

e-BRUNEI INTERNATIONAL CONFERENCE ON EDUCATION, SOCIAL STUDIES AND SCIENCES

2 SAFAR 1443

SEPTEMBER

**9
2021**

E-PROCEEDING

Virtual Online

**Organized by
Centre for Graduate Studies
University Islam Sultan Shari Ali**

**Collaborators:
University Sains Malaysia &
Universiti Mulawarman**



e-BRUNEI INTERNATIONAL CONFERENCE ON EDUCATION, SOCIAL STUDIES AND SCIENCES

SUB-THEME

Education, Economic, Finance, Management , Law, Islamic Studies, Halal Sciences,
Technology, and Agriculture



9 SEPTEMBER
2021



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



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FOREWORD

بسم الله الرحمن الرحيم
الحمد لله رب العالمين والصلاة والسلام على أشرف الأنبياء والمرسلين،
سيدنا محمد وعلى آله وصحبه ومن تبعهم بإحسان إلى يوم الدين

Marhaban dan Salam Mesra dari Pusat Pengajian Siswazah, Universiti Islam Sultan Sharif Ali, (PPS-UNISSA)

Mewakil pihak PPS, dan team Pengajian Siswazah daripada fakulti dan Pusat Akademik di UNISSA, sata ingin mengucapkan selamat datang dan bergabung kepada semua perwakilan Persidangan Antarabangsa Brunei dalam Pendidikan, Pengajian Sosial dan Ilmu Science 2021 (e-BICESS 2021), yang diadakan secara talian sesuai dengan Normal Baru pada 9 September dari Bandar Seri Begawan Brunei.

Tercetusnya e-BICESS pertama ini adalah hasil daripada undangan Universiti Mulawarman (UNMUL), Indonesia dan Universiti Sain Malaysia USM), Malaysia untuk menjadi rakan kejasama demi mewujudkan sebuah platform kepada ahli akademik, cendikiawan dan penyelidik untuk perkongsian ilmu, percambahan minda dan membina keintelektualan diluar batas kepakaran dan bidang masing-masing dengan peserta tempatan dan antarabangsa.

Menyambut baik idea penganjuran e-BICESS daripada rakan kerjama, kami turut mengundang dan berterima kasih kepada semua penceramah jemputan e-BICESS 2021 yang sudi meluangkan masa untuk menyertai acara ini serta mengongsikan keilmuan dan pengalaman mereka yang berharga. Melalui platform ini, kami berharap e-BICESS mampu menjadi wadah diskusi ilmu yang menarik dan terkini, selari dengan tema persidangan yang diangkat dalam bidang Pendidikan, pengajian social dan ilmu sains baik di dalam dan luar negara.

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Kami ingin menyampaikan setinggi-tinggi penghargaan dan ucapan terima kasih kepada semua peserta kerana telah sama-sama menjayakan persidangan ini dengan berkongsi ilmu dan bertukar pandangan melalui pembentangan kertas kerja dan perbincangan yang produktif.

Sekalipun PPS, dan UNISSA sendiri belum membukakan program Pendidikan secara khusus, namun program-program yang ditawarkan di Universiti ini setentunya tidak luput daripada menyentuh isu pendidikan yang merupakan asas dalam sebuah pengajian ilmu sosial dan sains. Justeru e-BICESS memfokuskan tiga tema utama untuk dibentangkan dalam makalah pada hari ini. Pertama, Pendidikan meliputi sub-tema Pengajaran dan Pembelajaran, E-Pembelajaran dan Pengajian Arab. Tema kedua mengenai Pengajian Sosial merangkumi sub-tema Ekonomi, Kewangan, Pengurusan, Perundangan dan Pengajian Islam. Sementara tema ketiga memfokuskan Ilmu Sains, dengan sub-tema mengenai Sains Halal, Teknologi dan Pertanian.

Akhir sekali, dirakamkan setinggi-tinggi penghargaan serta ucapan tahniah kepada jawatankuasa e-BICESS 2021 atas komitmen mereka dan kerjasama yang padu menjadikan acara ini dapat dilangsungkan dengan jayanya. Bersikap positif terhadap keperluan 'Normal Baru' telah memberi peluang kepada setiap yang terlibat dalam persidangan mod maya ini untuk memimba pengalaman dan menguji kemahiran masing-masing dalam penggunaan teknologi digital.

Ucapan terima kasih juga khas ditujukan kepada semua warga UNISSA dan pengurusan atas Universiti atas sokongan mereka dalam menjayakan persidangan ini. Kami berharap semua perwakilan mendapat manfaat daripada e-BICESS dengan berkongsi pengalaman dan pengetahuan yang luas lagi mendalam di kalangan penceramah dan peserta.

Terima kasih dan selamat bersidang kepada semua

وبالله التوفيق والهداية، والسلام عليكم ورحمة الله وبركاته

Dr Hajah Sri Rahayu @ Nurjanah binti Haji Dollah

Pengerusi e-BICESS & Pengarah Pusat Pengajian Siswazah (PPS)

UNIVERSITI ISLAM SULTAN SHARIF ALI

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JAWATANKUASA KERJA

Pengerusi

Pengarah

Dr Hajah Sri Rayahu @ Nurjanah binti Haji Dollah
Pusat Pengajian Siswazah, UNISSA

Timbalan Pengerusi

Timbalan Pengarah

Assoc. Prof. Dr. Naamane Djeghim
Pusat Pengajian Siswazah, UNISSA

Setiausaha Bersama

Dr Kamaru Salam bin Yusof
Dr Zeiad Amjad Abdulrazzak Aghwan
Nur Haazimah binti Zaini

Jawatankuasa Pengawas Sidang dan Pendaftaran

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Dr Norashikin binti Yusof
Dr Zeiad Amjad Abdulrazzak Aghwan
Dr Cecep Soleh Kurniawan
Awang Muhammad Khairul Hidayatullah bin Haji Basir
Dr Kamaru Salam bin Yusof

Jawatankuasa Penilai Kertas Kerja dan Rapporteur

Dr Kamaru Salam bin Yusof

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Dr Haji Mohammd Abul Fadle bin Haji Maidin @ Mohiddin
Dayang Julia binti Radin
Siti Nur Zuhaidah binti Haji Abdullah
Siti Nurul Bazilah binti Haji Mohaimin

Jawatankuasa Jemputan dan Penyertaan

Nur Haazimah binti Zaini

Jawatankuasa Multimedia, P.A Sistem, Audio, Visual dan Grafik dan Sijil

Dr Haji Mohammd Abul Fadle bin Haji Maidin @ Mohiddin
(Ketua)

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ATURCARA PROGRAM

PROGRAMME e-BRUNEI INTERNATIONAL CONFERENCE ON EDUCATION, SOCIAL STUDIES AND SCIENCES (e-BICESS 2021)

Date: 9th September 2021
Time : 8:00 am – 12:15 pm
Online Platform: Microsoft Team

>>> REGISTER HERE <<<

<https://bit.ly/e-bicess-reg>

- 8:30 – 9:00 : Online Registration
- 9:00 - 9:30 : **OPENING CEREMONY FOR E-BICESS**
National Anthem (*Allah Peliharakan Sultan*)
Video Presentation
Du'a Recitation
- Welcoming Speech by**
Dr Hajah Sri Rahayu @ Nurjanah binti Haji Dollah
Director of Centre for Graduate Studies of UNISSA/ Conference Chair
- 9:30 - 10:00 : **Keynote Speaker by**
Assoc. Prof. Dr Siti Sara binti Haji Ahmad
Assistant Rector (Academic)
Universiti Islam Sultan Sharfi Ali (UNISSA);
Memperkasa Pengajian Islam Melalui Pengukuhan Bahasa Arab
Pengalaman Universiti Islam Sultan Sharif Ali (UNISSA)

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PARALLEL SESSION 1

Parallel Session 1 (Room 1)

Moderator: Dr Kamaru Salam bin Yusof

Time	Event
10:15 – 10:45	Preliminary Speech by: Dr Muhammed Nasir M.Ag Vice Rector, (Akademik dan Pengembangan Kelembagaan) IAIN Samarinda; <i>Inovasi Kurikulum di Lembaga Pendididlan Islam dalam Menghadai Era Disrupsi 4.0</i>
10:45 – 12:15	Video Presentation and Q & A
10:45 – 12:15: Each Presentation Duration is 10 mins and 2mins for Q& A	1st Presentation: Assoc. Prof. Dr. Naamane Djeghim (UNISSA); <i>مقاصد الشريعة الإسلامية بين الشاطبي والكتاب المعاصرين</i>
	2nd Presentation: Maha Alghohani & Dr. Al Amin Mydin (USM); <i>"Level Of Psychological Empowerment Among Teachers In Saudi School"</i>
	3rd Presentation: Dr Kamaru Salam bin Yusof (UNISSA); <i>Penglibatan Non-Muslim Di Dalam Industri Kewangan Islam Semasa; Pandangan Syarak Dan Isu</i>
	4th Presentation: Alauddin Ansari (UNISSA); <i>تفسير سورتي الفاتحة والبقرة لأبي الكلام آزاد والسيد أبي الأعلى المودودي باللغة الأوردية- دراسة مقارنة</i>
	5th Presentation: Siti Fairos Saffardin & Al Amin Mydin (USM); <i>"Workplace Spirituality In Preschool: Concept And Perspectives"</i>
	6th Presentation: Jihad S M Mhanna (UNISSA); <i>مجالات استثمار اموال الزكاة لدى الولاية الفيدرالية كوالامبور الماليزية</i>
	7th Presentation: Azilla Liyana Binti Mohd Azam Zaki (UNISSA); <i>Theft Offence Under The Brunei Penal Code 1957: An Analysis.</i>

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PARALLEL SESSION 2

Parallel Session 2 (Room 2)

