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ABSTRACT BOOK

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Table of Contents

FROM PERCEIVED JOB INSECURITY CLIMATE TO ENTREPRENEURIAL COMMITMENT BEHAVIOR: INVESTIGATING THE MEDIATING ROLES OF OPPORTUNITY RECOGNITION, ENTREPRENEURIAL INTENTION, AND THE MODERATING ROLE OF SOCIAL NETWORK INTENSITY AMONG YOUNG ACADEMIC RESEARCHERS	1
WHY DO EMPLOYEES ENGAGE IN KNOWLEDGE HIDING: THE ANTECEDENCE OF PERCEIVED JOB INSECURITY, JOB INVOLVEMENT, AND MODERATING INFLUENCE OF CO-WORKER AND SUPERVISOR INCIVILITY IN A THREE WAVE CROSS LAGGED STUDY .2	
IMPACT OF GLASS CEILING EFFECT ON WOMEN CAREER SUCCESS WITH THE MEDIATING ROLE OF WORK FAMILY CONFLICT AND MODERATING ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT IN PAKISTAN	3
CLASSPOINT AS ENGAGEMENT TOOLS IN ENHANCING STUDENTS' PERFORMANCE IN GENETIC INHERITANCE	4
INTERACTIVE MULTIMEDIA APPLICATIONS TO IMPROVE STUDENTS' UNDERSTANDING OF POWER TOPICS.	5
COMPONENTS AND PREDICTORS OF PSYCHOLOGICAL WELLBEING IN YOUNG ADULTS	6
BAYESIAN NETWORK APPROACH IN EDUCATION: A BIBLIOMETRIC REVIEW USING R-TOOL AND FUTURE RESEARCH DIRECTIONS	7
REAL EARNING MANAGEMENT: IMPLICATION OF AUDIT COMMITTEE AND AUDIT QUALITY BIG 4	8
THE EFFECT OF THE DARK TRIAD PERSONALITY ON THE CYBERBULLYING BEHAVIOR AMONG MALAYSIAN UNIVERSITY STUDENTS.....	9
EFFECTIVE PROFESSIONAL ORIENTATION AND THE ROLE OF TEACHER IN ITS FORMATION.....	10
INTELLECTUAL POTENTIAL OF THE FUTURE AS A RESULT OF THE PRESENT WORK OF UNIVERSITY TEACHER	11
RELATIONSHIP BETWEEN MOTIVATION AND LISTENING ACHIEVEMENT IN LEARNING CHINESE AS SECOND LANGUAGE IN MALAYSIA.....	12
STUDENTS' PERCEPTIONS ON QUALITY ASSURANCE OF LEGAL EDUCATION IN PAKISTAN	13

BENEFITS OF SERVICE-LEARNING THROUGH COMMUNITY VOLUNTEER PROGRAMMES TO PRE-UNIVERSITY STUDENTS	14
FORMATION OF AN ECOLOGICAL WORLDVIEW THROUGH COMPUTER AND MOBILE GAMING TECHNOLOGIES	15
MODERN INFORMATION AND COMMUNICATION TECHNOLOGIES - AS AN ASPECT OF IMPROVING THE QUALITY OF TEACHING BIOLOGICAL SCIENCES (ON THE EXAMPLE OF TEACHING HUMAN ANATOMY AND PHYSIOLOGY)	16
ENHANCEMENT OF TEACHING METHODOLOGY OF THE COURSE ZOOLOGY OF INVERTEBRATES BASED ON THE DIGITALIZATION OF EDUCATION IN PEDAGOGICAL HIGHER EDUCATIONAL INSTITUTIONS OF THE REPUBLIC OF UZBEKISTAN(ON THE EXAMPLE OF USING QUIZ BOT)	17
SOCIAL ENTERPRISE DEVELOPMENT IN VIETNAM: DIRECTIONS AND CHALLENGES ...	18
BALANCING SUSTAINABILITY FACTORS AFFECTING THE IMPLEMENTATION OF DIGITAL LIBRARIES OF MALAY MANUSCRIPT: A PROPOSED FRAMEWORK	19
A CASE STUDY OF SCHOOL CLIMATE CHARACTERISTICS AND COMMITMENT TEACHERS AT HULU PERAK DISTRICT, PERAK STATE IN MALAYSIA	20
COMPETENCY DEVELOPMENT THROUGH THE IMPLEMENTATION OF PROFESSIONAL LEARNING COMMUNITIES AMONG ACCOUNTING PRINCIPLES TEACHERS	21
HIGHER ORDER THINKING SKILLS (HOTS) IN TEACHING MALAY LANGUAGE WRITING SKILLS AMONG PRESCHOOL TEACHERS	22
THE PROBLEM OF SIMULTANEOUS REGIONAL HEAD ELECTION FINANCING IN INDONESIA	23
THE WHEEL OF EXPLOITATION IN THE DIGITAL-BASED TRANSPORTATION INDUSTRY IN INDONESIA.....	24
EDUCATION DISPARITY IN ASPECTS OF DIGITAL TRANSFORMATION AND GENDER IN THE COVID-19 PANDEMIC.....	25
MASSTIGE MODEL: VALIDATION AND EXTENSION	26
REHABILITATION OF PEOPLE LIVING WITH HIV IN NON-GOVERNMENTAL ORGANIZATIONS: CASE OF RUSSIA	27
DEVELOPMENT OF A VALUE -BASED CURRICULUM MODEL FOR THE ENVIRONMENT IN THE VOCATIONAL COLLEGE STANDARD CURRICULUM IN THE FIELD OF REFRIGERATION AND AIR CONDITIONING: A NEEDS ANALYSIS.....	28

