

**International Conference on
Society of Business, Economics,
Social Science & Humanities**

BESSH-2016



**May 11-12, 2016
Singapore**



ACADEMIC FORA
www.academicfora.com

CONFERENCE PROCEEDINGS

BOOK OF ABSTRACT BESSH-2016

**International Conference on
“Business, Economics, Social Sciences and Humanities”
(BESSH-2016), Singapore**

Book of Abstracts Proceedings

**International Conference on
“Business, Economics, Social Sciences and Humanities”
(BESSH-2016)
Singapore**

Office Address:

M2-17-01 Tower 2, Level 17 8trium

Bandar Sri Damansara,

52200 Kuala Lumpur, Malaysia

Contact: (+6) 03 6735 6566

Email: contact@academicfora.com

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior written permission of the publisher. Applications for the copyright holder's written permission to produce any part of this publication should be addressed to the publisher.

Proceedings of the International Conference on
“**Business, Economics, Social Sciences and Humanities**
(BESSH-2016)”

ISBN: 978-969-670-448-5

Disclaimer

Every reasonable effort has been made to ensure that the material in this book is true, correct, complete, and appropriate at the time of writing. Nevertheless the publishers, the editors, and the authors do not accept responsibility for any omission or error, or for any injury, damage, loss, or financial consequences arising from the use of the book. The views expressed by the contributors do not necessarily reflect those of the Academic Fora.

TABLE OF CONTENTS

ORGANIZING COMMITTEE	V
CONFERENCE PROGRAM COORDINATOR MESSAGE.....	VI
CONFERENCE PROGRAM	VII
LIST OF CONFERENCE ATTENDEES	X
TRACK A: BUSINESS, ECONOMICS, SOCIAL SCIENCES & HUMANITIES	12
1. THE EFFECTS OF HIGH PERFORMANCE WORK SYSTEM ON EMPLOYEE ATTITUDES: A STUDY OF INTERNATIONAL ORGANIZATION	13
2. GLOBAL JUSTNESS AND INTERNATIONAL LAW	14
3. THE EFFECTS OF ENERGY CONSUMPTION AND INSTITUTIONAL QUALITY ON TURKISH MANUFACTURING SECTOR: 1995-2013.....	15
TRACK B: MEDICAL, MEDICINE AND HEALTH SCIENCES	16
4. CONTRIBUTION OF INDIVIDUAL FINGER FORCE IN SUBMAXIMAL CONTRACTION.....	17
TRACK C: ENGINEERINGS & TECHNOLOGY, COMPUTER, BASIC & APPLIED SCIENCES.....	18
5. IMPROVING THE SURVIVAL RATE OF LAND HERMIT CRABS THROUGH SHELL ECOLOGY.....	19
FUTURE EVENTS.....	20

**International Conference on
“Business, Economics, Social Sciences and
Humanities Singapore”**

Venue: Hotel Grand Pacific Singapore

ORGANIZING COMMITTEE

1. Mr. Metha Shahi

Conference Coordinator

Email: Metha.shahi@gmail.com

2. Ms. Ani Wahyu

Conference Coordinator

Email: aniwahyu@academicfora.com

3. Mr. Metin Gurani

Conference Coordinator

Email: metin@academicfora.com

4. Ms. Grace Ooi

Conference Coordinator

Email: grace@academicfora.com



CONFERENCE PROGRAM COORDINATOR MESSAGE

Ms. Grace Ooi

International Conference on Business, Economics, Social Sciences & Humanities serves as platform that aims to help the scholarly community across nations to explore the critical role of multidisciplinary innovations for sustainability and growth of human societies. This conference provides opportunity to the academicians, practitioners, scientists, and scholars from across various disciplines to discuss avenues for interdisciplinary innovations and identify effective ways to address the challenges faced by our societies globally. The research ideas and studies that we received for this conference are very promising, unique, and impactful. I believe these studies have the potential to address key challenges in various sub-domains of social sciences and applied sciences.

