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# Women's empowerment in national politics in Indonesia

Harjanto, Untung Sri ; Ramadhan, Diastaina Anggita

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**Abstract**

Purpose of the study: Women, as part of the community component, are inseparable from political life in Indonesia. Although it is mandated by Constitution, in fact, the level of political participation in Indonesia has not reached 30%. The low level of women's participation in the political field has become a challenge for all stakeholders in the political sector. This study tried to find out the factors that led to the low participation of women in politics. Methodology: This study uses a normative juridical method with a method of taking legal material in the form of library studies. Main Findings: The results showed that there is still a need to strengthen empowerment for women in the political field. The regulations generally have prepared to accommodate women to be able to carry out their functions and roles in the political field. However, at the level of implementation, all these regulations have not been implemented effectively and efficiently so that empowerment of women is still needed. Applications of this study: The findings can be a directive for women politicians, activists and facilitators of women's empowerment in making policy guidelines related to women's political participation. Novelty/Originality of this study: This study has originality in using political data and theories of women's empowerment in the field of practical politics, and frames them in the perspective of women's involvement and participation rate in electoral agencies and policy-making bodies from national to regional levels. © 2019 Primrose Hall Publishing Group.

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Indonesia; Participation; Politics; Women's empowerment

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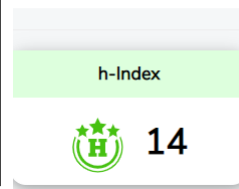
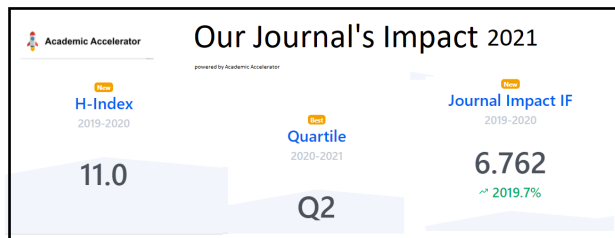
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### Mimicry as a Positive Strategy: A Cultural Study of Leila Aboulela's Lyrics Alley

**Ammar Ali Kareem<sup>a</sup>, Fazel Asadi Amjad<sup>b</sup>**, <sup>a,b</sup>Faculty of Literature and Humanities/ Kharazmi University/ Iran,

The struggle between Western ideology and Eastern thoughts on all levels has generated a lot of consequences which are considered as a sign of postcolonialism. Imitation is one of those catastrophic consequences of colonialism which has a negative impact on colonized objects. However, this article argues that applying Homi Bhabha's concept of "mimicry" to Leila Aboulela's Lyrics Alley proves a positive impact of imitation within the context of postcolonial theory. Moreover, the article aims at showing the bright side of "mimicry" for being a process of improvement of the personality. The article, on the other hand, makes scholars aware of the fact that imitation has not always been a negative impact. To be more specific, Aboulela's characters imitate the Western style of living to gain some profits out of such imitation (i.e. imitation for them can be seen as a strategy to earn their living and a path for modernity). Pages 1 to 8

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### Understanding Turnover Intention: Country of Job as a Moderator

**Muhammad Muazzem Hossain<sup>a</sup>**, <sup>a</sup>College of Business Administration, Prince Mohammad Bin Fahd University, Al Khobar, Kingdom of Saudi Arabia,

This study explores the factors affecting turnover intention and proposes that turnover intention is influenced by two intra-organizational factors, namely, finesse factor and firm factor, and employees' association to a specific job area. It also posits that country of job attenuates the relationships between the intra-organization factors and turnover intention. The findings indicate that the intra-organizational factors – finesse factor and firm factor – have a negative relationship with turnover intention. This implies that the more positively the employees perceive the intra-organizational factors in an organization, the lower their intention to leave the organization. Employees' associations to various job practice areas have also been found to have a differing significant impact on their intention to leave an organization. Finally, country of job has a moderating effect on the relationships between the firm factor and turnover intention, and between the finesse factor and turnover intention. Pages 9 to 23

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### The Development and Validating of the New Wisdom Scale for Multicultural Counselor

**Herdi Herdi<sup>a</sup>, Sunaryo Kartadinata<sup>b</sup>, Agus Taufiq<sup>c</sup>**, <sup>a</sup>Faculty of Educational Sciences, Universitas Negeri Jakarta, Jakarta, 13220, DKI Jakarta, Indonesia, <sup>b,c</sup>Faculty of Educational Sciences, Universitas Pendidikan Indonesia, Bandung, 40154, West Java, Indonesia, Email: <sup>a</sup>Herdi@unj.ac.id (mailto:Herdi@unj.ac.id), herdiunj5@student.upi.edu (mailto:herdiunj5@student.upi.edu)

Wisdom is a fundamental personality characteristic and is indicative of a multicultural counselor's competence. Therefore, an instrument that accurately measures the wisdom of a multicultural counselor is necessary. This purpose of study was to develop a valid and reliable measurement tool to determine the wisdom of multicultural counselor candidates. This study employed design-based research and instrument development procedure. The participants consisted of 517 counselor candidates who were students in the sixth semester of eleven Guidance and Counseling Departments in Indonesian higher education institutions. The data were collected by using an initial questionnaire called New Wisdom Scale for Multicultural Counselors in the form of Likert five-level scale. Operationally, the data analysis was performed by using Rasch Model version 3.75. The results demonstrated that the instrument had satisfying psychometric properties, (i.e. item measure, item fit order, DIF, person measure, person fit order, item-person maps, rating scale, test reliability, person reliability and item reliability). However, the factor structure is still needed to be improved. Further studies are needed to examine the psychometric properties of instruments in various participants. Pages 24 to 37



