

CERTIFICATE

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The International Conference on Economics and Business Issues

*"Insight and Lessons learned from Developing countries: An alternative
Economics Paradigms for Development"*

January 11th, 2023 in Antananarivo, Madagascar



RAKOTOARISOA M. FENITRA PH.D
ASTA RESEARCH CENTER



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EXECUTIVE DIRECTOR, ISCAM

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Proceeding

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An Alternative Economics Paradigms for Development."*

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PREFERENCE

Dear Colleagues,

We are really grateful that the International Conference on Economics and Business Issues ICEBI 2023 being held successfully on January 11, 2023 by ASTA Research Center, with hybrid conference via zoom & ISCAM Business School, Madagascar.

We have to render our greatest appreciation to all parties who have helped organized and carried out this event with the best quality, comfort, and precision. To our participants, please accept our warmest greetings, since it is our great pleasure and honor to have all of you to participate in the conference. We are delighted to have all of the distinguished scientists and researchers for contributing their research and encouraging us all to learn more with the presentation and discussion session.

We also would like to extend an especially warm welcome to our distinguished speakers Silas Oghenemaro Emovwodo Ph.D. (Cand), from Faculty of Art and Social Science, Universiti Darussalam, James Kalimanzila Ph.D. (Cand) HR Officer and Analysts, Ministry of Water, Tanzania, Sanju Kumar Singh Ph.D. from Tribhuvan University Kathmandu, Nepal, Dr. Hajaina Ravoaja from ISCAM Business School, Madagascar and Syed Alamdar Ali Shah Ph.D from Universitas Airlangga, and the moderators Joseph Remir Eklo, from Universitas Perthanan Indonesia and Rakotoarisoa Maminirina Fenitra Ph.D. Chairman of ASTA Research Center. We feel thankful for their willingness in taking the time to contribute and share their expertise and experience to this conference that have enriched our knowledge in this field.

The the International Conference on Economics and Business Issues ICEBI 2023 with the theme *“Insight and lesson learned from Developing Countries: An Alternative Economics Paradigms for Development”* has an important meaning because it is in line with the development of An alternative framework for economic development and pandemic economic recovery that needs to be studied.

This proceeding contains a collection of extended abstracts containing the essence of the researchers' thoughts which are expected to contribute to the scientific field. The topic of this conference is economics and business area. These topics are manifested in the presented papers by the scholarly work from all of the researchers from the education, practice, and government field. We sincerely hope that these proceedings and the conference, in particular, will grant benefits to all of the participants and also the readers. Especially as a reference for further Islamic finance and economics development in Indonesia and all over the world. We welcome and will receive any suggestions and constructive feedback to improve the organizing strategy for the betterment and development of our conference.

Antananarivo, January 11th 2023

The ICEBI 2023 Committee

ASTA RESEARCH CENTER

ASTA Research Center is an independent institution for research and economics and business policy studies. Our scope of work covers a wide range of socioeconomic and environmental issues, primarily from the perspective of poverty. We produce research-based evidence to support policymaking and decision processes and evidence-based. We focus on both applied and fundamental research.

Besides, we build collaborative networks among researchers, lecturers, scholars, and practitioners globally for the realization of knowledge acceleration and to contribute more to society and humanity. Our aim is to provide a good research ecosystem and platform for researchers to share, discuss, and disseminate their ideas. In addition, it helps you to improve your research and contribute to the knowledge. Therefore, creating social value and impact is our priority.