Moderator: Dr Cecep Soleh Kurniawan

Time	Event
10:15 – 10:45	Preliminary Speech by: Prof Drs Ahmad Suriansyah Direktur Pascasarjana, Universitas Lambung Mangkurat, Kalimantan; <i>Designing Education on Industrial Revolution 4.0 and Society 5.0</i>
10:45 – 12:15	Video Presentation and Q & A
<p>CLICK HERE TO JOIN</p> <p>https://bit.ly/e-bicess-s2</p> <p>10:45-12:15 Each Presentation Duration is 10 mins and 2mins for Q& A</p>	1st Presentation: Ahmad Fitriadi (UNMUL); <i>Postgraduate Student's Academic Satisfaction in Higher Education: Faculty Members' Service Quality</i>
	2nd Presentation: Nursin Nursin, Mohammad Ilyas Mohammad Ilyas and Azainil Azainil (UNMUL); <i>The Effect of Knowledge: Listening, Speaking, Reading Skills Knowledge of Thesis Writing Skills, Samarinda State Polytechnic Students</i>
	3rd Presentation: Dr Hj Mohammad Abul Fadle Bin Hj Maidin / Hj Mohiddin" (UNISSA); <i>Usability Of Human-Computer Interaction Using Touchscreen Interfaces: A Comparison Of One-Direction Tapping And Multi- Direction Tapping</i>
	4th Presentation: Tengku Nurshahrulnizam Osman & Al Amin Mydin (USM); <i>"Fungsi Kepimpinan Situasi Dalam Konteks Pendidikan Semasa Pandemik Covid-19 Di Malaysia"</i>
	5th Presentation: Siti Astri Haji Moxsin (KUPUSB); <i>Tahap Pengetahuan Isi Kandungan Guru-Guru Ugama Dalam Pengajaran Fiqh.</i>
	6th Presentation: Muhammad Syawal Akhyar and Mohammad Salehudin (UINSI SAMARINDA); <i>Systematic Literature Review About Elementary School Teacher Barriers In Online Learning</i>
	7th Presentation: Pg Haji Muhammad Firdaus bin Pg Hj Rusman (KUPU SB); <i>Penyelidikan Pasca-Siswazah Semasa Pandemik Covid-19</i>

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PARALLEL SESSION 3

Parallel Session 3 (Room 3)

Moderator: Dr Zeiyad Amjad Aghwan

Time	Event
10:15 – 10:35	Preliminary Speech by: Dr Hani Mansour Al-Mazeedi International Lecturer in Halal & Food Safety Awareness Programs, Kuwait; <i>International Halal Awareness Program</i>
10:35 – 12:15	Video Presentation and Q & A
<p>CLICK HERE TO JOIN</p> <p>https://bit.ly/e-bicess-s3</p> <p>10:35 – 12:15: Each Presentation Duration is 10 mins and 2mins for Q& A</p>	1st Presentation: Beston F. Nore (UTB); <i>Application Of Non-Invasive Ir-Refractometer For Postharvest Freshness And Sweetness Status Of Local Fruits In Brueni Darussalam</i>
	2nd Presentation: Hadi Peristiwa (UIN Semarang); Urf: Methods Of Islamic Law In Application Halal Animal Slaughter Practice
	3rd Presentation: Muhammad Fuad Bin Matahir (UNISSA); <i>Issues and Challenges of Zakāt Al-Māl Payments in Brunei Darussalam.</i>
	4th Presentation: Zeiad Amjad Aghwan (UNISSA); <i>The Importance of Pre-slaughter Handling to Maintain Animal Welfare and Meat Quality of Farm Animals.</i>
	5th Presentation: Yudi Arianto, Rahmat Soe'Oed and Nurlaili Nurlaili (UNMUL); <i>Management of School Cooperation with the Business World/Industrial World in Improving the Quality of Education at SMK Negeri Samarinda</i>
	6th Presentation: Musdalifah Ifah (UNMUL); <i>Increasing Students' Motivation and Learning Outcomes Through Exploration Approaches to the Surrounding Nature (JAS) in Biology Subjects for Plantae Class X IPA 2 SMAN 1 Sangkulirang</i>
	7th Presentation: Yusairi bin Othman (USM); <i>Peranan, Strategi dan Cabaran Penyelian Pengajaran Era Pandemik Covid'19: Sorotan Kajian Sistemik</i>

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PARALLEL SESSION 4

Parallel Session 4 (Room 4)

Moderator: Dr Norashikin bt Hj Yusuf

Time	Event
10:15 – 10:45	Preliminary Speech by: Dr Yahya Mohammed Hashem Al Dheleai Senior Lecturer, School of Educational Studies, Universiti Sains Malaysia; <i>COVID19 and the Education Shift: Secondary Schools Teachers Challenges in Malaysia</i>
10:45 – 12:15	Video Presentation and Q & A
<p>CLICK HERE TO JOIN</p> <p>https://bit.ly/e-bicess-s4</p> <p>10:45 – 12:15: Each Presentation Duration is 10 mins and 2mins for Q& A</p>	1st Presentation: Asniwati Asniwati and Meliha Meliha (ULM); <i>Improving The Motivation, Activity And Learning Outcomes Of Elementary School Students Using Rahasia Learning Model</i>
	2nd Presentation: "Pg Dr Hajah Siti Norainna Pg Hj Besar" (UBD); <i>Social Media In Education: A Critical Literature Review</i>
	3rd Presentation: Wan Fadhlurrahman bin W. Md Rasidi & Al-Amin bin Mydin (USM); <i>"Hybrid Learning: A New Paradigm Of Teachers' Professional Learning".</i>
	4th Presentation: Kaswina Ratakrisnan (USM); <i>"Leveraging On Knowledge Transfer Methods In Cpd To Gain Training Effectiveness"</i>
	5th Presentation: Aamir AL-Abri & Al Amin Mydin (USM); <i>"Investigating The Attitudes And Practices Of Elt In Utasa Towards Cpd During Emergency Online Teaching"</i>
	6th Presentation: Herti Prastitasari, Noor M. Isnani and Ratna Purwanti (ULM); <i>Students's Interest In Mathematic Learning During Covid 19 Pandemic Endure Gender Prespective</i>
	7th Presentation: Dr Norashikin Yusof (UNISSA); <i>The Use of Dialogic Feedback Cycle and Rubrics in Enhancing Teaching and Learning of ESL in Higher Education</i>

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PARALLEL SESSION 5

Parallel Session 5 (Room 5)

Moderator: Mr Muhammad Khairul Hidayatullah

Time	Event
10:15 – 10:45	Preliminary Speech by: Dr Anwar Allah Pitchay Senior Lecturer & Chairperson (Head) Section Finance and Islamic Finance, School Of Management, Universiti Sains Malaysia; <i>Islamic Social Funds: Philanthropy & Benevolence</i>
10:45 – 12:15	Video Presentation and Q & A
<p>CLICK HERE TO JOIN</p> <p>https://bit.ly/e-bicess-s5</p> <p>10:45 – 12:15: Each Presentation Duration is 10 mins and 2mins for Q& A</p>	1st Presentation: Zenno Noeralamsyah (UIN SMH Banten); <i>Epistemologi Integratif “3e” Sebagai Respon Atas Diversitas Sosio-Kultural Muslim Nusantara</i>
	2nd Presentation: Celia Cinantya, Aslamiah, Maimunah and Nurilah Ramadina (ULM); <i>Developing Fine Motor Skills In Making Lines According To Patterns Using The Direct Instructions Model In Children Aged 4-5 Years</i>
	3rd Presentation: Samira Alaklabi & Al Amin Mydin (USM); <i>"Instructional Leadership In Saudi Arabian Preschool".</i>
	4th Presentation: Ali Kusno, Nur Bety and Anang Santosa (KBP Kalimantan T); <i>Identification Of Potential Conflict In East Kalimantan Related To Eth, Agama, Race, And Intergroup (Sara) As The Basic Of The Social Infrastructure Of The Prospective Capital City (Forensic Linguistic Studies) *</i>
	5th Presentation: Giatno Egy, Rahmad Soe'Oed and Azainil Azainil (UNMUL); <i>Implementasi Manajemen Berbasis Sekolah Dalam Meningkatkan Mutu Pendidikan Di Sekolah Dasar Islam Terpadu Di Kota Balikpapan.</i>
	6th Presentation: "Aisha Mohamed Khasib Alhadhrami & Dr. Alamin Mydin (USM); <i>"Attributes Of School Leaders Towards Achieving Sustainable Leadership In Omani School"</i>
	7th Presentation: Salim AlBAdi & Al Amin Mydin (USM); <i>"Effects Of Transformational Leadership On Subordinates' Motivation At The University Of Technology And Applied Sciences"</i>

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KANDUNGAN ABSTRAK (Parallel Session 1)

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مقاصد الشريعة الإسلامية بين الشاطبي والكتّاب المعاصرين

د. نَعْمَان جَغِيم (كلية الشريعة والقانون، جامعة السلطان الشريف علي الإسلامية، بروناي)

Assoc. Prof. Dr. Naamane Djeghim, Faculty of Shariah and Law, UNISSA

Abstract

It was Al-Shatibi who established *maqasid* theory and laid down its theoretical framework in his book *al-Muwafaqat*. For centuries, His book was the only significant work on this branch of shariah. In contemporary time, writing on this branch of shariah was resumed by Mohamed Al-Tahir Ibn Ashur, and 'Allal al-Fasi. That was followed by many studies. This paper aims at comparing the theoretical framework that was laid down by al-Shatibi with the one that is sketched by contemporary authors. It aims also at reconstructing the theoretical framework that was laid down by al-Shatibi. The study is based on content analysis. The study concluded that contemporary authors has ignored the theoretical framework that was established by al-Shatibi and reduced it to small portion of that original framework.

ملخص

يُعَدُّ الشاطبي المؤسس للنظرية المقاصدية، وقد وضع لها إطارا عاما في الجزء الثاني من كتابه الموافقات. توقف التأليف في مقاصد الشريعة بعد الشاطبي إلى عصرنا الحاضر، حيث ألف محمد الطاهر ابن عاشور كتابه مقاصد الشريعة الإسلامية، ثم بعده علال الفاسي كتابه مقاصد الشريعة الإسلامية ومكارمها، ثم تتالت بعد ذلك البحوث والدراسات حول النظرية المقاصدية. تهدف هذه الورقة إلى إجراء دراسة مقارنة بين الإطار النظري الذي وضع فيه الشاطبي مقاصد الشريعة الإسلامية والإطار الذي رسمه لها الكتّاب المعاصرون. كما تسعى إلى إعادة صياغة الإطار الذي وضعه الشاطبي وتطويره ليصبح الإطار المناسب لدراسة النظرية المقاصدية. تقوم الدراسة على عرض وتحليل محتوى أهم الكتب التي أُلفت في مقاصد الشريعة الإسلامية. وقد خلصت الدراسة إلى أن الكتّاب المعاصرين قد أهملوا الإطار الشامل الذي وضعه الشاطبي للنظرية المقاصدية، واختزلوها في مقاصد الأحكام الشرعية وبعض أوصاف الشريعة.