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#### **Internet of Things facilitates e-learning**

**Anjum Razzaque<sup>a</sup>**, <sup>a</sup>Assistant Professor, Management Information Systems Department, College of Business & Finance, Ahlia University, Manama, Bahrain, Email: <sup>a</sup>anjum.razzaque@gmail.com (mailto:anjum.razzaque@gmail.com)

Past scholars highlighted the dissatisfactions of learning in traditional teachings which is a vital concern for the Higher Education Institutions (HEIs). This is especially due to the numerous concerns of scholars pertaining to the declining teaching learning quality. This study reviewed literature to explore what role Internet of Things (IoT) and students' Learning Style (LS) has on learner expectations, through the Learning Outcomes (LOs) of HE students. Though this stage is a research in progress, instructors can improve curriculums using complimentary LS and LOs through the help of IoT, after reading the reviews of literature portrayed in this article. And, HE instructors can extend their reach to students via the e-learning environments as the model for this study was examined within the e-learning context. This was to confirm that IoT and LS do facilitate the achieving of LOs through an interdisciplinary model proposed in this paper. Implications to theory and practice are also expressed. Pages 38 to 53

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#### **Bridging the Sustainability Gap of Corporate Social Responsibility Strategy**

**Muneer Al Mubarak<sup>a</sup>**, <sup>a</sup>Ahlia University, Manama, Bahrain, Email: <sup>a</sup>malmubarak@ahlia.edu.bh (mailto:malmubarak@ahlia.edu.bh)

The purpose of this study is to identify potential sustainability gap(s) in the corporate social responsibility (CSR) strategy, discuss reasons for such a gap(s) and put forward suggestions to bridge the gap(s) that help achieving corporate sustainability (CR). This study uses a secondary source to reach the findings and draw conclusions. Two figures/models were used to illustrate the possible gap(s) and the right fit to bridge the gap(s). A sustainability gap was found in CSR activities for firms that are having imbalance, segregation, and priority mismatch between the three main CS/CSR components namely, society, environment, and economy. The gap occurs if firms do not carefully manage stakeholders' expectations, are confused in priorities, do not have enough budget for sustainable CSR activities, and do not work on building trust with stakeholders. To bridge the gap and make CSR more sustainable, firms are advised to manage stakeholders' expectations, build trust, put a long-term strategy to measure the impact of CSR activities, support such a strategy with an appropriate budget, and work on continuous improvements. Although many studies have reviewed CSR activities, few have focused on the CSR sustainability gap. This study contributes to the topic of sustainable CSR by focusing on reasons of possible gap(s) and ways to bridge such gap(s). Pages 54 to 67

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#### **Product Label Translation in Indonesian Context: Mistake, Quality, and Solution**

**Rudi Hartono<sup>a</sup>, Mohamed Nor Azhari Azman<sup>b</sup>**, <sup>a</sup>Universitas Negeri Semarang, Indonesia, <sup>b</sup>Sultan Idris Education University, Malaysia, Email: <sup>a</sup>rudi.hartono@mail.unnes.ac.id (mailto:rudi.hartono@mail.unnes.ac.id)

In this the increasingly modern world, we cannot be separated from information and communication either oral or written. The result of translation is a form of written information and communication media for many people. A good and correct translation will provide accurate information about the message being delivered. On the contrary, misinformation will mislead readers and be very dangerous and detrimental to many people. In connection with this case, we found many grammatical mistakes, sentence structure, phrase structure, choice of words, and spelling in the translation of product packaging labels. Additionally, the translation quality was also inaccurate and unacceptable. This research investigated a variety of mistakes and quality of translation and aims to provide solutions for better packaging label translation. This research used a descriptive qualitative approach with a case study design. For sources of data, we used four documents of product label translation of soft drinks produced in Indonesia. All data were analysed by using content analysis and classification based on the Standardized Mistake Marking proposed by the ATA (American Translation Association). Based on the results of the study it was found that the product label translation had some mistakes. The mistakes covered misreading and misinterpreting the original texts, mistranslating the message into the target language, mistakes of addition and omission, mistakes in selecting terms and word choice, too free and too literal methods in translation, mistakes in grammar, defection in punctuation, mistakes in spelling and even in word for word translation. It also showed fair quality in content and presentation of text and poor quality in mechanics. Pages 68 to 87





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**The Effect of School Leadership Leadership Behavior, Work Culture, Organizational Innovation and Self-Concept to Performance of High Schools Teachers in Kendari City**