Research and publication cannot be seen as a separate part. Otherwise, we should take both as a comprehensive program. Moreover, the quality of the paper is the biggest concern for publication. To achieve the Organization/University/ Institution goal, we provide some agendas that can support you in research and publication enhancement. Some of the prominent agendas are:

1. International Conferences: It aims to create a "tipping point" of opportunities for participants to disseminate their research globally and have reputable scientific publication output.
2. Scientific and Academic Writing Coaching Clinics: It aims to provide a targeted and intensive learning strategy for publishing papers in high-impact Scopus/ WOS international journals.
3. Workshops: It aims to provide a vibrant learning forum to enhance the author's capability of scientific writing skills and the manuscript's quality.
4. Learning and Knowledge Sharing Programs: It aims to provide the best practice and guide from the experts, editors, and publishers' perspectives in research and publication enhancement.
5. Social Programs: It aims to empower and encourage society to share the value of creating an impactful program with us.
6. ASTA Research center welcome all individuals, organizations/institutions (universities, governments, and private sectors) to be part of our global research ecosystem.
7. Conducting applied research for government, investors, and organization and provide consulting services and recommendation for decision and policy making process.

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The Effect Of Human Capital, Hope, And Work Engagement On Employee Task Performance

Juliansyah Noor

STIE La Tansa Mashiro, Indonesia

*Corresponding: hajaina.r@iscam.mg

Abstract

This thesis aims to examine the relationship between human capital, hope, work engagement and employee task performance. This thesis intends to answer what human capital, hope, and work engagement influence employee task performance. This thesis used a random sample of 125 employees from a large manufacturing company in Banten to test our hypotheses. Exploratory and confirmatory factor analyses were conducted to determine the human capital in the context of a manufacturing firm. We performed multiple linear regression analyses to examine the proposed model. The results of this thesis indicate that human capital and hope positively influence the work engagement and employee task performance. Furthermore, work engagement direct effect employee task performance. Therefore, human capital and hope explain work engagement leads to employee task performance. This thesis contributes to change management and the human resource literature by identifying and operationalizing human capital and hope as predictors of work engagement and employee task performance. Furthermore, work engagement as a predictor of employee task performance, this thesis provides a new perspective to look at the task performance relationship in the change process.

Keywords: Human capital; Hope, Work engagement; Employee task performance



THE IMPACT OF HUMAN CAPITAL, HOPE, AND WORK ENGAGEMENT ON TASK PERFORMANCE

Juliansyah Noor

Dandi Sudiana

STIE La Tansa Mashiro, Banten, Indonesia





INTRODUCTION

- Task performance is an issue that is not only understood by companies around the world but has also triggered many studies in the fields of management, occupational health, and occupational psychology and organizations.
- Task performance assessment focuses on an objective measure of work productivity (such as the number of days absent, the number of specific actions, or the output stored in the records of the organization) or on the subjective assessment of the quantity and quality of work of the employee himself, colleagues or supervisors