I am really thankful to our honourable scientific and review committee for spending much of their time in reviewing the papers for this event. I am also thankful to all the participants for being here with us to create an environment of knowledge sharing and learning. We the scholars of this world belong to the elite educated class of this society and we owe a lot to return back to this society. Let's break all the discriminating barriers and get free from all minor affiliations. Let's contribute even a little or single step for betterment of society and welfare of humanity to bring prosperity, peace and harmony in this world. Stay blessed.

Thank you.

Ms. Grace Ooi

Program Coordinator

Email: grace@academicfora.com

BESSH-2016

CONFERENCE PROGRAM

DAY 01 Wednesday (May 11, 2016)

Welcome Reception & Registration

9:00– 9:30 am

Opening Ceremony (09:30 – 10:00 am)

Venue: Room 1

09:30 am – 9:40 am	Introduction of Participants
09:40 am – 9:50 am	Welcome Remarks – Ms. Santi Rahmawati –Conference Coordinator Academic Fora
09:50am – 10.00 am	Group Photo Session

Grand Networking Session and Tea Break (10:00– 10:30 am)

DAY 01 Wednesday (May 11, 2016)

Session 1 (10:00 am – 12:00 pm)

Venue: Room 1

Session Chair: Gyrae Tack

Track A: Business, Economics, Social Sciences & Humanities

SGS-256-106	The Effects of Energy Consumption and Institutional Quality on Turkish Manufacturing Sector: 1995-2013	Senay SARAC
SGS-256-103	Global Justisness and International Law	Umut KEDIKLI
SGS-256-102	The Effects of High Performance Work System on Employee Attitudes: A Study of International Organization	Dr.Yousif El-Ghalayini

Lunch Break (12:00-01:00pm)

DAY 01 Wednesday (May 11, 2016)

Session 2 (01:00 pm – 02:30 pm)

Venue: Room 1

Session Chair: Dr. Yousif El-Ghalayini

Track B: Engineering & Technology, Computer, Basic and Applied Sciences

SGE-256-101	Improving the Survival Rate of Land Hermit Crabs through Shell Ecology	Rory Anthony Hutagalung
-------------	------------------------------------------------------------------------	-------------------------

&

Track C: Medical, Medicine and Health Sciences

SGM-256-102	Contribution of Individual Finger Force in Submaximal Contraction	KyeongHee Choi
-------------	-------------------------------------------------------------------	----------------

Closing Ceremony

LIST OF CONFERENCE ATTENDEES

The following Scholars/ practitioners/educationist who don't have any paper presentation, however they will be attending the conference as delegates & observers.

Sr. No	Official ID	Name	Affiliation Details
1	SGE-256-107A	Gyerae Tack	Konkuk University, Korea

DAY 02 Thursday (May 12, 2016)

City Tour and Shopping Day

All respective guests are free to conduct their own sightseeing and tour. The second day of the event is reserved for this memorable purpose.



**TRACK A: BUSINESS, ECONOMICS, SOCIAL
SCIENCES & HUMANITIES**



The Effects of High Performance Work System on Employee Attitudes: A Study of International Organization

Yousif El-Ghalayini*

Australian College of Kuwait, Kuwait

Abstract

In the last three decades, a growing body of research has suggested that using a mix or system of human resources management (HRM) practices would lead to superior organizational performance. These practices (such as selective recruitment and hiring procedures, performance-based compensation systems, employee participation, and training and development) have been referred to as high performance work systems (HPWS) and originated from the study of strategic human resource management (SHRM), where researchers have examined the effects of adopting HPWS on organizational performance. Although there is a growing body of evidence demonstrating the effects of HPWS on organizational performance, there is less evidence evaluating the effects of adopting HPWS in international organization and particularly intergovernmental organization (IGO). IGOs, such as United Nations (UN), World Bank (WB), and International Monetary Fund (IMF), are international bodies serve different mandates and aim at maintaining global socioeconomic stability between member states' governments. Despite the increasing interest among IGOs managers in adopting HPWS, research in this unique organizational context lags behind which reveals significant gap in HRM literature. The results have shown different effects of the bundles of HPWS practices on organizational performance. The results are discussed in light of HRM theory to explore the importance of organizational context on the link between human resource management and organizational performance. The results raise issues about the universal applicability of HRM-performance research and have implications for the standardization of HRM policies and practices within intergovernmental organization.