**La Ode Amaluddin<sup>a\*</sup>, Jafar Akhiri<sup>b</sup>, Jamiludin<sup>c</sup>, Nanik Hidaryatiningsih<sup>d</sup>**, <sup>a</sup>Student of Doctoral Program of Universitas Halu Oleo, Jl. H.E.A. Mokodompit No. 1, Kendari 93231 Indonesia, <sup>b,c,d</sup>Universitas Halu Oleo, Jl. H.E.A. Mokodompit No. 1, Kendari 93231 Indonesia, Email: <sup>a</sup>laode.amaluddin@uho.ac.id (mailto:laode.amaluddin@uho.ac.id), amaluddin.75@gmail.com (mailto:amaluddin.75@gmail.com)

This study aims to analyse and describe the effect of: (1) the principal's leadership behaviour on teacher performance, (2) the principal's leadership behaviour towards self-concept, (3) work culture on teacher performance, (4) work culture on self-concept, (5) organizational innovation on self-concept, (6) organizational innovation on teacher performance, and (7) self-concept on teacher performance at Senior High School of Kendari City. Determination of the sample was undertaken by the Probability Sampling technique using proportional stratified random sampling. Retrieval of data using instruments was developed by researchers based on theories built by experts. This instrument was tested on 80 teachers empirically to determine its validity and reliability. The data analysis technique used analyst prerequisite tests and Structural Equation Modelling. The results of this study were: (1) the principal's leadership behaviour has a positive and significant effect on teacher performance, (2) the principal's leadership behaviour has no positive and significant effect on self-concept, (3) the work culture has no positive and significant effect on teacher performance, (4) work culture has a positive and significant effect on self-concept, (5) organizational innovation has no positive and significant effect on self-concept, (6) organizational innovation has a positive and significant effect on teacher performance, and (7) self-concept has no positive and significant effect on teacher performance. Pages 88 to 102

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**The Effectiveness of Two Blended Learning Strategies in Developing Skills of Designing Mind Maps for Secondary School Students**

**Mohammed Saeed M Alghamdi<sup>a</sup>, Akram Fathy Mostafa<sup>b</sup>**, <sup>a</sup>King Abdul-Aziz University, Jeddah, Saudi Arabia, <sup>b</sup>King Abdulaziz University (Jeddah), South valley University ( Qena), Email: <sup>a</sup>Aali3@kau.edu.sa (mailto:Aali3@kau.edu.sa)

This research aimed to detect the impact of difference of two Blended learning strategies in developing students skills in designing mind maps. More precisely, this research aimed to answer the following question: What is the impact difference of two strategies of Blended learning in developing skills of designing mind maps for secondary school students? To answer this question, the researchers used the experimental method with a (60) secondary student-sample in Jeddah city. The sample was divided into two experimental groups according to experimental design. The groups were exposed to two different Blended learning strategies: With the first experimental group, the strategy was to explain in the classroom and then complete exercises on the internet. With the second experimental group, the strategy was to explain on the internet and then complete exercises in the classroom. The research results showed no statistically significant differences between the mean scores of students of both experimental groups in the post application of the cognitive achievement test. This was in relation to the use of different types of blended learning strategies. Whereas, the results show that there is a statistically significant difference between the mean scores of students of both experimental groups in the skill performance in favour of the first group. The researchers recommends that teachers use blended learning strategies in teaching as they positively affect the development of mind map designing. Pages 103 to 116

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**Actualization of Land Social Function in Resolving Land Conflict in an Urban Area (Land Case Study of Buildings in Ujungberung, Bandung City)**

**Nur Adhim<sup>a</sup>, Sukirno<sup>b</sup>, Muh. Afif Mahfud<sup>c</sup>**, <sup>a,b,c</sup>Diponegoro University, Semarang, Indonesia,

Land has a very vital position in a person's life and is used to support their lives. The user of the land needs to pay attention to the social functions of land rights. This study aims to describe the philosophy of the social function of land rights and the actualization of the social functions of land in resolving land conflicts for buildings. This research is a qualitative research using a case study research strategy. This study uses primary data and secondary data. The data collected was then analyzed based on an interactive model presented by Matthew B. Miles and Michael C. Hubberman. The results of the study indicate that the philosophy of the social function of land rights is a balance between individual interests and social or prismatic interests. Cases of road closure or access to houses that occur in Ujung Berung are a violation of the social functions of land rights. This also shows the existence of individualism which undermines the social function of the land. Pages 117 to 131



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#### **Women's Empowerment in National Politics in Indonesia**

**Untung Sri Harjanto<sup>a</sup>, Diastama Anggita Ramadhan<sup>b</sup>,**  
a,bFaculty of Law, Diponegoro University, Email:  
<sup>a</sup>untungharjanto.undip@gmail.com  
(mailto:untungharjanto.undip@gmail.com)

**Purpose of the study:** Women, as part of the community component, are inseparable from political life in Indonesia. Although it is mandated by Constitution, in fact, the level of political participation in Indonesia has not reached 30%. The low level of women's participation in the political field has become a challenge for all stakeholders in the political sector. This study tried to find out the factors that led to the low participation of women in politics. **Methodology:** This study uses a normative juridical method with a method of taking legal material in the form of library studies. **Main Findings:** The results showed that there is still a need to strengthen empowerment for women in the political field. The regulations generally have prepared to accommodate women to be able to carry out their functions and roles in the political field. However, at the level of implementation, all these regulations have not been implemented effectively and efficiently so that empowerment of women is still needed. **Applications of this study:** The findings can be a directive for women politicians, activists and facilitators of women's empowerment in making policy guidelines related to women's political participation **Novelty/Originality of this study:** This study has originality in using political data and theories of women's empowerment in the field of practical politics, and frames them in the perspective of women's involvement and participation rate in electoral agencies and policy-making bodies from national to regional levels. Pages 132 to 141

