives must build and develop partnership cooperation to survive in free-market competition and economic globalization, both between cooperatives and other forms of business entities. In addition to maintaining its survival, cooperatives need to strengthen their existence and position in the national...

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character of educational practices applied at school, not only educating the real character of the students' but their virtual life as well. In this case, the role of teachers and schools is crucial in establishing students' attitudes...

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### Proceedings Article

## The Language Acquisition of A Two-Year-Old Girl "Aline"

Hanisah Hanafi, Silvana Hasan, Dewi Kusumaningsih

One point of view from language acquisition is how children get their language for the first time. This stage has a unique process before having a complete language. It can be seen from the words produced, which are different from adults. A two-year-old little girl shows the uniqueness of acquiring language....

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## AHP Application to Determine Priority of Sustainable Tourism

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## Learning Democracy in Learning the Skill of Playing Drama Characters

Hari Sunaryo

Learning democracy is a spirit developed in learning events by giving students the freedom and opportunity to carry out learning activities responsibly. The purpose of this study was to obtain a description of the implementation of learning democracy. This study aims to analyze learning democracy in...

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## Servant Leadership: A New Model of Service at University?

Harnida W. Adda, Niluh Putu Evvy Rossanty, Wiri Wirastuti, Zeylo Auriza

The purpose of this study is to relate servant leaders' attributes in university. As construction of leadership behavior that is multidimensional and unique

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## *Makayaklo* Cultural Knowledge of the Islands Farmers' Survival in Kida Village, Tameti Island, North Maluku (Hermeneutics-Phenomenology Perspective of Paul Ricoeur)

Harun Ahmad, Ali Badar

This paper explains the contradictory phenomena of the life of archipelago farmers in Kida Village, Tameti Island, North Maluku. At the macro level, they are helpless island farmers, left behind, isolated, marginalized, and underdeveloped in social, economic, political, and cultural perspectives. But...

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### Proceedings Article

## The Influence of Financial Ratios and Intellectual Capital on Financial Difficulties in Construction Companies

Hasanuddin, M. Risal, Muhammad Aqsa

The research aims to investigate the influence and relationship of financial ratios with the liquidity ratio indicators, leverage, profitability, activity, growth, and intellectual capital indicators with Human Capital, Structure Capital, and Customer Capital on financial difficulties (financial distress)...

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In Indonesia Mining Law, if mining activities occur without a permit, the act is a criminal offense regulated by Law Number 4 in 2009 concerning Mineral and Coal Mining. However, in empirical practice, there is a settlement of the case of unlicensed gold mining using legal instruments in the form of...

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## The Teacher's Strides for Assisting Students' Thought in Constructing Mathematics Argumentation

Herfa Maulina Dewi Soewardini, Hery Setiyawan, Suprihatien, Endrayana Putut Laksminto Emanuel

Playing a crucial role in motivating students that connecting with makes mathematics argumentation is a teacher's job. Some evidence that shows significant student commitment occurs more often in classrooms that centralized to the student. The teacher gathers with the students mutually share argumentation...

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The purpose of this study is to examine the influence of intrinsic motivation...

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## Reorienting Legal Education Under the Fourth Industrial Revolution

Ibnu Sina Chandranegara, Muhammad Ali

Throughout history, legal education in Indonesia has focused on developing theoretical concepts rather than developing problem-solving that lives in the community. Besides that, legal education in Indonesia still does not appear to be autonomous because it is still oriented towards the political system...

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## Problematics of Inclusive Schools at the Elementary School Level

AM Ichsan Anshory, Delora Jantung Amelia

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## Need Analysis of Hots-Based English Materials Development for the Ten Grade Learners of Coastal School in Bangka Selatan

Iful Rahmawati Mega, Rindu Handayani

This research investigates the need assessment of the ten grade learners of coastal school in Bangka Selatan regency, Bangka Belitung Islands Province, concentrating on HOTS – based materials need which aims to acknowledge the needs of HOTS – based materials development for senior high school students....

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## Cross Culture Effect: Virtual Media for Thai Native Speaker as EFL Students

Ike Dian Puspita Sari, Ahmad Lani, Ateekoh Khareng

In learning phonology, students study the characteristics of deep sound systems of English that makes it different from other languages. Furthermore,

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# Community Development in Indonesia: Contemporary Aspects of Culture

Ilona Pasteruk

The paper analyzes the superiority of collectivist and cultural values in nowadays Indonesia, the impact of a cultural factor on society's success, the possibility, and results of community development projects based on the cultural ground. To conduct the research, two parts of the country were compared:...