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Education, Economic, Finance, Management , Law, Islamic Studies, Halal Sciences,
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LEVEL OF PSYCHOLOGICAL EMPOWERMENT AMONG TEACHERS IN SAUDI SCHOOL

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ABSTRACT

Empowerment generally means transferring responsibility and authority to make decisions to employees (Ford et al., 1995). One of the main obstacles to reform in education in Saudi Arabia is centralization (Alyami, 2016). In Saudi Arabia schools, the duties of school administrators are limited to certain works and operations, which greatly impede the empowerment of teachers. Teachers in are only involved in teaching tasks but not in decision-making processes (Allmnakrah & Evers, 2020). For instance, the determination of educational programmed, textbooks and even the methods and techniques used in the classroom centrally restrict the independence of teachers (Alonazi, 2017). This has a negative impact on empowerment, which aims to promote professionalism in teaching, which is allegedly very influential in school and classroom. this confirmed by the study of Alqahtani, Noman and Kaur (2020) demonstrated that the school principal did not share with teachers the goals of the school; although, they set the goals that they considered good for their schools. As a result, the school faced problems with teachers' commitment and discipline as the principal said. In contrast, Since the Ministry of Education considers teachers to be contributing to increasing educational outcomes (Alyami, 2016). There are school principals have an important responsibility to empower teachers. Despite the fact that the educational institution in the centralized Saudi education system specifically defines teachers' duties, school administrators may address this problem by making effective use of their energy resources. Many studies in the literature have found that employees' attitudes towards their jobs are influenced by the behaviors shown by school principal. For instance, Al Harbi, Alarifi, & Mosbah, (2019), found that the relationship between transformational leadership and followers' creativity, through the mediating role of employees' psychological empowerment, support for innovation, workplace relationships and employee learning, was found to be both positive and significant.

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PENGLIBATAN NON-MUSLIM DI DALAM INDUSTRI KEWANGAN ISLAM SEMASA; PANDANGAN SYARAK DAN ISU

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Abstract

Perkembangan Industri Kewangan Islam telah meledak hebat di dalam masyarakat Islam pada abad ke 20 dan telah melalui perkembangan yang cepat. Walaupun pada awalnya ia berlaku di negara-negara Islam tetapi kemudiannya telah berkembang ke seluruh dunia tanpa sempadan agama dan negara. Penglibatan negara bukan Islam di dalam industri ini amat ketara lebih-lebih lagi abad ke 21 ini. Suatu fenomena baru berlaku ialah penglibatan non-muslim yang amat ketara di dalam lapangan ini. Ia mula menimbulkan keraguan dan persoalan di kalangan sesetengah umat Islam dari segi hukum dan tahap kepercayaan yang boleh diberikan. Kertas ini akan mengkaji dan menyelideki aspek hukum berdasarkan pandangan-pandangan yang dinyatakan oleh ulama Islam samada di dalam buku-buku tradisional atau klasik dan juga pandangan ulama semasa. Isu yang berkaitan juga akan dikaji dari aspek kepercayaan dan keraguan berdasarkan temubual dengan ahli akademik semasa dan pengamal industri berkaitan. Ini dibuat dengan meneliti buku klasik Islam yang berkaitan dan seterusnya dokumen-dokumen semasa yang dikupas oleh para ilmuan kontemporari. Analisis dan pertimbangan cuba dibuat berdasarkan kepada fiqh masalih al-maslahah dan haji at semasa antara keperluan perkembangan kewangan secara Islam dan kepercayaan atau keyakinan kepada pelaksanaan ekonomi dan kewangan Islam. Analisa terhadap isu ini adalah begitu sensitif kerana kadangkala melibatkan hukum dan al-maslahah kepada umat Islam. Dapatan dari kajian menunjukkan bahawa masalah menerima penglibatan non-muslim adalah lebih banyak dan lebih memberi masalah kepada perkembangan Islam pada hari ini. Walaupun terdapat pandangan dari ilmuan Islam yang menolak perkara ini dan juga terdapat keraguan dari umat Islam sendiri dalam penglibatan non-muslim, namun ianya boleh dielakkan dengan pendekatan tertentu yang boleh diambil. Kajian mencadangkan beberapa kaedah untuk mengelakkan dari situasi dan isu ketidakpercayaan yang mungkin timbul. Pelaksanaan kaedah-kaedah ini akan dapat mengelakkan isu keraguan yang mungkin berlaku.

Katakunci ; *kewangan Islam, non-muslim, keterlibatan*

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ملخص البحث

تفسير سورتي الفاتحة والبقرة باللغة الأوردية بين أبي الكلام آزاد والسيد أبي الأعلى المودودي (دراسة مقارنة)

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يهدف البحث إلى معرفة تفسير سورتي الفاتحة والبقرة لأبي الكلام آزاد (1888م-1958م) والسيد أبي الأعلى المودودي (1903م-1979م) باللغة الأوردية لأن تفسيريهما ترجمان القرآن وتفهم القرآن يعتبران من أشهر التفاسير وأحسنها منهجاً وأسهلها فهماً وأكثرها شيوعاً وقبولاً بين المسلمين في شبه القارة الهندية والناطقين باللغة الأوردية المنتشرين في جميع أنحاء العالم، ولكن لم يقارن من قبل. فلذا سعى الباحث أن يوضح الشخصيتين، وتفسيريهما ومنهجهما، لكي يستفيد منه العلماء وطلاب الجامعات عامة والمفسرون خاصة. ويتبع الباحث المنهج الاستقرائي بجمع المفردات والعناصر التي تشكل الموضوع، والمنهج التحليلي بدراسة الموضوعات وتحليلها للحصول على النتائج التي هي غاية الموضوع، والمنهج المقارنة لتوضيح أوجه الاتفاق والاختلاف بينهما. ومن أهم نتائج الدراسة بأن تفسيريهما قد اتفقا إلى حد كبير في المنهج العلمي الأدبي، وسلكا المنهجين الاستقرائي والتحليلي، واتفقا على تفسير القرآن بالقرآن والسنة النبوية والمأثور عن السلف الصالح، والآراء المحمودة. ومن اسهامات البحث إرشاد العلماء والمفسرين وإفهامهم عن عصر كل مفسر منهما وظروفه من الناحية العلمية، والدينية، والسياسية؛ وتأثير ذلك في هذين التفسيرين، حتى يعرفوا الشخصيتين وتفسيريهما لسورة الفاتحة والبقرة، ومنهجهما، وأسلوبيهما، واتجاهيهما، وبالتالي أوجه الاتفاق والاختلاف بينهما، إن البحث يلعب دوراً مهماً في تعريف تفسيريهما خاصة تفسير سورة الفاتحة والآيات التي تتعلق بالعقائد، وأركان الإسلام الخمسة، والأحكام الشرعية، والآيات الكونية، والتاريخية، وغيرها من المسائل الفرعية في سورة البقرة.

الكلمات المفتاحية: 1. تفسير 2. الفاتحة 3. البقرة 4. اللغة الأوردية 5، أبو الكلام آزاد 6. السيد أبي الأعلى المودودي

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WORKPLACE SPIRITUALITY IN PRESCHOOL: CONCEPT AND PERSPECTIVES

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ABSTRACT

Spirituality and its relationship to the workplace dimension are important, especially for preschool management. Teachers as a catalyst for goal attainment in preschool which must be considered in order to achieve educational goals. The context of the study is still in an early stage of research and as such is discussed by differences in definitions, the dimensions of workplace spirituality, and the theoretical knowledge of spirituality, and another relevant characteristic. The purpose of this study was to analyze academic articles related to spirituality in the workplace and explore the relationship between each dimension on the formation of teacher spirituality in preschool. An emergent process was used to determine three main dimensions of workplace spirituality such as meaningful work (Individual level), sense of community (group level), and alignment with organization values (organization level). This study will also clearly define the influence of Spiritual Leadership Theory on each dimension. While acknowledging that workplace spirituality in an abstract perspective, this study attempts to provide rigorous information based on the empirical support from the literature review. Thus, this study concludes a clear direction for preschool principals and management to investigate the comprehensive consequences of spirituality at work on individuals, communities, and organization's perspectives.

Keywords: workplace spirituality, spirituality, dimensions, Spiritual Leadership Theory

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مجالات استثمار أموال الزكاة لدى الولاية الفيدرالية كوالالمبور الماليزية

جهاد صالح محمد مهنا

ملخص البحث

إن مسألة استثمار أموال الزكاة قد نالت نصيباً موفوراً من كلام الفقهاء المعاصرين سواءً على المستوى الفردي أم في إطار المجامع الفقهية، وتعتبر ماليزيا من أوائل الدول التي استهلت هذا الدرب وبدأت فعلاً باستثمار أموال الزكاة، فيأتي هذا البحث لاستجلاء النظر في أبرز الكيفيات والصور التي تم استثمار أموال الزكاة من قبل بيت المال التابع لمجلس الشؤون الإسلامية بالولاية الفيدرالية لكوالالمبور بماليزيا بما يعود بالنفع على الأصناف الثمانية، ومدى تحقيق عملية استثمار أموال الزكاة لمقاصدها الشرعية، ومدى نجاح التجربة الماليزية في تحقيق أهدافها. اعتمد الباحث منهج التحليل فقام بجمع المادة العلمية من خلال الأبحاث المنشورة والتقارير والاحصاءات الصادرة عن الجهات الرسمية، ثم دراستها دراسة تحليلية لتحديد عوامل قوتها وضعفها، ثم استخلاص السبيل الأفضل للتعامل مع أموال الزكاة بما يحقق مقاصدها الشرعية. وأسفرت الدراسة عن تنوع برامج التنمية الاقتصادية التي يقدمها بيت المال الماليزي، حيث شملت المساعدة التجارية (مساعدة الأعمال)، ومساعدة سائقي سيارات الأجرة على امتلاك سيارات الأجرة، والمساعدة الزراعية؛ بهدف استيعاب أكبر قدر ممكن من القطاعات المختلفة. ويقدم المجلس الأنشطة والبرامج والتدريبات للمستفيدين؛ لزيادة القدرة التنافسية، وفرصة للحصول على عمل يساهم في تحسين مستويات المعيشة. يوصي الباحث أن استثمار الفائض من أموال الزكاة لا يبدو أنه يتم بصفة علمية مدروسة، الأمر الذي أدى إلى فشل بعض المشروعات التي استثمرت مبالغ من ذلك الفائض، والسبب في ذلك أن عدم وجود جهاز أو هيئة رقابية تشرف على عملية الاستثمار. ولذلك فإن بيت المال في حاجة ماسة إلى تكوين هيئة عليا للرقابة المالية الشرعية تشرف على مدى انسجام ممارسات وتوافق الاستثمار فيه مع أحكام الشريعة، وهذا أمر لا بد منه للمحافظة على الأموال وحمايتها من الضياع، على أن تضم عضوية الهيئة من العلماء المتخصصين في الشريعة الإسلامية والاقتصاد.