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#### **Middle Course Decentralization for Autonomous Regions with Island Characteristics in Integrated Nations**

**Petrus Polyando<sup>a</sup>,** <sup>a</sup> Faculty of Government Politics, Institut Pemerintahan Dalam Negeri, Email: <sup>a</sup> petruspholl@ipdn.ac.id

Decentralization and the autonomy policy, and their implementation, are two interesting issues that are always highlighted by various groups across the regions. Variations in results occur in many localities and not all regions are successful in bringing welfare into the community. Whereas, decentralization was chosen as an instrument to improve public well-being. This shows that there is a problem or there is a gap from the implementation of decentralization with results in certain regions, particularly in the tiny and isolated islands. This condition becomes ironic and needs to be highlighted, considering that the island region has also received a decentralization policy along with other regions. Due to these conditions and problems, this research was conducted to identify the factors causing decentralization in autonomous regions with island characteristics that have not been successful in improving the welfare of their people. This study uses qualitative method, where data is collected from informants from central government and respondents in autonomous regions characterized by islands. The findings reveal that the political interaction among stakeholders has not been specific and does not consider the real needs and difficulties of the people. This means the region's greatest interests have not been fully accommodated in decentralization policies. Furthermore, the lack of support in the regions, particularly from central government, means less available human resources, as well as the problem of overlap authority to manage economic resource potential and regional relations with supra-national institutions. This study provides an insight about what important aspects of a special decentralization policy for autonomous regions, characterized by islands, as a solution to the problem of decentralization that has not yet reached its objectives. This idea provides a middle ground in how to manage development with decentralization models in autonomous regions characterized by islands. Thus providing future directions for researchers and policy makers to explore this concept empirically. Pages 142 to 158



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**The Influence of Corporate Social Responsibility Disclosure, Managerial Ownership and Firm Size on Firm Value in Indonesia Stock Exchange**

**Soffia Pudji Estiasih<sup>a</sup>, Nia Yuniarsih<sup>b</sup>, Muh Barid Nizarudin Wajdi<sup>c</sup>**, <sup>a</sup>Universitas "W.R. Supratman" Surabaya, Indonesia, <sup>b</sup>Universitas Katolik Darma Cendika Surabaya, Indonesia, <sup>c</sup>STAI Miftahul Ula Nganjuk, Email: <sup>a</sup>sestiasih@gmail.com (mailto:sestiasih@gmail.com), <sup>b</sup>nia.yuniarsih@ukdc.ac.id (mailto:nia.yuniarsih@ukdc.ac.id), <sup>c</sup>baridnizar84@gmail.com (mailto:baridnizar84@gmail.com)

The purpose of this research is to find empirical evidence about the influence of the corporate social responsibility disclosure to the firm value, the influence of managerial ownership to firm value, and the influence of firm size on firm value. The samples are manufacturing companies which are listed in Indonesia Stock Exchange in 2010-2012 periods. The corporate social responsibility index of company has been used as the proxy of the CSR disclosure, the percentage of managerial ownership is used as the proxy of managerial ownership, and the natural log of sales (Ln sales) is used as the proxy of firm size and Tobins Q is used as the proxy of firm value. The analysis methods have been carried out by using multiple linear regression analysis for hypothesis. The results of this research show that the disclosure of corporate social responsibility, managerial ownership, and firm size has significant influence to the firm value. Meanwhile, the results of partial test show that the corporate social responsibility disclosure has significant influence to firm value, whereas managerial ownership does not have any significant influence to the firm value and firm size has significant influence to the firm value. Pages 159 to 171

Pdf (/images/vol9iss9/9916\_Solikin\_2019\_E\_R.pdf)

**Socio-Economic Profile of Beef Cattle Farmers in Kediri Regency, East Java Province**

**Nur Solikin<sup>a</sup>, Budi Hartono<sup>b</sup>, Zaenal Fanani<sup>c</sup>, Muhammad Nur Ihsan<sup>d</sup>**, <sup>a</sup>Doktor Program of Faculty of Animal Husbandry, Universitas Brawijaya Malang, <sup>b,c,d</sup>Faculty of Animal Husbandry, Universitas Brawijaya Malang, Email: gatokoco.80@gmail.com (mailto:gatokoco.80@gmail.com)

In developing livestock sector in Kediri Regency, a study concerning socio-economic profile of beef cattle farmers in Kediri Regency, East Java Province is needed in order to clearly describe the fact and to obtain the appropriate strategy formulation. This research aims to describe the socio-economic condition of the farmers, especially in Kediri Regency, East Java Province. The implementation time of the research was from January to June 2018. Data collection used survey method and secondary data derived from references published by the local government of Kediri Regency. This research is a case study research. Eight districts were chosen as the samples by using multistage sampling method. The data set obtained later was then described. According to the result of this research, it is necessary to elevate socio-economic condition of the farmers in the future. The strategy which can be applied is in the form of a strengthening through beef cattle development training with contemporary management so that farming is no longer considered as a side business. In addition, the role optimization of stakeholders as partners in the development of beef cattle farming in Kediri Regency is also needed. Pages 172 to 182