ADAPTATION OF CHINESE STUDENTS IN THE RUSSIAN HIGHER EDUCATION MULTICULTURAL ENVIRONMENT IN THE PERIOD OF DISTANCE LEARNING	29
DIGITAL TRANSFORMATION IN THE MICE INDUSTRY (POWERED BY ZOHO BACKSTAGE)	30
ANALYSING DEMOGRAPHIC CLUSTERS BEHAVIOUR AND PERCEPTIONS TOWARDS EBANKING IN EMERGING FREE-MARKET ECONOMIES - SOUTH AFRICA AND UKRAINE	31
WORKPLACE AND ONLINE FLEXIBILITY FOR WOMEN: AN AGENDA	32
THE INFLUENCE OF PHYSICAL WORK ENVIRONMENTS ON EMPLOYEE PERFORMANCE	33
WHITHER COMPASSIONATE LEADERSHIP? A SYSTEMATIC REVIEW	34
THE EFFECT OF RELIGION AND SPIRATUALITY ON SOCIETY.....	35
SOCIAL INVESTMENT AS A TREND OF MODERN SOCIAL POLICY (THE CASE OF RUSSIA)	36
NGOS AS A KEY ACTOR OF HIV/AIDS PREVENTION: FACTORS AND BARRIERS OF ACTIVITY IN RUSSIA.....	37
CHALLENGES OF ARAB WOMEN IN THE PALESTINIAN SOCIETY	38
DEVELOPMENT OF A DESIGN THINKING PEDAGOGICAL MODEL FOR SECONDARY SCHOOL SCIENCE TEACHERS IN MALAYSIA: A NEEDS ANALYSIS.....	39
ANALYSIS OF CORE SENTENCES IN KYRGYZ LANGUAGE	40
USING LEARNER FEEDBACK TO IMPROVE TEACHER PRACTICES IN MATERIALS ADAPTATION	41
CUSTOMIZATION OF MOODLE TO SCHOOL ENGLISH LANGUAGE LEARNERS	42
EXPLORING CHALLENGES FACED BY MANAGERS DEALING WITH MULTI- GENERATIONAL WORKFORCE.....	43
EXPLORING FACTORS IMPACTING THE FINANCIAL SUSTAINABILITY OF STATE- SUBSIDIZED INDEPENDENT SCHOOLS IN GAUTENG PROVINCE, SOUTH AFRICA.....	44
EVALUATION OF ANTALYA KARAIN CAVE AS A PALAEOLITHIC HERITAGE WITH THE FRAME OF CULTURAL HERITAGE TOURISM	45
FAKE NEWS AND PROPAGANDA: CASE STUDY OF GEORGIA, UKRAINE AND ESTONIA	46

COMPLIANCE WITH THE COVID-19 PROTOCOL FOR THE OVERSEAS MADURESE COMMUNITY IN TERMS OF THE DIRECT AND INDIRECT EFFECTS OF LOCUS OF CONTROL, BELIEF IN THE COVID CONSPIRACY THEORY, AND ANTI-VACCINE ATTITUDES	47
THE IMPORTANCE OF TEACHING APPLIED AGRICULTURE PROGRAM IN SCHOOLS. ...	48
DURING AND AFTER THE QUARANTINE OF COVID19 A STUDY ON ECONOMIC AND PSYCHOLOGICAL CONCERNS IN THE ALBANIAN POPULATION	49
PSYCHOLOGICAL ASSESSMENT OF THE WELLBEING AND ECONOMIC RELATED ISSUES OF THE ALBANIAN POPULATION LIVING IN THE PANDEMICS	50
PROJECT APPROACH AND ITS CHANGE IN THE LIFE OF HUNGARIAN ENTERPRISES AFTER PANDEMIC	51
THE BIGGEST WINNERS AND LOSERS OF THE CORONAVIRUS CRISIS BASED ON EUROPEAN MACROECONOMIC DATA	52
FORMATION IN PRESCHOOLERS OF ECOLOGICAL AND AESTHETIC IDEAS ABOUT THE ANIMAL WORLD.....	53
EES IN ECEC - IT'S NOT THAT COMPLICATED	54
INCLUSION OF PARENTS OF CHILDREN WITH AUTISM SPECTRUM DISORDER IN THE CORRECTION PROCESS.....	55
INVESTIGATION OF SUBJECTS AND SCOPES AFFECTING CORPORATE CULTURE IN SPORTS CLUBS.....	56
AN INVESTIGATION OF THE ISSUES THAT COACHES AND TRAINERS SHOULD FOCUS ON FOR THE INDIVIDUAL QUALITY DEVELOPMENT OF YOUNG ATHLETES IN SPORTS CLUBS (FROM THE PERSPECTIVE OF TURKEY)	57
EDUCATION FOR CHILDREN IN NEED OF SPECIAL ASSISTANCE	58
THE USE OF INNOVATIVE TECHNOLOGIES AND PRACTICES AT THE SCHOOL CLASSES FOR CHILDREN WITH SPEECH IMPEDIMENT	59
ORGANIZATION OF THE WORK OF THE SPEECH THERAPIST WITH CHILDREN WITH DISABILITIES IN THE CONDITIONS OF INCLUSIVE PRESCHOOL PRACTICE	60
PECULIARITIES OF THE VOCABULARY FORMATION AND DEVELOPMENT AMONG CHILDREN WITH VISION DISORDERS.....	61
FEATURES OF THE DEVELOPMENT OF SPEECH AND COMMUNICATION IN CHILDREN WITH INTELLECTUAL DISABILITIES.	62