الكلمات المفتاحية: ماليزيا، الزكاة، الاستثمار، الأموال، التنمية.

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THEFT IN BRUNEI AND THE THEFT LEGISLATION IN BRUNEI PENAL CODE, 1957: AN EXPLORATORY STUDY

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In the year 2020, there is at least one theft case reported every month in Brunei. In 2013, 3545 cases were of crimes against property in Brunei. The Brunei crime rate and statistics showed that crime has reached 57.63% by April 2021 from 2019. Studies have shown that drugs and alcohol abuse, unemployment, lack of education, lack of financial security and peer pressure are reasons for the commission of theft. Unemployment plays a small role for convicts to commit crime whilst the major reason is of lower education. Youths were more prone to stealing than adults. Rehabilitative opportunities should be provided to facilitate the theft offenders' return to community as law abiding responsible and productive citizens. The theft law in Brunei is governed by the Penal Code, 1957. Section 379 sees that anyone who commits theft are penalized with imprisonment or a fine. However, any severe or serious cases such as robbery and house-breaking may render higher penalty such as imprisonment and strokes and such commission will be prosecuted under other provisions in the Penal Code, 1957. The opinions of the Brunei courts are imperative in understanding how the sentences are held – especially in the issues of deterrent sentences, women theft offenders, young persons or juvenile theft offenders and excessive sentences. The study is qualitative and have chosen to utilize the doctrinal approach as its methodology. The study aims to explore, understand and analyse the reasons for theft and the theft legislation in Brunei. It seeks to examine the Penal Code 1957, the commentary judgments and principles.

Keywords: theft, theft law, theft legislation, Penal Code 1957

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KANDUNGAN ABSTRAK (Parallel Session 2)

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POSTGRADUATE STUDENTS' ACADEMIC SATISFACTION IN HIGHER EDUCATION: FACULTY MEMBERS' SERVICE QUALITY

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ABSTRACT

The evolution of education sector to be completely developed as service industry encourage universities in the world to shift their focus to the student satisfaction. The parameter that often used to measure the quality of a higher education institution is the student satisfaction. This notion attract researcher in the world to study the service quality but most of the research conducted in quantitative method. This paper objective however is to explore the perceived service quality from the graduate students without ignoring the contextual nature. In-depth interview were conducted to collect the data through the group of student with different experience to the university and some of the questions guided by the social exchange theory. The data analysis was utilized in systematic approach which the response of each groups were reviewed and compared. Data was assembled to uncover common themes in every responses among groups, percentage frequency in the responses were also analyzed to find the overall perception of what a good services are. Findings showed that the postgraduate student mostly satisfied but they highlight some important notion to the faculty members about the communication and power distance which often become issue for the postgraduate student to encounter the end phase of the semester. Finally, this paper present the implications and recommendations for the future studies.

Keywords: Service Quality, Student's Satisfaction, Faculty Member

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The Effect of Knowledge: Listening, Speaking, Reading Skills Knowledge of Thesis Writing Skills, Samarinda State Polytechnic Students

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The objectives to be achieved in the research are: to find out, test and analyze listening skills, speaking skills, and reading skills have a positive and significant effect on the thesis writing skills students of the accounting department State Polytechnic of Samasrinda. The research method to use a quantitative approach, with the Multiple Linear Regression Model. The results, findings obtained in study indicate the results multiple linear regression test show R² shows a result 38%. This means independent variable affects the dependent variable by 38%, and the remaining 62% is influenced by other variables outside this research model. Furthermore, the results of the partial test of each variable, namely listening skills have a positive and significant of $0.000 < 0.05$. Similarly, variable speaking skills has positive and significant effect of $0.000 < 0.05$. And the variable reading skill has positive and significant effect of $0.000 < 0.050$. These three independent variables have positive and significant effect on the thesis writing skills students majoring accounting Samarinda State Polytechnic. The conclusions that t and f tests show a positive and significant influence on the thesis writing skills of students majoring in accounting Samarinda State Polytechnic.

Keywords: *listening skills, speaking skills, and reading skills.*

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USABILITY OF HUMAN-COMPUTER INTERACTION USING TOUCHSCREEN INTERFACES: A COMPARISON OF ONE-DIRECTION TAPPING AND MULTI-DIRECTION TAPPING

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ABSTRACT

With the emergence of pen-and-touch operated personal digital assistants (PDAs), tablet computers, and wall-size displays, touch and pen input have gained popularity. Touch-based user interfaces such as mobile phones, PDAs and tablet PCs (with touch screens) have become more attractive in consumer electronics because they enable quick learning and rapid performance whilst evoking high user satisfaction. Today, countless supermarket checkouts, airport check-in kiosks, museum information-booths and voting kiosks use touchscreens. Hence, the purpose of this paper is to evaluate the usability of touch-based user interfaces in terms of effectiveness and user satisfaction. In order to answer the question of whether a touch-based user interface is better - more effective, useful, practical and satisfying to the user, an investigation of comparison by means of mouse, stylus and touch has been conducted. Therefore, an experiment is designed and developed to evaluate the effectiveness and user satisfaction of using touchscreen interfaces. The first test is one-direction tapping is one of the evaluation measures used to evaluate the pointing movement along either an x-axis or y-axis. The second test is multi-directional tapping task is about assessing the pointer movements in various directions; for instance, selecting a cell in spreadsheet, making a selection of random icons located at different locations and relocating the pointing movements at several different locales on the device screen are some of the common examples used to explain multi-directional tapping. The aim is to discover if there are differences in input devices on the one-directional tapping test and multi-directional tapping test with different levels of difficulty that could affect humans' performance and satisfaction.

Keywords: Human-Computer Interaction, Touchscreen, One-Direction Tapping, Multi-Direction Tapping

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FUNGSI KEPIMPINAN SITUASI DALAM KONTEKS PENDIDIKAN SEMASA PANDEMIK COVID-19 DI MALAYSIA

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ABSTRAK

Dunia globalisasi pada abad ke-21 ini telah membawa banyak perubahan terhadap sistem pendidikan sehingga beberapa tindakan penambahbaikan dilaksanakan. Penekanan terhadap sektor pendidikan merupakan satu keperluan agar tenaga kerja yang dihasilkan melalui sistem pendidikan negara dapat memenuhi keperluan pasaran pekerjaan berteraskan Revolusi Industri 4.0. Cabaran paling getir kepada pemimpin pendidikan seperti pengetua atau guru besar pada masa kini telah melanda dunia termasuk Malaysia sendiri iaitu pandemik Corona Virus Disease 2019 (COVID-19) di mana mereka terpaksa bertungkus lumus mempersiapkan kepimpinan mereka dengan rencah yang betul agar seiring dengan keadaan semasa dan dunia teknologi. Artikel ini memfokuskan kepada fungsi kepimpinan situasi dalam konteks pendidikan semasa pandemik COVID-19 di Malaysia. Kepimpinan situasi bermaksud suatu proses di mana pemimpin itu sendiri boleh memimpin dengan cara mempengaruhi aktiviti atau kumpulan supaya dapat mencapai visi, misi dan matlamat sesuatu tugas dengan jayanya mengikut situasi yang bersesuaian. Kepimpinan situasi ini telah diilhamkan oleh Henry dan Blanchard (1988) dalam satu model gaya kepimpinan berdasarkan dua kriteria penting yang ditekankan iaitu stail kepimpinan dan kematangan pengikut. Stail kepimpinan terbahagi kepada empat komponen iaitu mengarah, membimbing, menyokong dan mendelegasi. Kematangan pengikut pula dibahagikan kepada dua dimensi iaitu kematangan kerja atau tugas dan kematangan psikologi. Oleh hal yang demikian, artikel ini dilaksanakan bagi melihat fungsi kepimpinan situasi dalam konteks pendidikan yang dianggap sebagai kepimpinan yang fleksibel dalam memikul tugas dan tanggungjawab yang sangat mencabar pada era dunia dilanda virus yang digeruni iaitu COVID-19.

Kata kunci: kepimpinan situasi, pandemik COVID-19

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TAHAP PENGETAHUAN ISI KANDUNGAN GURU-GURU UGAMA DALAM PENGAJARAN FIQH

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Abstrak

Kajian ini bertujuan untuk mengenal pasti tahap pengetahuan isi kandungan guru dalam pengajaran Fiqh di Sekolah-Sekolah Ugama, Negara Brunei Darussalam. Responden bagi kajian ini terdiri daripada guru-guru ugama yang mengajar mata pelajaran Fiqh Darjah IV, V, dan VI yang terdiri daripada 469 orang guru dari empat daerah. Kaedah kajian kuantitatif digunakan dan pemilihan pensampelan berstrata dijalankan bagi pengumpulan data. Data daripada responden dikumpul dengan menggunakan set instrumen soal selidik yang telah diadaptasi dan diubahsuai oleh penyelidik. Nilai kebolehpercayaan alpha cronbach bagi instrumen soal selidik adalah tinggi iaitu 0.896. Data kuantitatif dianalisis secara deskriptif menggunakan *Statistical Package for the Social Science (SPSS)* untuk mendapatkan kekerapan, peratus, min, dan sisihan piawai. Dapatan kajian menunjukkan bahawa tahap pengetahuan isi kandungan pada tahap yang sangat tinggi (Min = 4.29, SP = 0.43). Kesimpulannya, berdasarkan kepada dapatan kajian jelas menunjukkan bahawa guru-guru ugama sangat menguasai dan mempunyai pengetahuan yang sangat baik terhadap kandungan pelajaran Fiqh sekolah ugama.