**Analysing the Use of Business Simulation to Build Entrepreneurial Leaders: The Case of UAE Learners**

**Alfred Howard Miller<sup>a</sup>, Shiladitya Verma<sup>b</sup>, Fatima Aliloghani<sup>c</sup>, Suhair Alwahabi<sup>d</sup>**, <sup>a,b,c,d</sup>Higher Colleges of Technology, Fujairah, UAE, Email: <sup>a</sup>amiller@hct.ac.ae (mailto:amiller@hct.ac.ae), <sup>b</sup>sverma@hct.ac.ae (mailto:sverma@hct.ac.ae), <sup>c</sup>falloghani@hct.ac.ae (mailto:falloghani@hct.ac.ae), <sup>d</sup>salwahabi@hct.ac.ae (mailto:salwahabi@hct.ac.ae)

The purpose of this study is to measure the relationship between developing entrepreneurial leaders and their successful performance in business simulation. At Higher Colleges of Technology (HCT) in the United Arab Emirates (UAE), learners do Strategic Management and business simulation courses during the third year of their Bachelor's degree. By the time they do the business simulation course, they will already have taken at least one or two courses in each of marketing, management, accounting, business statistics, international business, finance and innovation and entrepreneurship. These students already have an introductory exposure to the main concepts that comprise the business core. Theoretically, they are ready to test their knowledge, understanding and skills at the applied learning level. Thus business simulation is seen as a capstone course for the business-core courses. For this study, comparative performance metrics in the student group project, student self-reflective statements, overall placement in the simulation game and total shareholder return of a simulated mobile phone company are matched to the data visualisation graphics. Data visualisation is enabled by KH Coder, an unsupervised machine learning, quantitative text-analysis process. Technologies used in the analysis include correlation co-occurrence networks, centrality co-occurrence networks and multidimensional scaling. Pages 183 to 209

**The Impact of Total Factor Productivity and Spatial Dependence on Per Capita Income Convergence**

**Agus Suman<sup>a</sup>, Devanto<sup>b</sup>, Rachmad Kresna<sup>c</sup>, Nurjanna Ladjin<sup>d</sup>**, <sup>a,b,c,d</sup>Faculty of Economics and Business, Universitas Brawijaya, Indonesia, Email: <sup>d</sup>annaladjin@yahoo.com (mailto:annaladjin@yahoo.com)

This study aims to analyse the spatial dependence on the convergence of per capita regency/city income in Central Sulawesi Province in the period 2007–17. Total factor productivity (TFP) is related to the existence of a knowledge gap between developed and underdeveloped regions. Unsurprisingly, the underdeveloped regions want to catch up with the developed regions. The analysis used in this study was the Spatial Durbin Model. The results of the study showed that there was a gap in regencies/cities because of poor connections among those in the local area. A highly competitive character disadvantaged lower competitors. This resulted in divergence, meaning no regional spillover occurred. The regional economic priority improvement mostly related to the regencies/cities in quadrant III and showed low economic improvement through the regional connection, which had a highly competitive character, human resources improvement, knowledge and technology, investment, infrastructure provision and strengthening regional economic activities. Pages 210 to 225

**Ethnophysics in Learning Based on Javanese Culture to Improve the Generic Skills of Students' Science**

**Derlina<sup>a</sup>, Karya Sinulingga<sup>b</sup>, Maryono<sup>c</sup>, Sahyar<sup>d</sup>, Bornok Sinaga<sup>a</sup>**, <sup>a,b,c,d</sup>Department of Physics Education, Post Graduate Program, Universitas Negeri Medan Jl. Willem Iskandar Pasar V Medan Estate, Indonesia, Email: <sup>a</sup>derlina@unimed.ac.id (mailto:derlina@unimed.ac.id)

The aim of this research is to discover how to improve students' generic science skills through ethnophysics in a study based on Javanese culture. This research uses the method of class action and qualitative research. The subject of this research consists of 38 students of MAS PAB 2 Helvetia. The generic science data were obtained from the generic science skill instrument and then analysed descriptively by using the N-Gain trial. A qualitative method was used, in the form of interview, journal reflection and observation. The results show that ethnophysics application in learning based on Javanese culture can increase the participants' generic science skills and develop collaboration skills, as well as skills in communication, criticism and reflection, self-confidence, debate and creativity. Pages 226 to 241



**In Fulfilment of the Janji: Some Social Merits of the Tausug *Pagkaja***

**Francis C. Jumala<sup>a</sup>**, <sup>a</sup>Western Mindanao State University, Zamboanga City, Philippines, Email: <sup>a</sup>fcjumala@yahoo.com (mailto:fcjumala@yahoo.com)

In this modern era, ancestral practices are still permeating in the ethos of many cultures worldwide. In the southern Philippines, some traditional societies have been seen to portray the existence of these ancestral rites amidst the influence of major religions such as Islam and Christianity. This study explores the nature, practice and persistence of the *pagkaja* among the Tausug practitioners in the southern Philippines. The study concluded that the *pagkaja* is viewed by practitioners as a rite of homage, as this is seen as a way of showing deference, respect and homage to their ancestors rather than *pagsumba* (worship). The findings of this study also indicated that the persistence of the ritual of the *pagkaja* is attributed to the social benefits derived, such as the removal of social maladies embedded in the state of *sukut* (demand for reparation of ancestral debt). Pages 242 to 261