PERSPECTIVES OF ENGLISH LANGUAGE TEACHING AT MEDICAL HIGH SCHOOL.....	63
KINDERGARTEN, AS THE FIRST COMPONENT, RURAL EDUCATION SYSTEMS	64
INFORMAL ACTORS AND ELECTORAL VIOLENCE IN DEVELOPING DEMOCRACIES: A STUDY OF TRANSPORT UNION WORKERS AND ELECTORAL VIOLENCE IN LAGOS STATE	65
NEW BOOK: THE DIFFERENT WAY IN EDUCATION.....	66
A MODEL FOR TEACHERS INTERVENTUON WITH AT RISK PUPILS (BASED ON TEACHERS TRAINING DAYS AT SCHOOL).....	67
THE CONTRIBUTION OF THE USE OF ASKING QUESTIONS STRATEGY TO IMPROVE CRITICAL THINKING AMONG STUDENTS.....	68
HOW BODY LANGUAGE INFLUENCES OUR LIVES: A DYNAMIC WORKSHOP.....	69
WHAT'S YOUR STORY: A BIBLIOTHERAPY AS A TREATMENT APPROACH FOR CHILDREN AND YOUNG ADULTS	70
PARENTS' PARTICIPATION IN THE EDUCATIONAL PROCESS FROM THE POINT OF VIEW OF EDUCATORS OF CHILDREN IN THE CENTER AREA (RAMLA AND LOD).....	71
THE EXTENT OF PARENTS' PARTICIPATION IN THE EDUCATIONAL PROCESS FROM THE POINT OF VIEW OF EDUCATORS IN THE CENTER AREA	72
SOCIAL-EMOTIONAL LEARNING IN THE WAKE OF COVID-19: A PRACTITIONER PERSPECTIVE	73
POST-TRAUMATIC STRESS DISORDER (PTSD) AND ITS RELATIONSHIP WITH FUTURE ANXIETY AMONG SYRIAN REFUGEES IN AL-ZAATARI REFUGEE CAMP-JORDAN IN LIGHT OF THE CORONA PANDEMIC (COVID-19)	74
PALESTINIAN YOUTH BETWEEN REALITY AND CHALLENGES	75
THE EFFECT OF REALISTIC MATHEMATICS EDUCATION ACTIVITIES APPLIED IN SECONDARY SCHOOL 7TH GRADE MATHEMATICS EDUCATION ON THE DEVELOPMENT OF LIFE SKILLS.....	76
THE IMPACT OF HUMAN RESOURCE MANAGEMENT ON THE DEVELOPMENT OF INNOVATIVE BUSINESSES	77
PARENT GROUPS ESTABLISHED WITH INSTANT MESSAGING TOOLS FOR MATH LESSONS DURING COVID-19: PARENTS' OPINION	78

DIMENSIONS OF DIGITAL LEARNING ENVIRONMENTS IN SOCIAL SCIENCES EDUCATION	79
REFLECTIONS OF DIGITAL OBESITY IN SOCIAL SCIENCES EDUCATION	80
INVESTIGATION OF THE SUGGESTIONS IN DOCTORAL DISSERTATIONS RELATED TO STEM EDUCATION: TRENDS, OPPORTUNITIES, AND GAPS	81
COOPERATIVE LEARNING APPROACH IN VISUAL ARTS EDUCATION AMONG INCLUSIVE EDUCATION PROGRAM STUDENTS	82
COIN-ART LEARNING MODEL DEVELOPMENT IN VISUAL ARTS FOR SECONDARY SCHOOLS INCLUSIVE STUDENTS: A NEED ANALYSIS	83
SOLAR SYSTEM PERCEPTIONS OF PRESERVICE SCIENCE TEACHERS	84
OPINIONS OF PRE-SERVICE SCIENCE TEACHERS ON THE USE OF WEB 2 TOOLS FOR MEASUREMENT AND EVALUATION	85
INTEGRATED CARE - CHALLENGES AND OPPORTUNITIES	86

**FROM PERCEIVED JOB INSECURITY CLIMATE TO ENTREPRENEURIAL COMMITMENT
BEHAVIOR: INVESTIGATING THE MEDIATING ROLES OF OPPORTUNITY
RECOGNITION, ENTREPRENEURIAL INTENTION, AND THE MODERATING ROLE OF
SOCIAL NETWORK INTENSITY AMONG YOUNG ACADEMIC RESEARCHERS**

Segun Adeola Adekiya
Brim Brain Consulting Services, Nigeria

Adetiloye Adeshola Ibitola
Hem-Kay Technical Company Limited, Nigeria

Kolade Suraju Opeyemi
Hem-Kay Technical Company Limited, Nigeria

Adewale Adekiya
Bayero University Kano, Nigeria

The current shock that emanates from the novel COVID 19 pandemic has been highlighted as having the potential to eliminate more than 50 million jobs worldwide (ILO, 2020) which may further manifest in an economic environment being characterized by job insecurity. Apparently, as climates that are characterized by a high level of job insecurity makes job prospects more indefinable and unpredictable both for the employed and those that are gearing up to enter the labor market (Savickas, 2012), then it goes home to opine that the perception of this uncertain and indefinable job prospect (job insecurity climate) would also be a major source of worries among students of universities, research institutions, and innovative technology skills acquisition institutes who are eagerly waiting for favorable and profitable school-labor market transition. Though, from an empirical perspective, macro-economic research has identified that economic situations characterized by job and employment insecurity have deleterious effects on consumer spending behavior, individual major life decisions, and the drive for various social psychological problems. Nevertheless, as the effects of this situation have not been examined in the context of a spin-off within academic institutions, this study proposes that such a situation may equally act as a driver through which a profitable entrepreneurial outcome may be achieved by the students in technological and research institutes via the successful commercialization of their research findings after graduation. Thus, it proposes that the possession of a robust level of diverse social network intensity will interact with the perception of job insecurity climate to result in the willingness of students/scientists to engage in the process of entrepreneurial opportunity recognition, leading to entrepreneurial intention, and entrepreneurial commitment behavior after graduation.