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### The Lempuyang Gajah [*Zingiber Zerumbet* (L.) Smith] Extract Supplementation in Broilers Feed to Suppress Foodborne Disease "Salmonellosis" for Consumers' Health Safety Effort

Imbang Dwi Rahayu, Wahyu Widodo, Adi Sutanto, Apriliana Devi Anggraini

The study aims to control Salmonellosis through the addition of *Z. zerumbet* extract in broilers feed. The experiment consisted of 5 treatments namely, T0 (standard diet), T1 (standard diet + infection of *S. enteritidis*), T2 (standard diet + infection of *S. enteritidis* + 0.33% *Z. zerumbet* extract), T3...

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## Wahyuni

This study aims to determine customer satisfaction on probiotic products plus Biofarm, the main factors of customer satisfaction on probiotic products plus Biofarm, and to determine customer attitudes towards the attributes of probiotic products plus Biofarm in Malang Regency. This research was conducted...

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### The Effect of Company Size, Systematic Risk, and Independent Commissioner on Intellectual Capital Disclosure

Intan Octaviani, Kartika Djati

This research aims to determine the effect of Company Size, Systematic Risk, and Independent Commissioner on the Disclosure of Intellectual Capital. The population in this research was banking companies listed in Indonesia Stock Exchange during the period of 2015 to 2018 for 4 years of research. The...

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Hot Spring tourist attraction in Sigi Regency, Central Sulawesi Province. It uses a questionnaire as a data collection tool that distributed to a total of...

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## The Implementation of the Right Paradigm Approach in Health Development Through the Public Participation in Healthy City Forum

Irma Sahvitri Lawado

The involvement of social elements in the development of the health sector is part of the complexity of human rights that should be fulfilled by the State. The implementation of the rights-based approach in health sector development is considered necessary, as it involves public participation in determining...

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## The Utilization of Apple Industrial Waste as a Hydroponic Nutrition Material to Increase Economic Value

Istiyono Kirno Prasetyo, Eny Dyah Yuniwati, M Adri Budi

Hydroponic cultivation requires nutrients to support plants' growth and development. One of the efforts is by looking for alternative nutrient resources. Therefore, the goals of this study are 1) To determine the effect of the dose of GN nutrition on the growth and yield of red lettuce (*Lactuca sativa*...

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## The Development of Communication Science Expertise Through Empowerment of Mindset, Mental Attitudes, Mentorship, and Communities

Joko Suryono, Nuryani Tri Rahayu, Titik Purwati

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## Profit Efficiency and Factors Affecting Indonesia Banking

Juliana Kadang, Surayya

Amid uncertain global economic conditions, Indonesian banks are showing a good Increase in performance based on increased profitability up to the end of 2019. This research measures the efficiency of profit using the Stochastic Frontier Analysis (SFA) by using the translog Alternative profit Efficiency...

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## Linking Interest, Ways of Learning, and English Learning Needs for Midwifery Students

Khoirul Anwar

Interest and ways of learning are nearly not ever an important alarm when analyzing English learning needs. Moreover, research on the relationship between interests, ways of learning, and learning needs has certainly not been checked in depth in forecasting English learning for Specific Purposes (ESP)....

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Lestari Setyowati, Sony Sukmawan, Ana Ahsana El-Sulukiyyah

This study is intended to describe 1) the students' overall ability in writing an opinion essay, 2) the students' reasons why environmental protection is important, and 3) the suggested actions to protect the environment as reflected in the students' essay. The design of the study was content analysis...

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## Implications of Amendment of Law Number 12 Year 2011 into Law Number 15 Year 2019 in the Process of Forming Regional Regulations

ALW Lita Tyesta, Amalia Diamantina

Law Number 15 Year 2019 about First Amendment to Law Number 12 Year 2011 concerning the Formation of Regional Regulations has brought changes in the process of establishing laws and regulations. The change is an additional one stage which was originally only five stages starting from planning to enactment,...

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## Social Movement as a Humanist Education of Muhammadiyah and Nahdlatul Ulama in Pamekasan

Maimun

Muhammadiyah and Nahdlatul Ulama' present as a unifier of the ummah in terms of religiosity and diversity. This presence is manifested in a variety of social movements in society. It's real and has benefits. Therefore, their existence is undeniable, both before Indonesia gained independence even more...

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Masiyah Kholmi

Good Governance is a necessity for every individual and organization, including Village Owned Enterprises. This research aims to analyze the principles of good governance of the Village Owned Enterprise of indicators of transparency, accountability, independence, and fairness. This research uses descriptive...