Kata Kunci: Pengetahuan Isi Kandungan, Guru-Guru Ugama, Pengajaran Fiqh

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SUB-THEME

Education, Economic, Finance, Management , Law, Islamic Studies, Halal Sciences,
Technology, and Agriculture



9 SEPTEMBER
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Systematic Literature Review About Elementary School Teacher Barriers In Online Learning

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Abstract

This study aims to describe the barriers of elementary school teachers in online learning in Indonesia. This research uses a qualitative approach to literature or library research, the data is obtained from articles of national journals accredited by Sinta 2-4 in Indonesia and journals indexed by Scopus. Data collected from the sinta indexed national journal as many as 65 articles and from the scopus index 15 articles were read and searched carefully to obtain the information needed for analysis; In answering the research questions posed, a synthesis was carried out in the articles that discussed (1) research objectives, (2) research methodology, (3) results (4) barriers to online learning, (5) recommendations and suggestions. This study applies a systematic literature methodology to achieve research objectives, articles found from e-resources from Google Scholar sources between 2015-2021 from online learning. The systematic analysis found that only thirty-six articles were indexed by sinta and eight articles indexed by scopus. The results of research on online learning, it was found that the teacher's barriers include typical teachers, perceptions of teachers and students, facilities or equipment and the ability to use online tools, family economic circumstances, teacher's ability to use e-learning, teachers only use social media whatsapp, all obstacles These are the findings in this study.

Keywords: elementary school teacher barriers, online learning, systematic literature review

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SUB-THEME

Education, Economic, Finance, Management, Law, Islamic Studies, Halal Sciences,
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Penyelidikan Pasca-Siswazah Semasa Pandemik Covid-19

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Wabak Covid-19 telah melanda dunia sehingga menjadikan satu pandemik yang banyak mengubah tatacara kehidupan masyarakat di seluruh dunia termasuklah dalam aspek penyelidikan peringkat pasca-siswazah. Kekangan ini telah membuka ruang terhadap kepelbagaian alternatif dalam menjalankan penyelidikan pendidikan Islam agar ianya dapat dijalankan sewaktu musim pandemik ini. Oleh yang demikian, dalam kajian ini telah membincangkan mengenai pelaksanaan penyelidikan secara alternatif bagi mengadaptasi norma baharu yang perlu ditempuhi oleh para mahasiswa di peringkat pasca-siswazah. Penyelidikan secara pendekatan analisis kandungan memfokuskan terhadap penjelasan tentang penggunaan aplikasi-aplikasi yang menawarkan perkhidmatan pengurusan pungutan data penyelidikan yang kos efektif. Aplikasi seperti surveymonkey, lifesize dan docsketch antara beberapa aplikasi yang boleh digunakan oleh para mahasiswa di peringkat pasca-siswazah untuk menjalankan penyelidikan masing-masing di peringkat lapangan secara online. Antara implikasi daripada dapatan kajian ini juga turut membincangkan mengenai cabaran-cabaran yang bakal dihadapi melalui penggunaan aplikasi-aplikasi online tersebut seperti pendedahan terhadap aktiviti jenayah siber, permasalahan dari aspek teknikal ketika penyediaan instrumen penyelidikan yang agak kompleks berbanding kaedah konvensional, pemilihan aplikasi video konferensi yang kos efektif dan sebagainya. Antara cadangan melalui kajian ini adalah untuk memperbanyakkan lagi penyelidikan-penyelidikan berkaitan penggunaan aplikasi-aplikasi tersebut untuk digunakan sebagai cara alternatif dalam menjalankan penyelidikan sewaktu era pandemik covid-19; seperti menjalankan pelbagai kursus dan bersikap terbuka kepada peralihan norma baharu dengan mengaplikasikan pendekatan strategi menjalankan penyelidikan yang baharu agar dapat dijalankan dengan baik dan efisien.

Kata Kunci: Penyelidikan Pasca-Siswazah, Covid-19.

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Education, Economic, Finance, Management , Law, Islamic Studies, Halal Sciences,
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KANDUNGAN ABSTRAK (Parallel Session 3)

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SUB-THEME

Education, Economic, Finance, Management, Law, Islamic Studies, Halal Sciences,
Technology, and Agriculture



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APPLICATION OF NON-INVASIVE IR-REFRACTOMETER FOR POSTHARVEST SWEETNESS STATUS OF LOCAL FRUITS IN BRUNEI DARUSSALAM

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Background: Fruits and vegetables are vital component of the human diet, as it contains various nutrients beneficial to maintain good health and body wellbeing. They are not only an important energy source, but also rich with vitamins, minerals, and dietary fibres. However, fruits have a limited shelf-life availability for consumption, as they ripe rapidly. Ripening usually occurs at later stages of postharvest maturation. **Objectives:** Fruit sweetness index Brix (total soluble solid index) has become a superior quality indicator for postharvest maturation and ripening status. The aim of this study is to measure Brix of local fruits during ripening stage using non-destructive IR-refractometer device, comparing with the conventional invasive refractometer method. **Methodology:** In this study, Brix or the total soluble solid (TSS) of the fruit samples are measured continuously over a time-period of less than 10 days. A total of ten fruits samples for each fruit types, banana (*Musa acuminata*), mango (*Mangifera indica*) and chiku (*Manilkara zapota*) were selected to utilize these methods, monitoring the ripening process. The readings have been recorded from both methods and we were able to obtain a corrective calibration index for every fruit type for the non-invasive method. **Results:** The non-invasive IR-refractometer approach has a great advantage to identify optimum maturation time of each fruit type without fruit destruction, suitable for high-through-put screening. We found that chiku (10.02%) and Banana (7.47%) are the least suitable fruits to utilise non-invasive method, while mango (3.9%) exhibits the most reliable data correlation with minimum correction factor. The correction factor is in the error marginal values, as shown for both apple types. Although, the digital IR-refractometer is for Apple, but our data indicates the applicability of this instrument for mango sweetness measurements. Thus, this approach could be applied routinely as a quality evaluation method to monitor ripening process of these two local fruits. **Conclusions:** Our findings have provided accurate sweetness data useful for post-harvesting management, by minimising postharvest losses of fruits. Currently, we are expanding our analysis covering more fruits utilizing this technique. **Future Work:** We aim to provide additional data for the optimum post harvesting quality management through sweetness index measurements for each local fruit species in a high throughput manner over a period of two-three weeks.

Keywords: Tropical Fruits; Fruit Postharvest; Brix; Sugar Content; Digital IR-Refractometer

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SUB-THEME

Education, Economic, Finance, Management , Law, Islamic Studies, Halal Sciences,
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'URF: METHODS OF ISLAMIC LAW IN APPLICATION HALAL ANIMAL SLAUGHTER PRACTICE

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Abstract

Islamic law receive development and vulnerable to changes, especially about certain legal issues that need to be clarified based upon particular needs and circumstances of the time. The practice of slaughtering animals that have been changed from the conventional method to be a technique that is more modern in which the method of slaughter by using the machine and method of slaughter others have been used to accommodate requests and ensure the quality of meat that is halal and *thayib* . However, these modern practices have raised concerns in terms of its legal decisions, because the issue is not discussed and decided in the classical manual of Islamic law '*Urf*' is one of the legal methods used to obtain legal decisions relating to certain legal issues, is flexible because it reflects the circumstances and practices of people in one place and a certain time. This study uses a qualitative approach. The method used in this research is descriptive analysis. Sources of data in this study came from books, journals and interviews with informants related to '*urf*' as a method of Islamic law in implementing the practice of halal animal slaughter. From the results of the study can be obtained conclusion that one of the methods that can be used to determine the legal status of Islam associated with the process of halal animal slaughter, especially on the final result of halal meat products is '*urf*'. '*Urf*' is considered an appropriate method of Islamic law and is related to halal slaughter of animals, as far as animal slaughter is concerned it will involve changes in the methods that have been used.

Keywords : ' Urf, Islamic Law, Animals, Halal

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Education, Economic, Finance, Management, Law, Islamic Studies, Halal Sciences,
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ISSUES AND CHALLENGES OF *ZAKĀT AL-MĀL* PAYMENTS IN BRUNEI DARUSSALAM

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The *zakāt* institutions plays an important role to carry out the responsibility to alleviate poverty as one of the important elements in Islamic socio-economics. On the other hand, it is also the responsibility of the *zakāt* payers to pay their dues of *zakāt* as an obligation to fulfil the third pillar of Islam after *ṣalāh* and contribute to the social development of the *ummah* through circulation of money from the rich to the poor. *Zakāt* payments is vital, as it is the source of the *zakāt* funds. In Brunei Darussalam, *zakāt* is managed by Brunei Islamic Religious Council (MUIB) from the collection to the depositing and distribution of the collected *zakāt* fund to the six *aṣnāf* in Brunei. Data from MUIB showed the *zakāt* payments collected from *Zakāt al-Māl* alone has been consistent for the last five years with BND 16.6 to 17.5 million. However, in 2019, the *zakāt* payers reached 5,096 *zakāt* payers, the highest ever recorded in Brunei. *Zakāt al-Māl* payments is the main contributor to the total *zakāt* collected in Brunei, nevertheless, the *zakāt* institutions has faced many issues and challenges in carrying the role to improve *Zakāt al-Māl* payments. The main objective of this paper is to examine and elaborate the issues and challenges of *Zakāt al-Māl* payments in Brunei Darussalam faced by MUIB. This paper analyses and extracts the issues and challenges faced by MUIB from secondary data in Brunei dan other countries. In addition, the researcher also analyses the *zakāt* management from other Muslim countries to learn from experience of the innovative and creative practices in the payments of *Zakāt al-Māl*. The findings have highlighted some issues. 1; there are limited promotions conducted by MUIB to educate the public regarding the payments of *zakāt*. 2; amongst the *zakāt* officers, there are limited expertise in the field of *zakāt* and exist pessimism attitude on the role of *zakāt* especially in achieving the Brunei vision 2035 and global agenda Sustainable Development Goals 2030. These are some of the main reasons why the payment of *zakāt* tend to be stationary in terms of the number of *zakāt* payers and the amount collected, due to the same practices adopted by the *zakāt* officers in everyday *zakāt* collection initiatives despite knowing the *zakāt* in Brunei has not yet achieve its full potential. In addition, one of the challenges faced by MUIB is the limited number of *zakāt* officers. Departments under MUIB often need assistance from other departments especially in the distribution area of *zakāt* such as; to help in the investigation process in order to know the eligibility of applicants as it requires house-to-house visits, taking into consideration the different processes for each type of *aṣnāf*. This leads to limit the capability to improve the *Zakāt al-Māl* payments in Brunei in order to achieve its full potential. This paper hopes to fill the gap of limited literatures on the *zakāt* payments in Brunei and to provide current information for MUIB in focusing to help improve *Zakāt al-Māl* payments.