Keywords: academic spin-off, perceived job insecurity climate, entrepreneurial commitment, opportunity recognition, entrepreneurial intention, social capital intensity.

* Corresponding Author

WHY DO EMPLOYEES ENGAGE IN KNOWLEDGE HIDING: THE ANTECEDENCE OF PERCEIVED JOB INSECURITY, JOB INVOLVEMENT, AND MODERATING INFLUENCE OF CO-WORKER AND SUPERVISOR INCIVILITY IN A THREE WAVE CROSS LAGGED STUDY

Adewale Adekiya
Bayero University, Nigeria

Segun Adeola Adekiya
Brim Brain Consulting Services, Nigeria

Adetiloye Adesola Ibitola
Hem-Kay Technical Company Limited, Nigeria

Kolade Suraju Opeyemi
Hem-Kay Technical Company Limited, Nigeria

The Covid 19 pandemic, which has been classified as having an effect that is potentially heavier than the financial crisis of 2008, is likely to culminate in mass job loss within the global aviation and hospitality industries. As this mass loss may result in the intensification of self-perceived job insecurity among the employees who retain their job, and as perceived job insecurity have the potential to exercise a deleterious effect on employee job involvement and knowledge hiding behavior, this study introduces the two facets in incivility behaviors (customer incivility, co-worker incivility) as moderators with the potential influence of determining the boundary condition under which this effect is exercised. A total of 342 participants would be randomly selected from the Nigerian hospitality, Airline and Manufacturing industry while the close ended and structure questionnaire would be adopted as instrument of data collection. Furthermore, it is expected that perceived job insecurity would exercise an indirect effect on knowledge hiding behavior through employee job involvement while this indirect effect would be moderated by both supervisor and co-worker incivility behavior

Keywords: covid19, knowledge hiding, perceived job insecurity, job involvement, incivility behavior

* Corresponding Author



**IMPACT OF GLASS CEILING EFFECT ON WOMEN CAREER SUCCESS WITH THE
MEDIATING ROLE OF WORK FAMILY CONFLICT AND MODERATING ROLE OF
PERCEIVED ORGANIZATIONAL SUPPORT IN PAKISTAN**

Adeeba Khan *

University of Poonch, Pakistan

Naveed Khan

Qurtuba University of Science and Information Technology, Pakistan

Women make up half of the world's population, but they continue to face significant barriers to success including the glass ceiling. It refers to the invisible professional hurdles that women confront in the workplace. Women encounter challenges in practically every field of business today, including positive successes such as promotions and awards, which jeopardize their status and role in the workplace. Although the glass ceiling has piqued the interest of researchers, some authors have noted that theoretical models have made little effort to develop an understanding of the phenomenon and its implications. The main objective of the research was to find out the impact of glass barriers on women's career advancement in academia, as well as to analyze the mediating role of work-family conflict the mediating linkage between the glass ceiling and women's career success and perceived organizational support as moderating to reduce the negativity between conflict and women careers. The data was gathered using an adopted questionnaire with a sample size of 325. The included hypothesis under this research is being tested using sampling criteria. According to the results of the study, all hypotheses were accepted. Theoretical and managerial implications were also discussed along with future recommendations and limitations.

Keywords: glass-ceiling effect, women career advancement, work family conflict and perceived organizational support.

* Corresponding Author



CLASSPOINT AS ENGAGEMENT TOOLS IN ENHANCING STUDENTS' PERFORMANCE IN GENETIC INHERITANCE

Hanna Mohd Hussaini *

Penang Matriculation College, Malaysia Ministry of Education, Malaysia

Zakiah Rashid

Penang Matriculation College, Malaysia Ministry of Education, Malaysia

Suhaimi Saidin

Penang Matriculation College, Malaysia Ministry of Education, Malaysia

Education and learning have been significantly impacted by ICT. One of the indicators of the modern system of learning in the second millennium era today is by making innovations that emphasize change. Hence we decide to use Classpoint as our engagement tools in teaching topic Genetic Inheritance. This study is done to investigate the effect of using the engagement tool towards students' performance in topic Genetic Inheritance for Biology subject. ASSURE model is use as our research model and this research is using One-group Pre-test-Post-test Research Design. This research subject has been chosen randomly. 45 students have been chosen from two semester system (SDS) of Penang Matriculation college. These students were from Module I which Biology is one of the chore subject. Mean score for pre-test ($M = 15.09$, $SD = 2.44$) while mean score for post-test ($M = 17.53$, $SD = 1.70$). From this findings, we can conclude that both test have significant difference. Based on paired sample t-test which shows the value of t is ($t = -9.43$, $p = 0.01$). So p is less than α value ($p \leq .01$). Thus null hypothesis is rejected. From this result, it can conclude that there is a statistically difference between mean score pre-test and mean score post-test of the students in learning Genetic Inheritance. Hence the using of ClassPoint as the engagement tool in teaching Genetic Inheritance can enhance the performance of the Biology students.