**Financial Inclusion at the Bottom of the Pyramid: Accessibility, Usage and Barriers from Fishermen's Perspective in Urban Areas**

**Umi Widyastuti<sup>a</sup>, Ati Sumiati<sup>b</sup>, Santi Susanti<sup>c</sup>, Suherman<sup>d</sup>**,  
<sup>a,b,c,d</sup>Umi Widyastuti , Ati Sumiati , Santi Susanti , Suherman,

This article describes the financial inclusion of fishermen who live in urban areas, as representatives of the bottom of the pyramid. Financial inclusion is measured based on accessibility, usage and barriers. This article fills a gap in the research discussing financial inclusion from the perspective of fishermen who live in urban areas. A descriptive approach is used to convey financial inclusion based on primary data, which are measured by a nominal scale. The data were collected conveniently by involving 51 fishermen's families. The results show that some of the fishermen's families are still categorised as 'unbanked'. Bank accessibility is relatively good in this area, but the usage of bank accounts is still intended mostly for personal transactions rather than for business purposes. The results indicate that saving behaviour needs to be improved, while the loans taken out are aimed at consumption activities, and are accessed through informal institutions. The results tell us that fishermen's communities still have little awareness of the need to protect themselves with insurance against the risks they face. We find the main obstacles to financial inclusion are a low income and a lack of sufficient legal documentation. This article describes financial inclusion from the dimensions of accessibility, usage and barriers. However, it has not been related to other variables that may influence financial behaviour. Pages 262 to 279

**A Study of Essential Competencies for Management Students in India**

**Sneha Adavi<sup>a</sup>, Mita Mehta<sup>b</sup>, Arti Chandani<sup>c</sup>**, <sup>a</sup>PhD Scholar from SCRI (affiliated to Symbiosis Institute of Management Studies Range Hill, 411020 ), <sup>b,c</sup>Associate Professor, Symbiosis International (Deemed University), Symbiosis Institute of Management Studies, Range Hill, 41102. Email: <sup>a</sup>snehapralhad@gmail.com (mailto:snehapralhad@gmail.com), <sup>b</sup>mita.mehta@sims.edu (mailto:mita.mehta@sims.edu), <sup>c</sup>arti.chandani@sims.edu (mailto:arti.chandani@sims.edu)

This article indicates the essential competencies required by graduate management students in order to be ready for their journey into the corporate world, especially with reference to India. A smooth transition from academia to corporates is facilitated through knowledge, skill and ability to perform; these words combine to create a new jargon called competency, which in turn leads to employability. The study used a survey method to collect primary data from students. Fifty questionnaires were sent through the email and we received 48 completed questionnaire. A questionnaire was prepared using a Likert scale along with open-ended questions. An extensive literature review was undertaken using premium journal papers to collect the secondary data. The study was limited to two cities of India: Pune and Bengaluru. Students' perceptions of the essential competencies required for the students to be job ready are being explored. Pages 280 to 293



**Does Sustainability Reporting via Accounting Information System Influence Investment Decisions in Iraq?**

**Maher Najji Ali<sup>a</sup>, Karrar Saleem Hameedi<sup>b</sup>, Akeel Hamza**

**Almagtome<sup>c</sup>**, <sup>a, b, c</sup>Faculty of Administration and Economics, University of Kufa, Iraq, Email:

<sup>c</sup>akeelh.alhasnawi@uokufa.edu.iq

This research aims to study the impact of reporting on sustainability according to GRI indicators in the economic decisions of investors, applied to the banks and industry sectors listed on the Iraq Stock Exchange. The research variables were quantified based on the models developed by the relevant literature. A range of control variables were used (firm age, leverage, Market earnings per share, company size, return on equity, return on assets, MTB and earnings per share). The study included all companies belonging to the banking and industry sectors listed on the Iraq Stock Exchange for 2017. The results show that there is no statistically significant effect of reporting sustainability on the economic decisions of investors, as well as the absence of influence of the control variables in those decisions. The research examined several determinants, the most important of which is the small size of the research community represented in the Iraqi banks and industry sectors listed in the financial market. The need to adopt GRI standards for reporting sustainability as adapted to suit the Iraqi environment requires local companies to report these standards in their financial reports. This study is also useful for investors because of the need to educate them about the importance of benefiting from reporting on sustainability in their economic decisions. The relevant literature revealed that this study is the first attempt to test the impact of sustainability reporting on investors' economic decisions. Pages 294 to 312

**Exclusion in the Reluctant Fundamentalist**

**Shouket Ahmad Tilwani<sup>a</sup>**, Assistant Professor, Department of English, College of Science and Humanities, Al-Kharj, Prince Sattam Bin Abdulaziz University, Al-Kharj, 11942, Saudi Arabia, Email: <sup>a</sup>s.tilwani@psau.edu.sa (mailto:s.tilwani@psau.edu.sa)