Keywords: *Zakāt*, *Zakāt al-Māl*, *Zakāt* Payments, MUIB, Brunei Darussalam.

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SUB-THEME

Education, Economic, Finance, Management, Law, Islamic Studies, Halal Sciences,
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The Importance of Pre-slaughter Handling to Maintain Animal Welfare and Meat Quality of Farm Animals

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Abstract

Pre-slaughter transport and handling of animals are accompanied by many stressful events, which affect animal welfare and meat quality. Pre-slaughter handling involves a number of critical points which include loading of animals at the farm, transport from farm to abattoir, unloading of animals at the abattoir, lairage, animal restraint, and slaughter. The purpose of this paper is an attempt to explore the importance of pre-slaughter handling on welfare and meat quality of farm animals. To achieve the objective, this paper uses a qualitative approach specifically documentaries studies, in the form of books and scientific journals. It has been shown that stress is an invariable effect of transporting animals destined for slaughter from the farm to the abattoir. Some of these are; food and water deprivation, inappropriate temperature or ventilation, violence and physical shocks which cause hunger and thirst, heat stress and pain. To a certain extent, mortality of animals during transport may be an indication of their welfare and transport conditions. Nevertheless, stress for the duration of transport can be reduced by improving facilities, vehicle designed, and handling procedures. Poor handling or a physical blow for ruminants (such as sheep, goat, and cattle) will result to bruising or further animal harm which can lead to negative effects on the carcass in general and on the meat which might led to a high incidence of dry firm dark (DFD) meat. Dark color meat will not encourage the consumer to purchase and spoils rapidly. Furthermore, acute stress result of such an unwanted process which is pale, soft and exudative meat so called PSE meat which mostly occurs in pigs. The incidence of aforementioned two cases is due to glycogen in animal body is dramatically decreasing and results in changes to the biochemical composition of meat. At the time of slaughter there is very little glycogen in muscles. Insufficient level of glycogen causes insufficient level of lactic acid during maturation of muscles and changes of quality of meat. It is recommended that the compromised welfare situation of slaughter animals during transport, at lairage, and slaughter should be brought to the attention of farm management, abattoir, and stakeholders in the business.

Key words: Animal handlers; DFD; Glycogen; Lactic acid; Transportation.

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Technology, and Agriculture



9 SEPTEMBER
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Management of School Cooperation with the Business World/Industrial World in Improving the Quality of Education at SMK Negeri Samarinda

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This study aims to describe the planning, implementation, and control of the implementation of cooperation between vocational high schools and the business/industrial world for quality improvement in SMK Negeri 2 Samarinda. Approach by using case studies. The data collection in this research are observation, interview, and document study. The data analysis technique used is data collection, data reduction, data presentation, and drawing conclusions.

The results of the research and discussion show three activities. Planning which includes activities: analysis, program plans, financing budgets, organizational structure, school cooperation development plans. The implementation includes activities: coordination of business and industry, curriculum synchronization, memorandum of understanding, industrial work practices, vocational competency tests, apprenticeship/on the job training of teachers, special job exchange programs, teaching factory programs. The evaluation includes the following activities: planning evaluation, implementation evaluation, implementation impact analysis, follow-up plans. The implementation of all collaborative activities has been carried out, although several activities such as a memorandum of understanding, special programs for the labor market, on the job training of teachers and factory teaching must be improved. It is hoped that cooperation with the business world and industry can improve the quality of education at SMKN 2 Samarinda.

Keywords: business and industry, management, school quality improvement.

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SUB-THEME

Education, Economic, Finance, Management , Law, Islamic Studies, Halal Sciences,
Technology, and Agriculture



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Increasing Students' Motivation and Learning Outcomes Through Exploration Approaches to the Surrounding Nature (JAS) in Biology Subjects for Plantae Class X IPA 2 SMAN 1 Sangkulirang

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Abstract

This research is to improve the motivation and learning outcomes of students of class X IPA 2 SMAN Sangkulirang with the approach of exploring the natural surroundings (JAS). Classroom action research (CAR) was conducted on 36 students of class X IPA 2 SMAN 1 Sangkulirang. Action Research was carried out in two cycles. Research data obtained from the results of the pre-test and post-test, student motivation observation sheets. Photos in the field. The data were analyzed qualitatively and descriptively and quantitatively. The results showed that the Natural Surroundings (JAS) approach with LKS could increase students' motivation and learning outcomes. Motivation can be known through the percentage of the results of the observation sheets in cycle I (79.56%) and Cycle II (80.09%), (into the good category. In addition, student motivation can also be seen from the results of the student learning motivation questionnaire, namely Cycle I (86.70%) and Cycle II (87.35%) are in the good category. The increase in student learning outcomes can be seen from the average pre-test and post-test, namely in the pre-cycle the pre-test scores (60, 27%). poor category but increased in the Post-Test cycle I (80.55%) and Cycle II pre-Test cycle II (67.72) and Post-Test cycle II (81.44%) namely the Good category.

Keywords: Motivation, Learning Outcomes, JAS Approach, LK

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9 SEPTEMBER
2021

PERANAN, STRATEGI DAN CABARAN PENYELIAAN PENGAJARAN ERA PANDEMIK COVID'19: SOROTAN KAJIAN SECARA SISTEMATIK

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ABSTRAK

Penyeliaan pengajaran adalah merujuk kepada usaha membangunkan guru secara individu atau berkumpulan supaya proses pengajaran dan pembelajaran (PdP) dapat dijalankan secara optimum untuk mencapai objektif pengajaran yang ditetapkan. Model penyeliaan pengajaran oleh pemimpin instruksional sekolah dijalankan menggunakan kaedah pemerhatian secara bersemuka, namun kaedah penyeliaan ini telah bertukar kepada bentuk maya disebabkan oleh pandemik Covid'19. Peralihan kaedah pengajaran dan pembelajaran di rumah (PdPR) secara mendesak ini menimbulkan pelbagai masalah terutamanya kemahiran guru menggunakan medium teknologi dalam proses pengajaran, begitu juga pelajar dan ibubapa. Ini kerana guru-guru dan pelajar telah melaksanakan proses PdPR secara atas talian untuk mengelakkan berlakunya jangkitan Covid'19 iaitu bekerja dan belajar dari rumah. Oleh itu, kajian ini adalah bertujuan untuk mengenalpasti: 1) peranan yang perlu dimainkan oleh pemimpin instruksional; 2) strategi penyeliaan pengajaran yang dilaksanakan; dan 3) cabaran yang dihadapi untuk melaksanakan penyeliaan pengajaran dalam era pandemik Covid'19. Berpandukan kaedah sorotan kajian PRISMA (*Preferred Reporting Items for Systematic Reviews and Meta-Analyses*), sorotan kajian secara sistematik dilakukan dalam pengkalan data *Scopus* dan *Google Scholar* melibatkan 13 artikel yang berkaitan dari tahun 2019-2021. Dapatan sorotan kajian telah mengenalpasti peranan yang dimainkan oleh pemimpin instruksional sekolah telah berubah daripada pencerapan untuk tujuan penilaian kepada bentuk sokongan dan bantuan dalam pelbagai aspek dalam meningkatkan keupayaan pemimpin instruksional dan guru, pelajar serta komuniti dengan menggunakan pelbagai medium elektronik untuk berhubung supaya proses pengajaran dan pembelajaran dapat diteruskan. Beberapa cadangan untuk penambahbaikan kajian ini adalah dari aspek pencarian artikel menggunakan lebih banyak pengkalan data dan pelbagai strategi pencarian seperti penjejakan rujukan, pencarian rujukan, bola salji, dan menghubungi pakar.

Kata kunci: Pengajaran dan Pembelajaran, Pemimpin Instruksional, Penyeliaan Pengajaran, Covid'19

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KANDUNGAN ABSTRAK (Parallel Session 4)

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IMPROVING THE MOTIVATION, ACTIVITY AND LEARNING OUTCOMES OF ELEMENTARY SCHOOL STUDENTS USING RAHASIA LEARNING MODEL

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The problems that occur in grade 4 of Kaludan Luar Amuntai Elementary School are the low level of learning mathematics and learning activities that affect student learning outcomes, students find it difficult to master mathematical concepts, the learning model used is less varied. To overcome this problem, researchers used the RAHASIA learning model. The purpose of the research was to analyze the increase in students' motivation, activities, and learning outcomes using the RAHASIA learning model (Realistic Mathematics, Handling team investigation, Analysis, Supporting games, Initiation and Assisting on a team). This research uses mix method consisting of qualitative with classroom action research and quantitative using one-sample t-test and N-gain analysis conducted in 3 meetings. The object of the research was 20 grade 4 students of Kaludan Luar Amuntai Elementary School. The results showed that at the last meeting the students who got the criteria for high learning motivation were 95%, students who got the criteria were very active in the learning process as much as 95%, students who achieved the minimum completeness criteria on learning outcomes were 100%.