Keywords: classpoint, engagement tools, experimental research design

* Corresponding Author



**INTERACTIVE MULTIMEDIA APPLICATIONS TO IMPROVE STUDENTS'
UNDERSTANDING OF POWER TOPICS.**

Zainah Hamid *

Penang Matriculation College, Ministry of Education Malaysia, Malaysia

Rabihah Ab Hadi

Penang Matriculation College, Ministry of Education Malaysia, Malaysia

Siti Norbaizura Mat Yusoff

Penang Matriculation College, Ministry of Education Malaysia, Malaysia

Nor Atika Mohd Arham

Penang Matriculation College, Ministry of Education Malaysia, Malaysia

Jamal Mohamad Hashim Adenan

Penang Matriculation College, Ministry of Education Malaysia, Malaysia

Hazlina Kasah

Ministry of Education Malaysia, Malaysia

This study aimed to identify the effects of cognitive tools of interactive multimedia applications to improve students' understanding of the subject of Data. Test Design (Pre-Post) using two measurements. A sample of 29 studies involving 29 students from KMPP students was randomly selected. The dependent variables for this study are the achievement of Pre and Post Tests while non-dependent variables are blended learning among multimedia interactive cognitive tools, namely PhET simulation and video applications built using Powtoon software as well as treatment with the guidance of lecturers. A study instrument has been used for the Pre and Post Test sets containing objective questions on the topic of Force. The data collection methods used are descriptive and inferent statistics for analyzing pre-testing and post-test tests in this study. The results of this study showed that the mean value of the post-test (13.41) was higher than the mean value of the pre test (10.83), which is an increase of 2.59. In addition, repeated measurement t-tests showed that the results of the study were significant ($t = -4.807$, $df = 28$, $p = .00$ ($p < 0.05$)). The null hypothesis was rejected and there was a difference in pre-tests and post-tests on the achievement of students using multimedia interactive cognitive tools i.e. PhET simulation and video applications built using Powtoon software as well as treatment with the guidance of lecturers mastering the topic of Daya versus traditional methods in the topic of Daya for Physics subjects.

Keywords: power, cognitive tools, powtoon, multimedia applications, phet simulation application

COMPONENTS AND PREDICTORS OF PSYCHOLOGICAL WELLBEING IN YOUNG ADULTS

Andalib Mahmud Mahmud *
University of Dhaka, Bangladesh

Shaheen Islam Islam
University of Dhaka, Bangladesh

Md. Feroz Sharif Sharif
University of Dhaka, Bangladesh

Psychological wellbeing, which refers to the overall healthy functioning of a person, is a crucial asset. It is a combination of effective functioning and feeling good of one's surroundings. To achieve and maintain psychological wellbeing is very important for any stages of life, especially for young adults. Young adults go through multiple significant transitions in life. The main aim of the current study was to discover the components and predictors of psychological wellbeing of young adults and develop an effective intervention program to enhance their psychological wellbeing. The study was carried out in three different stages. A mixed-method design was implemented to conduct the study. The 42 items Ryff's Psychological Wellbeing Scale was chosen in the first stage for its optimal usability to measure psychological wellbeing. It needed to be adapted for the Bangladeshi population before conducting the study using this tool. So, in the first stage the adaptation took place. The English and Bangla Psychological Wellbeing Scale had a significant positive correlation. In the second stage Bangla Psychological Wellbeing Scale was administered to a 301-representative sample of young adults. The goal of the second stage was to identify the factors related with psychological wellbeing. In the third stage of the current study aimed to create an effective intervention program to improve the psychological wellbeing of the young adults. This study reinforces the six-factor model of psychological well-being by Ryff (1989) in the design of psychological wellbeing program of young adults.

Keywords: psychological wellbeing, young adults, psychological wellbeing scale

* Corresponding Author



BAYESIAN NETWORK APPROACH IN EDUCATION: A BIBLIOMETRIC REVIEW USING R-TOOL AND FUTURE RESEARCH DIRECTIONS

Maran Chanthiran *

Universiti Pendidikan Sultan Idris, Malaysia

Abu Bakar Ibrahim

Universiti Pendidikan Sultan Idris, Malaysia

Mohd Hishamuddin Abdul Rahman

Universiti Pendidikan Sultan Idris, Malaysia

Punithavili Mariappan

Universiti Pendidikan Sultan Idris, Malaysia

The development and multiple variations in technology and science have endured the education. Nevertheless, education is one of the primary components that uphold the development of a country. In the meantime, diverse technologies have been introduced to blend in education. For example, Bayesian Networks is a probability-based data modeling approach that illustrates a set of variables and their conditional dependencies through a Directed Acyclic Graph (DAG). Each node formed inside the graph has a Conditional Probability Table (CPT). Therefore, the endurance of this bibliometric review is to identify peer-reviewed literature on the Bayesian network approach in education. Scopus citation databases are used in the data-gathering phase. In addition, PICOS Framework and PRISMA approach were obtained and analysed for keyword search on the research topic. This bibliographic data of articles published in the journals over ten years were extracted. R-tool and VOS viewer were used to analyse the data contained in all journals and articles. This bibliometric review shows the usage of the Bayesian network approach in education, especially in educational application development. The findings from 87 articles extracted show that teaching and learning activity delivery and educational management have improved. The findings show an increasing trend in published studies related to the Bayesian network in education. Next, the United Kingdom and the United States became highly productive countries in the publication of studies within the scope of the Bayesian network. Next, interdisciplinary became the primary choice in the publication of studies in the field of Bayesian networks. The level of predictive accuracy generated through the Bayesian network approach improves the quality of educational application development. However, the findings of previous studies indicate that there is a need to extend the Bayesian network approach in education.