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## Myanmar Youth and Impact of English Language Proficiency Towards Job Grabbing

M. F. O. M.

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# The Impact of COVID-19 on Mental Health: Community Development and Psychological Interventions During a Crisis

Matthew Cant

COVID-19 has become a global pandemic which has caused disruptions in all walks of life. It has impacted the health of societies both physically, through infected individuals and the health-care systems trying to support them, and economically, as government interventions slow down business (especially...

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# Genetic Algorithm to Estimate Parameters of Indonesian Population Growth Model

Maya Rayungsari, Akhsanul In'am, Muhammad Aufin

In this study, the genetic algorithm is implemented to determine the most suitable growth models for Indonesian population data. The tested models are the simple models of Malthus and Verhulst. Parameters estimated in Malthus model include birth rate, death rate, and migration rate. Meanwhile,

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## Mentari Eka Wahyuni, Dwi Sulisworo

This study aims to develop a student worksheet based on guided inquiry to support physics learning, especially in experimental activities. This type of research is Development Research using ADDIE (Analysis, Design, Development, Implementation, and Evaluation) models. This research used descriptive analysis...

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Mimin Mintarsih, Lukman Mahdami

Naturally, humans have a desire to live orderly since they were born, as taught by God and outlined in the Holy Book. However, we live in a society where interests collide. The fundamental problem discussed here is law enforcement. This study aims to analyze the rule of law as it is expected to increase...

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quarantine. COVID-19 outbreak has attacked various regions in Indonesia; this has made both central and regional governments issued an appeal to avoid crowds and activities at home, including teaching and learning activities....

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### Content Analysis of SHS Mathematics Curriculum Based on Independent Learning

Moh. Mahfud Effendi

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Moh Ali Murad, Asriadi, Suryadi Hadi, Rahmat Mubaraq, Erwan Sastrawan, Familia Zahra

This study aims to identify the characteristics of undergraduate students using online learning during the COVID-19 pandemic. The methodology in this study uses primary and secondary methods to obtain an in-depth understanding of the problems encountered during online learning. The primary method includes...

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# Retirement Age Disparity for Private Worker and State Civil Apparatuses in Indonesia

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***Abstract.* Retirement is an essential change in the development of workers' lives. Retirement is marked by changes in circumstances, namely reduced income and social psychological problems. Indonesian Law No. 13 of 2003 concerning Employment does not specify a retirement age limit. The regulation instead states that age can be specified in work agreements, company regulations, collective work agreements, or statutory regulations. Meanwhile, the retirement age of the State Civil Apparatus is regulated in Indonesian Law Number 5 of 2014 concerning the management of the State Civil Apparatus. The problems examined in this study are the legal disparity in retirement age between private workers and the State Civil Apparatus and the resolution to minimize the disparity. This research is a qualitative descriptive using an empirical juridical approach.**

***Keywords:* retirement, disparity, workers, state civil apparatus**

## INTRODUCTION

Retirement is a period experienced by those whose age is considered unproductive; had dedicated their lives to work in a company or government agency; have stopped working and are starting to enjoy old age. For most workers, entering retirement age is not a pleasant thing when the company does not provide severance pay, years of service appreciation money, and compensation money as stipulated in Article 156 paragraph (2), Article 156 paragraph (3) and Article 156 paragraph (4). This means that workers entering retirement generally experience psychological and health deterioration. [1], [2] In Finland, the minimum retirement age is 63 years. Middle-income workers who are entering retirement experience the impact of retirement on their declining health and may even have heart disease [3], [4]. Retirement is one of the terminations of employment activities that often

occur in an employment relationship in industrial relations. According to Indonesian Law Number 13 of 2003 Chapter I Article 1 paragraph (25) concerning Employment states:

“Termination of employment is the termination of employment due to a certain matter that results in the termination of rights and obligations between workers/laborers and employers.”

Matters concerning termination of employment are explained in Chapter XII of Article 150 - Article 172 which applies to business entities that have legal entities or not, businesses owned by individuals, partnerships or those of private and state legal entities and social businesses and other businesses that have management and employ people by paying wages and rewards in other forms. There are two types of Termination of Employment, which are classified in Indonesian Law Number 13 of 2003 concerning Employment. First, voluntary employment termination. Termination of employment is categorized as voluntary if there is a termination due to the wishes of the worker by resignation. Second, termination of employment due to "FORCED" conditions by the Termination of Employment Clause in Indonesian Law Number 13 of 2003 concerning employment, causing employment termination. This situation is due to disciplinary action, efficiency, and retirement. Therefore, this type of termination of employment is called involuntary termination of employment. In Indonesian Law Number 13 Of 2003 concerning employment, it can be found regarding retirement age in terms of termination of employment where the arrangements are in Articles 150 through 170, while the clarity of rules regarding retirement is contained in Article 154 which reads:

"The stipulation as referred to in Article 151 paragraph 3 is not necessary in the case of the worker/laborer reaches retirement age under the provisions in the work agreement,

company regulations, collective labor agreements, or statutory regulations; or (letter c), the worker/laborer dies (letter d)."