Keywords : learning motivation, learning activity, learning outcome,
RAHASIA learning model

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SUB-THEME

Education, Economic, Finance, Management, Law, Islamic Studies, Halal Sciences,
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SOCIAL MEDIA IN EDUCATION: A CRITICAL LITERATURE REVIEW

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ABSTRACT

The aim of this review is to synthesize the definition and types of social media and exploring its characteristic as well as critically interrogating related studies as to how social media is being used in order to connect learners and support teachers teaching. In order to establish the list of literature to be reviewed, the following keywords is used to search the literature: social media, e-learning, e-collaboration, and online participation. To include the disciplines of social studies, education and technology, the following databases are used: ERIC, SAGE, Google Scholar and JSTOR. The findings are limited to articles, books, book chapters, websites that provided information about one or more on social media. The selected topic for literature review could explore the published literature in relation to two main questions as the heart of the review: “What is social media?” and “How can social media implemented in education?”. This research would be relevant to research/practice/theory in the field because it could add to literature and help to understand the usage of social media in education. Findings suggests the definition of social media is still a little blurry around the edges as there is a lack of agreement on what social media is due to its fast-evolving nature and diversity in delivery platforms. There appears to be misunderstanding among academic researchers alike as to what exactly should be incorporated under the term social media. Findings shows there are five specific characteristics that highlight the operations of all social media: participation, openness, conversation, community and connectedness. It is of potential benefit to teaching and learning because of these underlying characteristics. Social media can be concluded as being online platforms for interaction, collaboration, and creating/sharing of countless kinds of digital contents in various contexts and environments that confirm it as Web 2.0 which has evolved from an earlier Web 1.0 era. It can be concluded that social media comprises of diverse applications with different main functions configurations and characteristics. The most prevalent and high-profile social media is Social Network Sites (SNSs), has proved its ability to assist education through numbers of studies which show its benefits in education.

Keyword: social media, e-learning, e-collaboration and online participation.

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SUB-THEME

Education, Economic, Finance, Management , Law, Islamic Studies, Halal Sciences,
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HYBRID LEARNING: A NEW PARADIGM OF TEACHERS' PROFESSIONAL LEARNING

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ABSTRACT

Teacher professional learning delivery methods are made physically through face-to-face meetings and training. However, professional learning is also held online (e-learning) commensurate with the latest technological developments. These face-to-face approaches and online training have helped enhance teacher professionalism through various training initiatives. However, both of these teacher learning mediums have their respective advantages and disadvantages. Nowadays, an alternative approach that is more flexible and getting further attention is known as hybrid learning. The hybrid learning approach is a combination of both face-to-face learning and e-learning elements. The hybrid learning can be utilized with various approaches depends on suitability. Hence, this study has been carried out to explore the implementation of hybrid learning in the context of educational management. The results of the literature review suggest that hybrid learning can be implemented by taking into account the factors of time, space, and user readiness.

Keywords: Hybrid learning, teacher professional learning, online learning, face-to-face learning

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LEVERAGING ON KNOWLEDGE TRANSFER METHODS IN CPD TO GAIN TRAINING EFFECTIVENESS

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ABSTRACT

Training has always been an integral part of education as it plays a major role in Continuous Professional Development (CPD) of teachers and ensures the upkeep of knowledge transfer. These CPDs are planned based on the current needs of the country: in line with the transformation waves of MEB 2013-2025. One instance would be the adaptation of CEFR in the curriculum since 2016 in Malaysia which has then led to many cascades of training sessions spanning from national to school level. As such, many teachers were selected as Master Trainers in various fields to disseminate information from the Curriculum Development Center (CDC) to teachers at the grass root level using the cascade process. While literatures have showed contrasting views on cascading technique, this establishes the gap of knowledge, hence begging the question of which factor(s) are significant in influencing the effectiveness in training. Positing from the view of Bandura's social learning theory, the training effectiveness is proposed to be explored on its relationship with knowledge transfer where training design, trainee characteristics and work environment are the subdivisions. These hypothesized relationships will be analyzed empirically on their significance and correlation in promoting a better training effectiveness. Therefore, this conceptual idea for an exploratory quantitative study is an attempt to carry out a questionnaire- designed survey among Master Trainers. In this scenario, a purposive sampling is opted by defining the inclusion criterion: trainers involved in the cascading training of Common European Framework of Reference (CEFR) module within the 2016-2020 cycle at the national level with trainers from Cambridge University. To conclude, the outcome of this study will provide a rich insight for policymakers and curriculum designers to ensure new and current policies can be effectively implemented.

Keywords: Knowledge Transfer, Training Effectiveness, teachers, CPD, CEFR, Bandura's Social Learning Theory

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INVESTIGATING THE ATTITUDES AND PRACTICES OF ELT IN UTASA TOWARDS CPD DURING EMERGENCY ONLINE TEACHING

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ABSTRACT

According to Oman Academic Accreditation Authority- OAAA (2016), Continuing Professional Development (CPD) ought to be high on the agenda for all Omani HEIs. This small-scale research aims to study the role of UTASA administration in providing and facilitating CPD from the English language teachers' points of view and to explore their attitudes and current practices during this online emergency teaching through Covid-19. Responses from 50 ELT teachers show that the UTASA administration relatively provides the needed support for teachers to execute online teaching. The findings concluded that no remarkable consistency in the surveyed teachers' thoughts and reflections regarding their attitudes although they have been surveyed with demographic variables (qualifications and years of experience). While some opt for more CPD opportunities, others believe that significant administrative challenges- including time and workload- can be a hindrance.

Keywords: ELT, CPD, HEIs, Leadership

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STUDENTS'S INTEREST IN MATHEMATIC LEARNING DURING COVID 19 PANDEMIC ENDURE GENDER PRESPECTIVE

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The purpose of this study was to provide an overview of the learning interest of fifth grade elementary school students in learning mathematics during the covid 19 period based on a gender perspective by using learning interest indicators including feelings of pleasure/liking towards subjects, student interest in subjects, students' attention to subjects. lessons in learning activities, student involvement in learning activities, and satisfaction with course. This study uses a qualitative method with the type of case study research. The data sources of this study were researchers, teachers, and students comprehend of 3 male students and 3 female students at SD Negeri Rantau Kanan 2, Tapin Regency. The data collections of this study used the results of observations, questionnaires of learning interest, documentation and interviews. Based on the results of the analysis of the data obtained, the results showed that there were differences in student interest in learning, namely male students obtaining a percentage score of 97.50% and female students obtaining a score of 96.67%. The data shows that male students have a higher interest in learning than female, although the difference is not significant.

Keyword: Students's Interest, Mathematic Learning, Gender

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The Use of Dialogic Feedback Cycle and Rubrics in Enhancing Teaching and Learning of ESL in Higher Education

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ABSTRACT

The use of Dialogic Feedback Cycle (DFC) and rubrics are assessment activities founded on the principles of Assessment for Learning (AfL). AfL stresses the importance of assessment activities that promote and advance learning through the use of feedback. Feedback is then to be utilised by both teachers and students for peer and self-assessments, which in turn serve as guidance for making modifications to improve teaching and learning. This paper offers a theoretical perspective on sharing learning intentions and success criteria for assessments with students, and argues that the use of rubrics can stimulate meaningful learning conversations in DFCs. The position is further exemplified with an analysis of practitioner experiences and examples through a discussion of affordances and challenges of using DFCS and rubrics to enhance teaching and learning in higher education especially in the context of ESL education. This paper concludes with offering suggestions for further research and practice to mitigate the challenges in hope of subsequently generating sustainable and long-term benefits of using DFCs and rubrics in teaching and learning English in the context of higher education.

Keywords: *dialogic feedback cycle; success criteria; rubrics; assessment for learning; ESL*

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KANDUNGAN ABSTRAK (Parallel Session 5)

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EPISTEMOLOGI INTEGRATIF “3E” SEBAGAI RESPON ATAS DIVERSITAS SOSIO-KULTURAL MUSLIM NUSANTARA

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Abstrak

Diversitas sosio-kultural adalah gambaran dari kehidupan masyarakat muslim Nusantara yang memperkaya diversitas kehidupan sosial, kemajemukan sebagai *sunnatullāh* yang tidak mungkin dieliminasi. Realitas ini perlu direspon dengan sikap yang tepat, karena di dalamnya tersimpan potensi konstruktif sekaligus destruktif; dapat memicu terjadinya konflik, atau mendorong umat semakin solid. Tulisan ini menjelaskan paradigma alternatif untuk merespon dan mengurai problematika umat melalui konstruksi epistemologi integratif yang mengintegrasikan pendekatan etnografi, paradigma eko-teologi, dan aspek esoteris masyarakat sebagai dasar filosofis-normatif sekaligus sebagai kerangka aktif-implementatif. Penanganan permasalahan sosial yang dilakukan secara parsial dari satu aspek saja, tidak dapat menyelesaikan masalah sosial sampai ke akarnya. Karena menimbulkan persepsi yang salah dalam menanganinya hanya akan menjadi “duri dalam daging” bagi umat Islam.

Kata kunci: *etnografi, eko-teologi, esoteric, kemajemukan sosio-kultural*

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DEVELOPING FINE MOTOR SKILLS IN MAKING LINES ACCORDING TO PATTERNS USING THE DIRECT INSTRUCTIONS MODEL IN CHILDREN AGED 4-5 YEARS

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Abstract: The problem in this study is the low fine motor skills of children in making lines according to patterns, this is due to the lack of activities that train their ability to make lines according to patterns and monotonous learning activities. The solution used to overcome this problem is to use the direct instructions model. The purpose of this study was to analyze the results of children's fine motor development in making lines according to patterns using the direct instructions model. The approach used is a qualitative and quantitative approach with the type of Classroom Action Research (CAR). The research subjects were children of group A (aged 4-5 years) in TK Aisyiyah Bustanul Athfal 1 Pagatan City as many as 15 students. The data collection instrument used was an observation sheet for children's fine motor development in making lines according to patterns. Meanwhile, data analysis used descriptive analysis, tables and data interpretation used percentages and criteria. The findings show that the results of fine motor development in making lines according to the pattern have increased from 20% of children who got or the category Developing According to Expectations at 1st meeting increased to 53% at 2nd, and increased again at meeting 3th to 73%, and then increased significantly to 93% at the 4th meeting. So, direct instructions model is able to increase the development of fine motor aspects of children in making lines according to patterns by 73%. So, it can be concluded that the direct instructions model can improve the results of the development of the motoric aspects of children in making lines according to patterns in children in the 4-5 years old age group.