Keywords: bayesian network, r-tool, bibliometric analysis, technology, teaching application

**REAL EARNING MANAGEMENT: IMPLICATION OF AUDIT COMMITTEE AND AUDIT
QUALITY BIG 4**

Shahanif Hasan *

Matriculation Colleges Penang, Malaysia

Aza Azlina Md Kassim

Management & Science University (MSU), Malaysia

Mohamad Ali Abdul Hamid

Putra University Malaysia, Malaysia

The audit quality (AQ) is investigated as a moderator between audit committee (AC) and real earnings management (REM). The study utilized the multiple regression analytical technique approach with 2,226 firm-year observations of non-financial firms listed on the Bursa Malaysia over a six-year period from 2013 to 2018. The results depict that Audit Committee Independence (ACID), Audit Committee (ACFEX), Audit Committee meeting (ACMEET) and Audit Committee Size (ACSIZE) do not have any significant impact on real earnings management (REM). Furthermore, findings also point to the fact that the Audit Committee's Audit Quality (AQ) causes a lesser impact on the practices of earnings management (EM) in actual activities. Apart from that, the results also portray the importance of audit quality (AQ) and audit committee (AC) in curtailing real earnings management (REM). Based on the findings, this study contributes to better understanding of the audit committee (AC) and earnings management (EM) practices among Malaysian listed firms. The results suggest that firms should improve the effectiveness of audit committees (AC) to enhance their financial reporting quality (FRQ).

Keywords: audit committee effectiveness, audit quality, real earnings management, malaysia

* Corresponding Author



THE EFFECT OF THE DARK TRIAD PERSONALITY ON THE CYBERBULLYING BEHAVIOR AMONG MALAYSIAN UNIVERSITY STUDENTS

Siti Aisyah Panatik *

Universiti Teknologi Malaysia, Malaysia

Nurul Nabilah Abdul Raof

Universiti Teknologi Malaysia, Malaysia

Cyberbullying has become more prevalent in this age due to the increased usage of electronic gadgets, the Internet, as well as the personality traits of the aggressor. The purpose of this study is to examine the effects of Dark Triad personality traits on cyberbullying behaviour among university students. The personality model adopted in this study is the Dark Triad Model, which included Machiavellianism, Narcissism and Psychopathy. This current study used a cross-sectional quantitative research design to collect data through online questionnaires. Convenience sampling is used to select 400 samples from public university students all over Malaysia. The instruments in this study are the 9-Item Cyberbullying Offending Scale and the 12-Item Dirty Dozen scale. The data were analysed using descriptive and inferential statistics through SPSS version 27. The result of descriptive data analysis shows that there is a low level of cyberbullying behaviour among university students. Pearson correlational analysis findings showed that all three of the dark traits (Machiavellianism, Psychopathy, Narcissism) are significantly correlated to cyberbullying behaviour. Meanwhile, multiple linear regression indicates Psychopathy and Machiavellianism have significant positive effects on cyberbullying behaviour. The findings of the study contribute to the existing literature in conceptual areas of bullying and assist the development of future intervention and prevention programs for cyberbullying.

Keywords: dark triad personality, cyberbully, university students, Malaysia

* Corresponding Author



EFFECTIVE PROFESSIONAL ORIENTATION AND THE ROLE OF TEACHER IN ITS FORMATION

Dagmar Rusková *

Slovak University of Technology, Slovakia

Ľubica Vašková

Slovak University of Technology, Slovakia

The contribution gives a comprehensive picture of the training of teachers of vocational subjects at the Slovak University of Technology. Quality work of vocational teachers is a meaningful prerequisite for qualified professional training of high school graduates and their employment. The teacher in contact with the students and the situation in the classroom is not enough to rely only on the principles of general management conditioned by the rational strategy and logic of pedagogy, psychology, or didactics, the effectiveness of which is universally valid regardless of the specific context of the situation. The teacher often makes decisions and follows the path of intuitive understanding of the situation with permanent feedback determined by the constant reflection of his own actions in direct confrontation with the situation in the classroom. The important role in this process play tacit knowledge that relates to practical know-how does not have an explicit formal definition. Although from the outside the whole process looks simple, in fact, the vast machinery of the mind is active, which allows - or does not allow - to start the desired activity. According to renowned experts, teacher activity is actually a highly adaptive, effective way of thinking and decision-making with a meaningful effect on the immediate situation. Its adequate launch is one of the important elements of the correct, expected solution for the situational problem. The latest findings of cognitive psychologists speak of cognitive ease and cognitive effort. There are described two systems in thinking and follow-up with a specific analysis of the advantages and disadvantages of both systems in the process of decision making. Cognitive effort and ease with their meaningful application are therefore one of the ways to achieve high professionalism of teachers. They are best developed in training activities, where the practice has a dominant place.

Keywords: education, the role of teacher, professional orientation

* Corresponding Author



INTELLECTUAL POTENTIAL OF THE FUTURE AS A RESULT OF THE PRESENT WORK OF UNIVERSITY TEACHER

Lubica Vaskova *

Slovak University of Technology, Slovakia

Dagmar Ruskova

Slovak University of Technology, Slovakia

The article deals with the role of a university teacher as the creator of the future of his students. At the beginning of the article, there is a short description of the world in the twenties of the 21st century. It describes the main issues of this period- pandemic situation, war disasters, absurd state of the environment. Then the article continues with the vision of the future, the role of human beings in it, and especially the role of a teacher as the person who may influence the big majority of future mankind. Special emphasis is given to his well-being which comes from his own conscience and convictions and is always associated with rational activity. The teacher helps his students to understand who they are and who they can be. A good teacher has a strong influence on the development and future activities of his students. In the confrontation with the energy of youth, the teacher across the various education systems is the source of the search for strength and dignity of man. Human freedom is linked with human responsibility. In this understanding of the union of freedom and responsibility, the place of the teacher is irreplaceable. Today and in the future.