Keywords: Human Resource Management, Intergovernmental Organization, High Performance Work Systems

*All correspondence related to this article should be directed to Yousif El-Ghalayini, Australian College of Kuwait, Kuwait
Email: y.ghalayini@ack.edu.kw



Global Justness and International Law

Assist. Prof.Dr. Umut Kedikli*
Karabuk University, Turkey

Abstract

It is a fact that nations have involved in conflicts that may lead to war with other nations, alleging various reasons to attain their goals, since 'nation states' began to take part as main actors in International Relations. This situation threatens the peace and security of the international communities in each period and prevents the domination of global peace. At this point to provide a conflict-free environment in international relations; the rule of law, implementing international law effectively, applying international legitimacy on government decisions and actions are important. If the states behave compatible with this, it will not cause a clash between the civilizations but, it will enable an approach that improves dialogue with different cultures and civilizations and the ideal of achieving global justice will be that much closer. In terms of international law, being both in the position of creating the rules and obeying them; in other words, in a society where the title of ruler and ruled are united on the same legal person, the legal function of the existing state would also be questioned if some people are not bounded by the state rules and if there is an inability to implement these rules. Yet to be able to talk about global justice, the law must have a certain power to impose itself against its creator. The aim of this study is to present the policies of the states who are the creator and implementer of international law; specially to study the policies of powerful states of the international community which undermine international law and answer the question of "How this Insecure international environment, which occurred as a result of these policies, can be brought to a more credible, democratic and equitable form?" Methodically, applications of the states that corrode International law and views on how to settle and strengthen the global justice will be studied and concrete applications on theoretical-practical level will be described in the context of these examples.

Keywords: Global Justice, International Obligation, Use of Force, United Nations

*All correspondence related to this article should be directed to Assist. Prof.Dr. Umut Kedikli, Karabuk University, Turkey
Email: umutkedikli@karabuk.edu.tr



The Effects of Energy Consumption and Institutional Quality on Turkish Manufacturing Sector: 1995-2013

Senay SARAC ^{1*}, Aykut YAGLIKARA ²
^{1,2}Bulent Ecevit University, Turkey

Abstract

Many studies deal with the effects of energy consumption and institutional quality on economic growth separately. However, in this paper we examine the effects of energy consumption and institutional quality on performance of the Turkish manufacturing sector between 1995 and 2013 simultaneously. Consumption of electricity, consumption of petroleum and consumption of gas are used to explain the energy consumption. Also, in order to measure the institutional quality, we use corruption perception index, economic freedom index and contract intensive money series is employed. Empirical studies that applied for many countries set out energy consumption and institutional factors have positive affect on economic growth. As a result of time series analysis, in this study we find consistent evidences with theory for Turkey using annual data from 1995 to 2013.

Keywords: Energy Consumption, Institutional Quality, Growth, Time Series

*All correspondence related to this article should be directed to Senay SARAC, Bulent Ecevit University, Turkey.
Email: senaysarac@hotmail.com



TRACK B: MEDICAL, MEDICINE AND HEALTH SCIENCES



Contribution of Individual Finger Force in Submaximal Contraction

Yong-Ku Kong¹, Sung-Yong Lee², Jun-Hyub Lee³, Kyeong-Hee Choi^{4*}

^{1,2,3,4} Department of Industrial Engineering, Sungkyunkwan University,
Suwon, Korea