Keywords: fine motor skills, direct instructions model, making lines according to patterns

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INSTRUCTIONAL LEADERSHIP IN SAUDI ARABIAN PRESCHOOL

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ABSTRACT

Educational leadership has been explored for more than 50 years to understand the linkage between school leadership and changes in students' learning. As such, it is the major task of efficient instructional leaders and they are obliged to offer effective learning and teaching environments. Therefore, instructional leadership has become increasingly important for educationists and researchers as expectations from schools and efforts to establish a more accountable school system increase and a hot topic for early childhood and for all those who work in the field of early childhood education and care. Instructional leadership is broader than simply classroom observations and direct teaching and includes broader personnel practices and resource management. Instructional leadership in Saudi Arabia education system, the Minister of Education underlines the roles and responsibilities of principals who are accountable for preparing the school environment and have a comprehensive understanding of the objectives of education and awareness of the characteristics of pupils at the stage they serve. The focus of kindergartens and early stages of education in KSA is language and social development. Therefore, instructional leaders in Saudi schools, in accordance with the MOE and Kingdom's vision, emphasize and give priority to academic achievement. Thus, instructional leaders should provide a positive learning environment to enhance the academic achievement and learning process, embedded with enjoyment of learning. In Saudi schools teachers tend to use competition to motivate learning, which limits the benefits of cooperative learning inside classrooms. Educational leaders should therefore aim to guide and facilitate the learning process through participating in children's activities and acquisition of social and communicative skills. For that, Hallinger and Wang's (2015) instructional leadership model will be applied in this study.

Keywords: Education, Instructional Leadership, Preschool, Saudi Arabia

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IDENTIFICATION OF POTENTIAL CONFLICT IN EAST KALIMANTAN RELATED TO ETH, AGARA, RACE, AND INTERGROUP (SARA) AS THE BASIC OF THE SOCIAL INFRASTRUCTURE OF THE PROSPECTIVE CAPITAL CITY (Forensic Linguistic Studies)*

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ABSTRACT

East Kalimantan has been designated by the central government as the location for the relocation of the State Capital (IKN) which is located in parts of the North Penajam Paser and Kutai Kartanegara regencies. The province of East Kalimantan is inhabited by various ethnic groups, religions, races, and groups. Based on the data shows that friction between residents and groups often occurs. Some of these conflicts developed into conflicts involving ethnicity, religion, race, and inter-groups. This study aims to identify potential racial conflicts in East Kalimantan through legal case data related to hate speech and various hate speech spread on social media. The discourses formed in the legal case data related to hate speech and various hate speech spread on social media represent issues that are developing in people's lives in East Kalimantan Province. Vice versa, the discourse of hate speech that develops is feared to affect the lives of citizens. This research is a forensic linguistics study based on the use of critical discourse analysis Fairclough's model makes it possible to explore meaning by considering socio-cultural aspects. The research data was obtained through hate speech that resulted in lawsuits in the East Kalimantan regional police and hate speech on social media. The data analysis technique uses an interactive model. The results of the study indicate that there is a potential for conflict with SARA nuances which is dominated by ethnic factors in East Kalimantan. This is supported by the high primordialism of the citizens. The emergence of thoughts and propaganda that indigenous tribes should be respected and have a special place. There are provocations between indigenous tribes and immigrants which are mostly triggered by social jealousy. There is a stigma that migrants are the cause of the problem because they only exploit Kalimantan's wealth. The potential for violence is strengthened because of the existence of community organizations (Ormas) with ethnic nuances. More importantly, the history of inter-tribal conflicts holds the potential for new conflicts that can reappear at any time and just wait for the triggering factor. Sharing potential conflicts needs to be anticipated so that they do not become real conflicts as a form of social infrastructure development in preparation for the National Capital City (IKN).

Keywords: SARA conflict, East Kalimantan social conflict, SARA forensic linguistic study, critical discourse analysis

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IMPLEMENTASI MANAJEMEN BERBASIS SEKOLAH DALAM MENINGKATKAN MUTU PENDIDIKAN DI SEKOLAH DASAR ISLAM TERPADU DI KOTA BALIKPAPAN

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ABSTRAK

Penelitian ini bertujuan: (1) mendiskripsikan implementasi MBS oleh kepala sekolah dalam meningkatkan mutu pendidikan di SDIT Ibnu Hajar Balikpapan, (2) mendiskripsikan partisipasi tenaga pendidik dan tenaga kependidikan terhadap implementasi MBS dalam meningkatkan mutu pendidikan di SDIT Ibnu Hajar Balikpapan, (3) mendiskripsikan partisipasi komite sekolah terhadap implementasi MBS dalam meningkatkan mutu pendidikan di SDIT Ibnu Hajar Balikpapan. Penelitian ini dilakukan di Sekolah Dasar Islam Terpadu (SDIT) Ibnu Hajar di kota Balikpapan. Pendekatan yang digunakan dalam penelitian ini adalah penelitian kualitatif dengan metode studi kasus. Hasil penelitian menunjukkan bahwa: (1) Perencanaan program dilakukan menjelang awal tahun pelajaran yang meliputi tujuan, kegiatan, sumber daya, waktu dan tempat pelaksanaan serta estimasi biaya operasional. Kepala sekolah senantiasa melibatkan seluruh pihak. Dengan demikian, keputusan yang diambil menjadi keputusan partisipatif, (2) Pengorganisasian atau pendelegasian di SDIT Ibnu Hajar Balikpapan berdasarkan keahlian SDM yang ada di sesuaikan dengan kebutuhan di lapangan. Alur pendelegasian terbagi menjadi dua jalur, bagi tenaga pendidik rekomendasi dikeluarkan oleh kepala sekolah, sedangkan untuk SDM non guru atau tenaga kependidikan direkomendasikan oleh direktur operasional, (3) Pelaksanaan program-program mengacu pada peningkatan pelayanan dan mutu pendidikan, (4) Pengawasan pelaksanaan program dilakukan secara sistematis dan humanis di antaranya dengan melakukan pemanggilan secara personal, berdiskusi mengenai masalah yang terjadi dan melakukan pendampingan, (5) Partisipasi tenaga pendidik dan tenaga kependidikan di SDIT Ibnu Hajar Balikpapan di antaranya PPDB, rekrutmen SDM, perencanaan kurikulum, mengedarkan informasi melalui jejaring sosial,

- (6) Partisipasi tenaga kependidikan di antaranya berbagai kepanitiaan, pengawasan kinerja SDM dalam hal kedisiplinan dan aturan kepegawaian, serta menyebarkan informasi terkait dengan visi dan misi, agenda sekolah dan informasi lainnya serta membantu kelengkapan yang dibutuhkan untuk kegiatan belajar dan mengajar, (7) Partisipasi komite sekolah di antaranya turut serta mengadakan atau terlibat kegiatan sekolah, mengawasi atau mengontrol proses kegiatan pendidikan.

(7)

Kata Kunci: *Manajemen Berbasis Sekolah, Partisipasi Tenaga pendidik, Tenaga Kependidikan dan Komite sekolah*

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ATTRIBUTES OF SCHOOL LEADERS TOWARDS ACHIEVING SUSTAINABLE LEADERSHIP IN OMANI SCHOOL

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ABSTRACT

A principal has a critical role in determining a school's direction and performance. The principal's talents and abilities determine whether or not a school is dynamic. To be exceptional, the principle must have exceptional character. As a result, selecting and promoting school principals should be done in a methodical and objective manner. To ensure the quality and high standard of national education, the entire process must be examined. Selection based on seniority or competency in work performance through appraisal of management and administrative skills, as is now done, may not be appropriate for improving primary leadership. The purpose of this study will identify and confirm the conceptual framework and attributes of school leaders (principals) that are required for sustainable leadership. The main question of this study is: what kind of characteristics dose school leadership need towards Achieving Sustainable Leadership? For the purposes of this study, the quantitative method was used, which will be done by questionnaires. Teachers from different Omani schools made up the sample population.

Keywords: leadership, sustainable, attributes of school leaders

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EFFECTS OF TRANSFORMATIONAL LEADERSHIP ON SUBORDINATES' MOTIVATION AT THE UNIVERSITY OF TECHNOLOGY AND APPLIED SCIENCES

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ABSTRACT

Job motivation can be defined as the process of encouraging an individual or groups of people to activities directed at accomplishing the objectives of the organizations. Studies noted that motivation among subordinates plays an essential role in transforming any organization. Hence, it is necessary for both employers and decision makers to identify what the needs and concerns of their subordinates are and further realize what encourages them to be more productive. In the case with academic subordinates, both intrinsic and extrinsic factors affect their satisfaction. Some research show that lecturers are influenced more by intrinsic satisfaction (Place, 1997). However, other studies claim that they put emphasis on both intrinsic and extrinsic motivation (Herzberg, 1987; Bentley, 2013). Studies suggest that organizations and universities should understand their employees' needs, as it is easier for them to motivate their subordinates. However, it is very clear that the best motivator for employees is something that is indeed valuable to them. Studies proved that job motivation among academic staff has a big impact in providing positive outcomes in the quality of the universities and the students' learning. This is true because the success of a university counts on the academic subordinates. The goal of my study is to investigate the effects of transformational leadership on subordinates' motivation at the University of technology and Applied Sciences (UTAS) in Oman and thus gain all the advantages of it as a suitable model of leadership on all branches of the (UTAS).

Key words: Higher education, transformational leadership, subordinates' motivation, UTAS, intrinsic motivation, extrinsic motivation, satisfaction, academic staff

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ABSTRACT

Job motivation can be defined as the process of encouraging an individual or groups of people to activities directed at accomplishing the objectives of the organizations. Studies noted that motivation among subordinates plays an essential role in transforming any organization. Hence, it is necessary for both employers and decision makers to identify what the needs and concerns of their subordinates are and further realize what encourages them to be more productive. In the case with academic subordinates, both intrinsic and extrinsic factors affect their satisfaction. Some research show that lecturers are influenced more by intrinsic satisfaction (Place, 1997). However, other studies claim that they put emphasis on both intrinsic and extrinsic motivation (Herzberg, 1987; Bentley, 2013). Studies suggest that organizations and universities should understand their employees' needs, as it is easier for them to motivate their subordinates. However, it is very clear that the best motivator for employees is something that is indeed valuable to them. Studies proved that job motivation among academic staff has a big impact in providing positive outcomes in the quality of the universities and the students' learning. This is true because the success of a university counts on the academic subordinates. The goal of my study is to investigate the effects of transformational leadership on subordinates' motivation at the University of technology and Applied Sciences (UTAS) in Oman and thus gain all the advantages of it as a suitable model of leadership on all branches of the (UTAS).

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