The already problematic East-West relationship is aggravated by the Muslim anti-colonial stance. Consequently, Muslims were seen as 'enemies'. This state of affairs was made murkier by the terrorist incident of 9/11, for which Muslims were perceived to be a quintessential enemy and a serious threat, exaggerated by the matchless brand of the Western media, held to be responsible. New practices of exclusion were introduced. Exclusion is a multi-faceted mechanism shaped and driven by uneven power structure, in which certain groups or people are put to disadvantageous position due their affiliation with some community or group. This, as World Health Organization claims, leads to uneven access to rights, capabilities, resources that lead to health inequalities and resistance. This paper discusses how Mohsin Hamid through *The Reluctant Fundamentalist* (2007) depicts this exclusion and scenario of suspicion of post-9/11 American society where Muslims are looked as a considerable threat to be excluded, imprisoned and persecuted. Pages 313 to 328

**To what extent the System of the Occupational Safety and Health Administration ISO 45001:2018 Prevents Injury**

**Ali Saad Alwan Al musawi<sup>a</sup>, Nagham Ali Jasim Al Sayegh<sup>b</sup>,**

<sup>a</sup>Kut University College, <sup>b</sup> College of Administration and Economics / Mustansiriyah University, Email:

<sup>a</sup>ali\_s\_almusawi@yahoo.com (mailto:ali\_s\_almusawi@yahoo.com),

<sup>b</sup>nghm\_a\_2006@yahoo.com (mailto:ngnm\_a\_2006@yahoo.com)

This research aims to analyse and study the methods of prevention of work-related injuries. Additionally, it seeks to understand how the use of safety tools, rules and regulation as well as employee's participation and programs occurring within industrial organisations and what is to be followed when implementing them. The research concentrates on the measures taken by the organisation in order to manage and reduce the protection of human resources from occupational diseases as well as the risks related to their work and by standing on the reality of the application of the standard of health and safety management system that focuses. This is crucial for organisations to reduce occupational accidents and diseases and the application of health management systems and occupational safety issues and the integration of standard and requirements and examples of good practices, human resources and good technology. The results of the study are represented in the tool business organisation as it wants to implement or update health and safety management system using the professional tool checklist (Checklists) for the application of the standard 45001 ISO. Pages 329 to 346



**Poverty Alleviation Through Empowerment of the Zakat Profession and Zakat Management for Poverty Re-education in Banyumas Central Java District**

**Suteki<sup>a</sup>, Nastiti Rahajeng Putri<sup>b</sup>**, <sup>a,b</sup>Faculty of Law, Universitas Diponegoro, Email: <sup>a</sup>sutekisuteki.undip@yahoo.com (mailto:sutekisuteki.undip@yahoo.com)

Indonesia can still be classified as a developing country and has a relatively high number of poor people. Poor people account for approximately 30 million out of a population of 250 million people in Indonesia. Decisions by local officials as well as the behaviour of the community can be influenced by empowering zakat and zakat management systems in an efficient manner. The problems addressed by this writing are as follows: What is the potential of collecting development funds for poverty alleviation through zakat? What is the role of local governments in empowering people in the field of zakat management? and What is the strategic model for using the law as a means of social engineering in the field of zakat management? This problem will be solved using a qualitative socio-legal research approach. Banyumas Regency is the area of study, as it has a poverty alleviation program through BAZDA. Based on the results of the study, each region has the potential to extract development funds with different degrees of success. To enhance understanding, this study conducted a questionnaire survey that dealt with the various indicators of poverty and how zakat management dynamics can influence them. Results of this study indicates that an efficient zakat management system is centralized, distributed, and delegated. Such systems lead to good outcomes for poverty dynamics, like inability to drive to work and increased dependence on foreign aids. Additionally, centralized zakat management dynamics are also contributing to the lowering of substandard living conditions and poor medical treatment among community members. Pages 347 to 360

**Impact of Local Public Employment Policies on Employment Relationships and Industrial Relations in Pasuruan District, Indonesia**

**Andy Fefta Wijaya<sup>a</sup>, Hambali<sup>b</sup>, A. Yuli Andi Gani<sup>c</sup>, M. R. Khairul Muluk<sup>d</sup>**, <sup>a,b,c,d</sup>University of Brawijaya, Faculty of Public Administration, Malang, Indonesia, Email: <sup>a</sup>andyfefta@ub.ac.id (mailto:andyfefta@ub.ac.id), <sup>b</sup>hambali@yudharta.ac.id (mailto:hambali@yudharta.ac.id), <sup>c</sup>andiganipiblam@yahoo.com (mailto:andiganipiblam@yahoo.com), <sup>d</sup>khairulmuluk10@gmail.com (mailto:khairulmuluk10@gmail.com)

This article examines the impact of local Labour system policies on industrial relations in Pasuruan Regency, through qualitative methods and a public policy approach. Research into the Pasuruan Regency includes data sources from policy makers and industrial relations actors in Pasuruan Regency, including: Pasuruan Regency Manpower and Transmigration Office, APINDO (Indonesian Employers' Association), Indonesian Muslim Workers' Association (Sarbumusi), and Pasuruan Regency. This article's data analysis uses the interactive models of A. Michael Huberman and Matthew B. Miles. Data is validated based on transferability, dependability, and confirmability. The results of this study indicate that industrial relations between workers and employers are still in a contradictory position. Local Regulation Number 22 of 2012 concerning the Labour System in Pasuruan Regency benefits workers in asserting their rights. Policies related to improving the welfare of workers in Pasuruan Regency are very good, ranking in the top 4 Regional Minimum Wages of the 38 Cities/Regencies in East Java. Pages 361 to 371