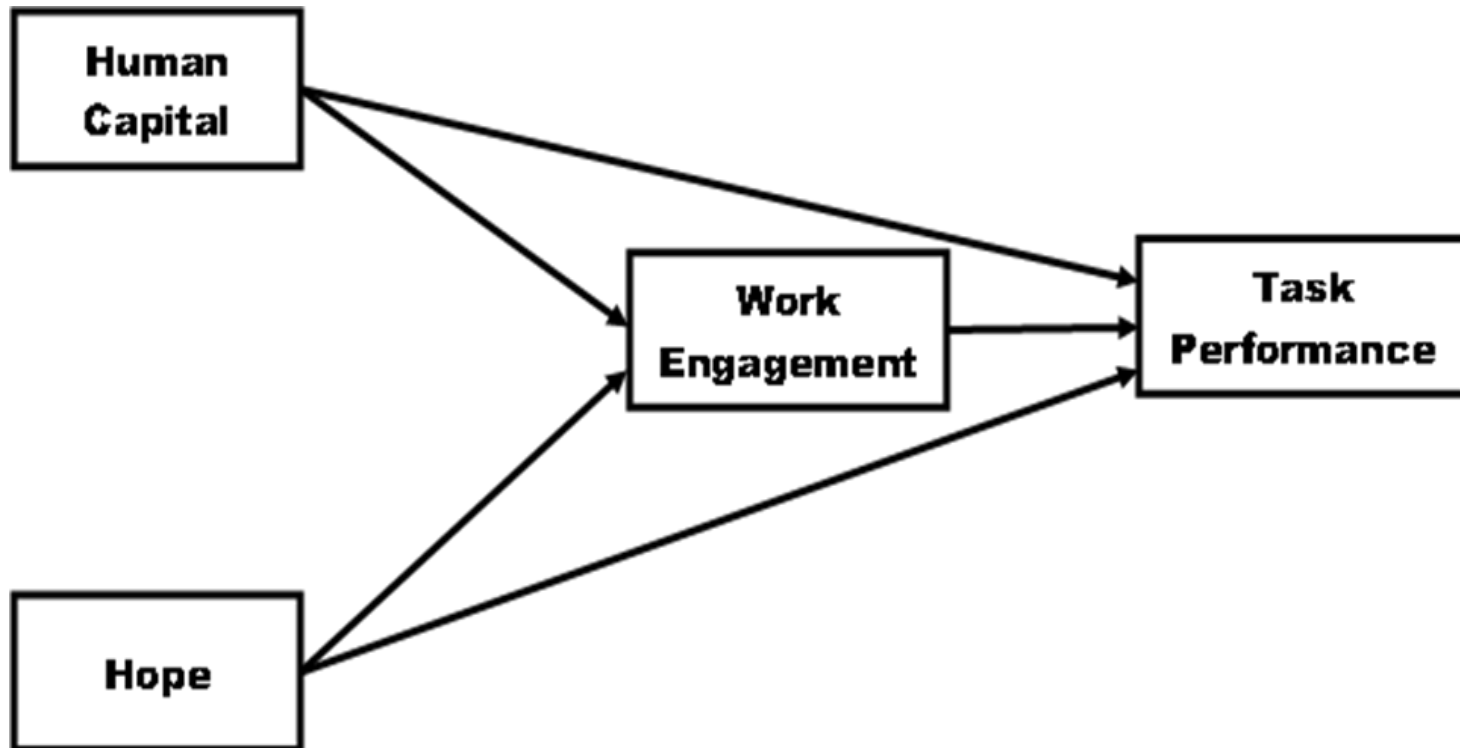
Research Problem

Businesses and industries spend billions to improve task performance through on-the-job training (Griffin, Phillips, & Gully, 2020). In Australia, almost 40% of entrepreneurs intend to increase the amount spent on training and development (The Australian Industry Group, 2020), while in Indonesia "the industrial human resources (HR) development budget 2020 to IDR 1.07 trillion from IDR 941.6 billion. The increase is needed to achieve the target of one million competent workers by 2020 according to the needs of the industrial world. The 2020 budget allocation for human resources development is insufficient, so it is hard to implement." (Fitriani, 2021).





Research Model





Research Question

This study examines the influence of human capital and hope on company and employee outcomes by answering the accompanying questions:

RQ1. Does human capital impact task performance?

RQ2. Does hope impact task performance?

RQ3. Does human capital impact work engagement?

RQ4. Does hope impact work engagement?

RQ5. Does work engagement impact task performance?



Objective

The objective of this study is:

- OB 1. To examine and analyze the impact of human capital on task performance
- OB 2. To examine and analyze the impact of hope on task performance
- OB 3. To examine and analyze the impact of human capital on work engagement
- OB 4. To examine and analyze the impact of hope on work engagement
- OB 5. To examine and analyze the impact of work engagement on task performance





LITERATURE REVIEW

(I)

Chowdhury et al. (2014) urge there is positif relationship between human capital and task performance. This means that the increase in human capital of employees, the employees task performance of manufacturing companies in Banten Province will increase positively.

Alarcon, Bowling, dan Khazon (2013) state that hope has consistently been positively associated with task performance. This means that the increase in employee hope, the employee task performance of manufacturing companies in Banten Province will increase positively.





LITERATURE REVIEW (II)

Rich, Lepine, & Crawford (2010) focus there is positive relationship between work engagement and task performance. This means that the increase in work engagement, the employee task performance of manufacturing companies in Banten Province will increase positively.