Meanwhile, Article 151 paragraph (3) explains the position of the occurrence of Termination of Employment, which cannot be avoided. This condition is regulated in paragraph 2 of the same Article. The following are contents of Article 151 paragraph (1), Article 151 paragraph (2) and Article 151 paragraph (3):

"(1). employers, workers/laborers, trade unions/labor unions, and the government, with all efforts, must strive to avoid termination of employment.

(2). if all efforts have been made, but termination of employment is unavoidable, the purpose of termination of employment must be negotiated by employers and trade unions or with workers/laborers if the worker/laborer concerned is not a member of a trade union/labor union.

(3) in the case of negotiations as referred to in paragraph (2) does not produce an agreement, the employer can only terminate the employment relationship with workers/laborers after obtaining a decision from the industrial relations dispute resolution agency.

Article 149 letter d junto 151 paragraph (3) of the Indonesian Employment Law has made it clear that in the event of termination of employment, the employer can only terminate employment with workers/laborers after obtaining a decision from the industrial relations dispute resolution agency. Lely Siregar, SH, MH. The Coordinator of the Civil Service Investigator in East Java Manpower and Transmigration Office stated:

"However, this stipulation is not required, one of which, in the case of workers/laborers reaching retirement age, is regulated in work agreements, company regulations, collective labor agreements, or statutory regulations. This shows that Indonesian Law number 13 of 2003 has provided legal protection for workers who have entered retirement. However, there are still significant problems because there is no firm regulation on the age limit. Thus, other legal facilities are needed that must regulate so as not to become a debate and even cases of termination of employment disputes that currently still occur due to the 'weakness' of the retirement age limit."

It can be a weapon for both parties, especially employers, to avoid the obligation to pay

compensation for retirement costs that must be paid to workers entering retirement. From this condition, it can be concluded that the form of legal protection for workers entering retirement age in private companies does not exist. However, the determination of the retirement age limit can be based on the prevailing customs in the company or based on the legislation regarding rights related to retirement. In contrast, in the United States, the retirement age of workers is determined by the type of work in 38 states or according to the position of work in that state. The composition of work concerning retirement age has two prerequisites, namely: (1) intrinsic characteristics of each occupation, physical or knowledge; and (2) varied job distribution in 38 states [5].

This condition is different from the application of workers/employees known as the State civil apparatus working for the state. The retirement period or better known as retirement is regulated very clearly in Indonesian Law Number 5 of 2014 concerning State Civil Apparatus, Article 87 paragraph (1) of the following State Civil Apparatus Acts:

"(1) Civil Servants are honorably dismissed because:

- a. Demise,
- b. A personal request,
- c. Retirement age limit,
- d. Streamlining organizations or government policies that result in early retirement, or
- e. Physically or spiritually incapable resulting inability to carry out their duties and obligations."

This phenomenon raises problems, namely: How is the legal disparity and efforts to minimize retirement age disparity between private workers and the State Civil Apparatus in Indonesia?

## **METHOD**

This research was a qualitative descriptive study with an empirical juridical approach because it referred to legislation, specifically the Indonesian Employment Law. Data collection procedures were carried out by collecting primary and secondary legal materials. Processing and analysis of legal materials were carried out to analyze labor laws, Indonesian Government Regulations, and international journals related to employment, which were then analyzed by the primary matter.

## **RESULT & DISCUSSION**

The rules for the retirement of Civil Servants in more detail are regulated in Article 239

Indonesian Government Regulation Number: 11 of 2017 concerning Management of Civil Servants, namely:

1. Civil servants who have reached the retirement age limit are honorably dismissed as civil servants.
2. The retirement age limit as referred to in paragraph (1), namely:
  - a. 58 (fifty-eight) years for administrative officials, junior functional expert officials, first functional expert officials, and skill functional
  - b. 60 (sixty) years for high-ranking officials and middle-ranking functional officials and
  - c. 65 (sixty-five) years for civil servants who hold key expert functional officials.