Abstract

This study evaluated the contribution of individual fingers force to grip strength and described the pattern of contribution following the various force level. Individual finger forces were measured at 8 levels of force (5, 15, 25, 35, 45, 55, 65, 75% MVC). Participants repeated two times of each force levels. For the experiment, a total of 60 healthy adults (30 young adults, 30 elderly adults) were participated. As a result, the contribution of index was decreased as the force levels were increased from 5% to 75% MVC. On the other hand, the contribution of middle was showed increasing trend as the target force were increased. At the lowest target force level (5% MVC), the average contribution of the index finger to the total grip strength was the highest (37.5 %), followed by the middle (29.6%) and ring (23.6%) fingers. At the largest target force level (75% MVC), the highest contribution was founded at the middle finger (38.5 %), followed by the ring (27.1%) and index (25.1%) fingers. The result of this study might be used for designing hand tools and for developing the biomechanical models.

Keywords: Individual Finger Force, Contribution, Submaximal Contraction

*All correspondence related to this article should be directed to Kyeong-Hee Choi from Department of Industrial Engineering, Sungkyunkwan University, Suwon, Korea.

Email: kyungh7@naver.com



**TRACK C: ENGINEERINGS & TECHNOLOGY,
COMPUTER, BASIC & APPLIED SCIENCES**



Improving the Survival Rate of Land Hermit Crabs through Shell Ecology

Rory Anthony Hutagalung^{1*}, Yosef², Isdaryanto Iskandar³

^{1,2} Faculty of Biotechnology, Atma Jaya Catholic University of Indonesia

³ Faculty of Engineering, Atma Jaya Catholic University of Indonesia

Abstract

In addition to its success to evolve to land live, *Coenobita* is a unique and interesting pet as it has no complete exoskeletons and uses gastropod shells as to protect themselves. However, the artificial shell is at the same time an obstacle as the crabs has to adapt to the shell especially in terms of osmoregulation. The aim of this study was to improve the survival rate of hermit crabs (*Coenobita* sp.) in captivity through the ecological approach related to the artificial shell. The ability of the crabs to change the shell and their survival rate were analyzed by comparing natural shell change and human triggered shell change of *C. rugosus* and *C. perlatus*. Osmoregulation was analysed through water consumption (fresh and salt) and the osmoregulator was used to separate the healthy hermit crabs from the weak ones. *C. rugosus* had better ability to change its shell and had higher survival rate than *C. perlatus*. In terms of water consumption, *C. perlatus* consumed more water than *C. rugosus* did, especially when the salt water was available. Selector osmosis successfully separated strong hermit crabs (climbing hermit crabs) from the weak ones (submerging hermit crabs) as shown by their survival rates. Indeed, the survival rate was correlated with the separated groups and was not related species and media. The survival rate of the strong hermit crabs was significantly ($p=0.000$) higher than the weak one (95.0 ± 5.0 % compared to 79.4 ± 8.5 %).

Keywords: Land Hermit Crabs, Water Consumption, Osmoregulation, Shell Replacement, Survival Rate

*All correspondence related to this article should be directed to Rory Anthony Hutagalung, Faculty of Biotechnology, Atma Jaya Catholic University of Indonesia.
Email: rory.hutagalung@atmajaya.ac.id

FUTURE EVENTS

You can find the Details regarding our future events by following below:

Business, Economics, Social Science & Humanities (BESSH) Conferences:

<http://academicfora.com/buisness-conference-home/>

Engineering & Technology, Computer, Basic & Applied Science

<http://academicfora.com/engineering-conference-home/>

Medical, Medicine & Health Science

<http://academicfora.com/medical-conference-home/>

For Publication:

Publication@academicfora.com

VISION

“Our vision is to promote research excellence through networking Platform”

BESSH-2016 Singapore

**International Conference on
Society of Business, Economics, Social
Science & Humanities**

Organized By:



Academic Fora