Xanthopoulou et al. (2008) confirm the positive relationship between human capital (“training, development, and learning opportunities”) and work engagement. This means that the increase in human capital, the work engagement of manufacturing companies in Banten Province will increase positively.





LITERATURE REVIEW (III)

Snyder (2002) says confirm the positive relationship between hope and work engagement. This means that the increase in hope, the work engagement of manufacturing companies in Banten Province will increase positively.





METHODOLOGY

In this research a cross sectional survey was conducted in 25 distinct enterprises in an manufacturing (construction, steel manufacturing, and pipe manufacturing) in Banten Province. For that reason an open ended questionnaire has been set in five point likert scale to get more accurate and reliable opinion from the respondents to evaluate the human capital, hope, work engagement, and task performance level. The ratings were as follows: “1 = strongly disagree,” “2 = disagree.” “3 = neutral.” “4 = agree,” “5 = strongly agree.” There are 56 manufacturing company in Banten. We select 25 manufacturing company to collect our primary data.





Measurement (1)

Task Performance (TP). The manufacturing employees' respondents to four item rating to what extent they are engaged in TP (Williams & Anderson, 1991), a sample item is "employees simply complete the assigned task." ($\alpha = .91$).

Human capital (HC). The manufacturing employees' respondents to four item rating to what extent (Kuvaas & Dysvik, 2009), a sample item is "my organization invests more in employee development." ($\alpha = .85$).





Measurement (2)

Hope (HP). The manufacturing employees' were asked to describe "I have many way to get thing in my life" in responding to four item of Snyder (2002). ($\alpha = .83$).

Work engagement (WE). The four items WE scale of Rich et al. (2010) were employ to ask manufacturing employees' example "at the workplace, I pay a lot of attention to my task". ($\alpha = .94$).





RESULTS

(I)

Human capital, hope, and work engagement on task performance

Path analysis indicated that human capital, hope, and work engagement variable are related to task performance and contributed a total of 67% of the variance in task performance ($R^2 = .67$, $F(1, 179) = 72.14$, $p < .000$). There was a positive and significant relationship between human capital and task performance ($\beta = .32$, $t = 4.70$, $p < .00$); thus, Hypothesis 1 was supported. Thus, the increasing the perception of human capital will improve the levels of task performance.





RESULTS (II)

Human capital, hope, and work engagement on task performance

There was a positive and significant relationship between hope and task performance ($\beta = .30$, $t = 3.26$, $p = .00$); hence, Hypothesis 2 was supported. It can be predicted that the more employees feel have hope with their employment status, the more they are performed with their task. There was a positive and significant relationship between work engagement and task performance ($\beta = .23$, $t = 3.76$, $p = .000$); hence, Hypothesis 5 was supported. It can be summarized that the more employees involve the work engagement in the workplace the level of task performance will be improve.





DISCUSSION (I)

We integrate human capital theory (G. Becker, 1964) and hope theory (Snyder, 2002) with task performance theory through the direct mechanism of work engagement theory, employing COR theory (Hobfoll, 1989) as an overarching theory. HC and hope, in line with our expectations, are our employee resources that are not only favorably related to work engagement but also enhance it, resulting in an increase in task performance.





DISCUSSION (II)

Furthermore, work engagement is positively related to work engagement, lending support to COR theory's second tenet that employees use their energies strategically to address job performance requirements (task performance first, work engagement second) in order to protect themselves from resource loss. This finding lends credence to the work engagement theory of multiple-role duties. Human capital and hope, as expected, were considerably but positively connected with work engagement. According to the findings, human capital improves work engagement.





CONCLUSION AND LIMITATION

We proposed to study the direct effect of hope and human capital, hope, and work engagement on task performance using COR theory. Organizations benefit directly from human capital and hope in terms of improving employee engagement. Human capital and hope both increase work engagement. These findings suggest that if firms want highly engaged employees, they should invest in acquiring, developing, and retaining people with high levels of human capital and hope. Future studies could look at which COR resources, out of several, assist the most to explain work engagement.





Q AND A