### **Retirement and Old-Age Benefits**

State Civil Apparatuses who have stopped working are entitled to Pension and old-age benefits under Indonesian Law. This Pension and old-age benefits are provided as a protection for the continuity of old age income, a right, and appreciation for employee service. Retirement and old-age benefits are provided through national social security programs [6]. Funding for Pension and old-age benefits for the State Apparatus comes from the government as the employer and the contributions of the State Civil Apparatus concerned. Abdullah, SH., manager of Human Resources Development PT Jacobis stated:

“Pension guarantees are given to the State Civil Apparatus who are dismissed due to demise; resignation at own request for those who are over 45 (forty-five) years old and have worked for more than 20 (twenty) years; affected by streamlining organization or government policies; inability to work in any position because of physical and/or spiritual conditions.”

### **Honorable Dismissal at Own Request**

The State Civil Apparatus resigning will be honorably dismissed as State Civil Apparatus. Requests for resignation can be delayed for a maximum of 1 (one) or if the relevant State Civil Apparatus is still needed for official purposes. Deny, chairman of the work unit representative of the All Indonesia Workers Union Federation CV. Profile states:

"Requests to stop working from employees can be rejected due to several reasons, namely being in the process of trial for allegedly committing criminal offenses; violating the discipline of the State Civil Apparatus, or are filing administrative appeals because they were disciplined."

They can resign honorably at their request and are entitled to retirement benefits. Indonesian Government Regulation Number 11 Of 2017 shall come into force on the date of promulgation, which is 7 April 2017. That is, this Indonesian Government Regulation has been in effect without waiting for the technical rules to be published. Until now, there are no technical provisions regarding the honorable dismissal of the State Civil Apparatus at its request.

It can be concluded that there is a very significant disparity regarding the implementation of employee pensions based on Indonesian Law Number. 13 of 2003 concerning “employment,” in which the worker has legal protection, albeit less explicitly, to undergo retirement according to the age limit stipulated in other provisions either in employment agreements, company regulations, collective labor agreements and or other legal provisions, including customs existing in legal entities/institutions/companies as employers.

Meanwhile, the state civil servants or Civil Servants (PNS) have a clearer and more firm legal umbrella related to the regulation of retirement, even early retirement. A 45-of-old civil servant who has a 20-of service term can apply for a pension. Significant differences also occur in pension compensation. From the results of the above analysis, it can be concluded that there is a very striking DISPARITY in both. Of course, it will not be excessive if these conditions have occurred for a long time and can result in an imbalance in social status and bring about disparities in both the Law, pension compensation, and social relations between private workers and the State Civil Apparatus.

The state must play a significant role in minimizing DISPARITY by maximizing the authority of the Indonesian Department of Manpower to order each company to register work agreements, company regulations, or collective labor agreements. This process will be more productive with a mechanism whereby the “Office of Manpower” prepares and standardizes work agreements and verifies the registration of company regulations or collective labor agreements that will be used by employers to workers. Supposedly, in one of the clauses in a work agreement, company regulations, or standardized work agreement, there must be rules governing pensions and retirement age limits and serve as Technical and Implementation Guidelines. Thus, the supremacy of the rules regarding pensions and the retirement age limit can be enforced and will automatically minimize violations and disputes over employment relations so that the state’s goal of creating harmonious industrial relations can be realized.

This research is in line with research conducted by Mounir Rached Prashed (2012) in Lebanon on social security and pensions. In Lebanon, retirement age is extended to 65 years, and retirement age depends on the type of work. This regulation was made to create an element of justice because not all types of work require high expertise or knowledge. Thus, for the type of work that does not require high expertise and requires strength of workers have a shorter retirement age compared to jobs that require high expertise.

In Lebanon, benefits for workers entering retirement age are provided in the form of "Pension" and health. In this case, the ministry of finance is responsible for the pension scheme, and the minister of health is responsible for the health insurance component [7] This research is also in line with D.U's and Wang Meiyuan, in 2010 in China. China made a policy to extend the retirement age, especially for workers in urban areas. The policy considerations for extending the retirement age are based on a large number of elderly workers and the high unemployment rate. Thus, the extension of the retirement age is done by hiring elderly workers to work in the informal economy sector [8]

#### CONCLUSION

Article 149 letter d junto 151 paragraph (3) of Indonesian Law Number 13 of 2003 concerning Employment does not specify a retirement age limit. Instead, the retirement age limit is stipulated in work agreements, company regulations, collective work agreements, or other laws and regulations. "The Indonesian Department of Manpower" has the right to refuse registration of company regulations and collective labor agreements if they do not include pension and retirement age requirements.

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