Keywords: university teacher, students, future, understanding and responsibility

* Corresponding Author



RELATIONSHIP BETWEEN MOTIVATION AND LISTENING ACHIEVEMENT IN LEARNING CHINESE AS SECOND LANGUAGE IN MALAYSIA

Kee Ping Chuah *

Sultan Idris Education University, Malaysia

Guat Peng Ngoi

Sultan Idris Education University, Malaysia

Ai Peng Foo

Sultan Idris Education University, Malaysia

Motivation is a major factor in the success or failure of students in learning second language. Low motivation will affect language learning. Therefore, this study will assess the motivation towards subject of Chinese as Second Language in national primary school among Year 4 students as well as examine the relationship between Second Language Motivational Self-System (L2MSS) and listening skills achievement. The instruments used to analyze motivation are Listening Achievement Test (UPM) and L2MSS Questionnaire which are divided into 3 components, namely Ideal Second Language Self (IL2S), Ought to Second Language Self (OL2S) and Second Language Learning Experience (L2LE). A simple random sampling method involving 48 participants was randomly selected in this study. The results of the study showed that the study participants had a significant relationship of IL2S component with listening skills. However, students did not show a significant relationship of OL2S and L2LE components in listening skills achievement. Based on the findings of the study, a discussion on the possible contributing factors is presented along with the implications of the results of this study in the field of motivational studies. Institutions and educators need to plan curricula, syllabi and teaching methodologies accordingly to maintain and strengthen motivation with listening achievement in learning.

Keywords: chinese as second language, listening achievement, motivation

* Corresponding Author



STUDENTS' PERCEPTIONS ON QUALITY ASSURANCE OF LEGAL EDUCATION IN PAKISTAN

Sardar Ali Shah Sayed *
University of Sindh, Pakistan

Saroja Dhanapal Dhanapal
Retired Associate Professor, Malaysia

Raheela Bibi Sayed
Government of Sindh, Pakistan

Pakistan, despite showing evidence of growth and advancement in many major sectors, it is still seriously lagging in terms of growth in its education sector. This inadequacy of advancement is clearly evident in its legal education as it has not been given the necessary attention that is required to be on par with other developed nations. Currently, legal education in Pakistan is imparted through affiliated law colleges as well as public and private universities which have their own departments/institutes. As we are aware, quality education guarantees growth in the economy, security, well-being, and the prosperity of a country. The quality of a country's education is measured by the learning outcomes of the programs offered to students in the form of education. These outcomes attest to the quality of the curriculum, the teachers, and the student's performance, as well as to the teaching methods, the administration, the financing, the evaluation, and the linkages with other higher educational establishments. Although researchers are in consensus that the teaching faculty and students are the main stakeholders of the education system, it has been proven that the students are the best judges of an education system as they are the recipients whose lives are determined by the education that they have received. However, as it stands today, research has proven that there are numerous deficiencies in the legal education imparted in Pakistan. In view of this, this paper gives a comprehensive overview of law students' perceptions of the legal education system in Pakistan to highlight the strengths and weaknesses in the system. This qualitative research conducted via interviews identifies the flaws in the system and proposes constructive recommendations for the improvement of legal education in Pakistan to ensure Pakistan is on par with other developed nations in the world.

Keywords: legal education, quality assurance mechanism, students' perceptions

* Corresponding Author



BENEFITS OF SERVICE-LEARNING THROUGH COMMUNITY VOLUNTEER PROGRAMMES TO PRE-UNIVERSITY STUDENTS

Azizah Binti Mohd Zahidi Mohd Zahidi *
UKM, Malaysia

Service-learning is a method of community engagement that is enriching students and empowering the community. This study discusses the findings of service-learning via volunteerism for the community by pre-university students. The objective of the study is to investigate the effect of service-learning via community volunteer programmes on the students who enrolled in the Critical Analysis of Current Issues course at the pre-university level. A mixed methods approach was used in the research design, whereby participants' responses to their level of comprehension, level of knowledge, level of social responsibility, level of personal development, and level of academic achievement related to their involvement in community volunteer programmes were assessed with a pre- and post-test questionnaire. Document analysis of participants' reflections of their experiences conducting the community volunteer programmes was also conducted. Responses were analysed to identify key themes and subthemes. The findings reveal that the mean for their level of comprehension, personal development, and academic achievement was high for both the pre- and post-test. The mean for their level of comprehension, knowledge, social responsibility, personal development, and academic achievement was higher in the post-test. The mean for their level of knowledge and social responsibility was at a medium level for the pre-test. However, this was at a high level in the post-test. This shows that the participants showed significant improvement in their knowledge and social responsibility from involvement in voluntary programmes. Finally, recommendations for youth empowerment in becoming involved in community volunteer programmes were highlighted.

Keywords: pre-university students, service-learning, community volunteering programme

* Corresponding Author



FORMATION OF AN ECOLOGICAL WORLDVIEW THROUGH COMPUTER AND MOBILE GAMING TECHNOLOGIES

Gulnara Shakhmurova *

Tashkent State Pedagogical University Named After Nizami, Uzbekistan

This scientific work gives a brief theoretical justification and the possibility of using information gaming technologies in the process of forming an ecological worldview at various stages of the general education system. An analysis of the existing programs of ecological outlook through computer and mobile gaming technologies for students made it possible to identify the undeveloped technology that allows organizing work on the formation of an ecological outlook among students by means of computer technology. The development of an ecological worldview through computer and mobile gaming technologies, their development to date has covered all stages of continuous education and up to the system of advanced training for specialists at all levels. It is determined that ecological thinking is sanctified by the issue of environmental education in the conditions of modern media space. We consider it possible to improve the quality of environmental education for students based on the use of modern computer tools, while it is necessary to design technologies for the formation of environmental ideas by computer tools and the development of conditions for its implementation. A theoretical review of some mobile and computer applications and the practical possibility of their use in accordance with the age and individual characteristics of students are shown. In this study, the following methods were used to solve the tasks: theoretical analysis, the study of psychological, pedagogical, methodological and technical literature, electronic educational resources; observational.