**Ade Tutty Rokhayati Rosa<sup>a</sup>**, <sup>a</sup>UNINUS Postgraduate School (SPs) Jln. Soekarno-Hatta No. 530 Bandung West Java Indonesia, Email: <sup>a</sup>adetutty@uninus.ac.id (mailto:adetutty@uninus.ac.id), rosaatrnxov@gmail.com (mailto:rosaatrnxov@gmail.com)

This written work is a resume of the results of this study and reveals an in-depth picture of the existence of a palace in the midst of present civilisation of the industrial revolution 4.0 and Society 5.0 with a focus on examining people's perceptions. This was studied through Islamic cultural education management. The research departs from the assumption that lately the palace has increasingly occupied a marginal position. This is partly due to changes in attitudes and views of people towards the palace due to the swift flow of world culture and the global environment. The palace is now only regarded as a cultural centre for locals, rather than an independent political territory. Nevertheless, people still remember it as one of the potential regional cultural barns. To explore this problem, the writer raised the art of culture in the Long Amulet ceremony which is held every year at the Kasepuhan Palace in Cirebon, using a descriptive research method with a qualitative approach. The data collection techniques include the literature review, observations and interviews. After reviewing these, the author attempts to formulate a number of policy proposals regarding steps to revitalise the palace in anticipation of the era of globalisation and industrial revolution by realising and strengthening the identity of the nation's character which is included with the current model without having to be altered. Pages 372 to 382

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# Women's Empowerment in National Politics in Indonesia

Untung Sri Harjanto<sup>a</sup>, Diastama Anggita Ramadhan<sup>b</sup>, <sup>a,b</sup>Faculty of Law,  
Diponegoro University, Email: [untungharjanto.undip@gmail.com](mailto:untungharjanto.undip@gmail.com)

**Purpose of the study:** Women, as part of the community component, are inseparable from political life in Indonesia. Although it is mandated by Constitution, in fact, the level of political participation in Indonesia has not reached 30%. The low level of women's participation in the political field has become a challenge for all stakeholders in the political sector. This study tried to find out the factors that led to the low participation of women in politics. **Methodology:** This study uses a normative juridical method with a method of taking legal material in the form of library studies. **Main Findings:** The results showed that there is still a need to strengthen empowerment for women in the political field. The regulations generally have prepared to accommodate women to be able to carry out their functions and roles in the political field. However, at the level of implementation, all these regulations have not been implemented effectively and efficiently so that empowerment of women is still needed. **Applications of this study:** The findings can be a directive for women politicians, activists and facilitators of women's empowerment in making policy guidelines related to women's political participation. **Novelty/Originality of this study:** This study has originality in using political data and theories of women's empowerment in the field of practical politics, and frames them in the perspective of women's involvement and participation rate in electoral agencies and policy-making bodies from national to regional levels.

**Key words:** *women's empowerment, politics, participation, Indonesia.*

## Introduction

Basically, women nowadays have equal rights with men to be able to get involved and process in politics in most countries in the world. In Indonesia, this right was explicitly stated. The 1945 Constitution of the Republic of Indonesia, Article 28 H states that every person has the right to receive facilities and special treatment to obtain equal opportunities and benefits in order to achieve equality and justice. This explains that basically there is no gender difference regarding the level of women's empowerment in political matters. Furthermore, more specifically, this matter has been regulated in Law Number 7 of 2017 concerning General

# The Effectiveness of Two Blended Learning Strategies in Developing Skills of Designing Mind Maps for Secondary School Students

**Mohammed Saeed M Alghamdi<sup>a</sup>, Akram Fathy Mostafa<sup>b</sup>, <sup>a</sup>King Abdul-Aziz University, Jeddah, Saudi Arabia, <sup>b</sup>King Abdulaziz University (Jeddah), South valley University ( Qena), Email: [Aali3@kau.edu.sa](mailto:Aali3@kau.edu.sa)**

This research aimed to detect the impact of difference of two Blended learning strategies in developing students skills in designing mind maps. More precisely, this research aimed to answer the following question: What is the impact difference of two strategies of Blended learning in developing skills of designing mind maps for secondary school students? To answer this question, the researchers used the experimental method with a (60) secondary student-sample in Jeddah city. The sample was divided into two experimental groups according to experimental design. The groups were exposed to two different Blended learning strategies: With the first experimental group, the strategy was to explain in the classroom and then complete exercises on the internet. With the second experimental group, the strategy was to explain on the internet and then complete exercises in the classroom. The research results showed no statistically significant differences between the mean scores of students of both experimental groups in the post application of the cognitive achievement test. This was in relation to the use of different types of blended learning strategies. Whereas, the results show that there is a statistically significant difference between the mean scores of students of both experimental groups in the skill performance in favour of the first group. The researchers recommends that teachers use blended learning strategies in teaching as they positively affect the development of mind map designing.

**Key words:** *Blended learning, Blended learning Strategy, classroom & E-Learning, Mind map.*