Keywords: ecological worldview, ecological education, game, media space, information technology, mobile and computer gaming technologies.

* Corresponding Author



**MODERN INFORMATION AND COMMUNICATION TECHNOLOGIES - AS AN ASPECT
OF IMPROVING THE QUALITY OF TEACHING BIOLOGICAL SCIENCES (ON THE
EXAMPLE OF TEACHING HUMAN ANATOMY AND PHYSIOLOGY)**

Malika Khamdamova *

Tashkent State Pedagogical University Named After Nizami, Uzbekistan

The actual problems of modern pedagogy are the use of information and computer technology in the learning process in the classroom on "Human Anatomy and Physiology" are considered in the work. Today, the Republic of Uzbekistan pays special attention to the use of information and communication technologies in education. Uzbekistan is dynamically integrating into the global information space. Particular attention is paid to providing higher educational institutions with modern ICT tools and computer equipment, in particular, the phased acquisition of computers, servers, wireless network equipment, projectors and other multimedia equipment. The article discusses the features of teaching "Human Anatomy and Physiology" in pedagogical higher educational institutions using information and communication technologies, traditional and didactic lectures, problem-based learning and multimedia teaching aids. In a market economy, special attention is paid to the training of highly qualified, professional, competitive personnel. After the independence of the Republic of Uzbekistan, a lot of work has been done to radically update and modernize the education sector until today. The actual problems of modern pedagogy are the use of information and computer technology in the learning process in the classroom on "Human Anatomy and Physiology" are considered in the work. Today, the Republic of Uzbekistan pays special attention to the use of information and communication technologies in education. Uzbekistan is dynamically integrating into the global information space. Particular attention is paid to providing higher educational institutions with modern ICT tools and computer equipment, in particular, the phased acquisition of computers, servers, wireless network equipment, projectors and other multimedia equipment. The article discusses the features of teaching "Human Anatomy and Physiology" in pedagogical higher educational institutions using information and communication technologies, traditional and didactic lectures, problem-based learning, multimedia teaching methods and aids.

Keywords: information and communication technologies, multimedia teaching aids, pedagogical higher educational institutions, evaluation criteria.

* Corresponding Author



**ENHANCEMENT OF TEACHING METHODOLOGY OF THE COURSE ZOOLOGY OF
INVERTEBRATES BASED ON THE DIGITALIZATION OF EDUCATION IN PEDAGOGICAL
HIGHER EDUCATIONAL INSTITUTIONS OF THE REPUBLIC OF UZBEKISTAN(ON THE
EXAMPLE OF USING QUIZ BOT)**

Sadokat Abidova *

Tashkent State Pedagogical University Named After Nizami, Uzbekistan

In the modern period of the entry of New Uzbekistan into the era of the Third Renaissance, the government and the head of our state pay great attention to the development of science and education, the improvement of the educational sphere, especially the comprehensive support of representatives of science and education, the education of comprehensively and harmoniously developed youth. For modern youth, the digitalization is an integral part of their lives. The digitalization of education is an integral part of the modern educational system, since the life of modern youth is inextricably linked with computers, smartphones, gadgets, and laptops. Digital technologies surround us everywhere: at home, schools, universities, hospitals and from year to year are developing at a great speed. In the context of the foregoing, this article discusses the methodology for improving the teaching of the course "Invertebrate Zoology" based on the digitalization of education using the example of Quiz Bot. The article describes an example of using tests in Quiz Bot as a training simulator, presents the results of the experiment, as well as a student survey conducted to assess students' attitudes towards this method

Keywords: digitalization of education, technology, quiz Bot, digital technologies, tests, testing, smartphones, invertebrate zoology

* Corresponding Author



SOCIAL ENTERPRISE DEVELOPMENT IN VIETNAM: DIRECTIONS AND CHALLENGES

Dinh Duc Truong *

National Economics University, Vietnam

Tran Tho Dat
Cfvg, Vietnam

Fabien De Geuser
Cfvg, Vietnam

Background: Vietnam is currently one of the most dynamic economy in South East Asia. The “Doimoi” (Renovation) launched by the government in 1986 have spurred economic growth. Social enterprise (SE) are businesses with a social mission, set up to address social challenges. In past decades, interest in SE has grown significantly in Vietnam. In 2014, SE was officially recognised as a distinct type of organisation in Vietnam’s Enterprise Law. This was an important milestone to develop new SE. Objectives: This study aims at mapping the Vietnamese SE landscape and identifying key issues that need to be addressed to create a healthy and sustainable ecosystem for SE to develop. Methodology: The study used Pressure-State-Response (PSR) and SWOT frameworks to analyze the current situation and challenges of SE in Vietnam. Data collection includes (i) surveying 40 SE of different industries and localities (ii) in-depth interviews with stakeholders including management agencies, SE and business associations. Results: We found that SE in Vietnam is diverse, vibrant and growing. There is a new wave of start-up SE in Vietnam. These are profitable businesses and optimistic about future. They take diverse legal forms and work across a range of sectors. They are supporting disadvantaged people and are nurturing spaces for young people to take on leadership roles. Yet, SE do face barriers, and support is crucial to helping them overcome these. The government has developed significant policy steps to support SMEs in general and SE in particular, but more work is needed, particularly on policy implementation. Recommendations: (i) stakeholders can do more to help spread greater awareness and understanding of social enterprise across Vietnam more widely. (ii) the State should continue to issue supportive policies to develop SE, especially preferential policies on taxes, land, finance and infrastructure. (iii) further capacity building for the SE sector.

Keywords: social enterprise, supporting policy, economic growth, social objectives, Vietnam

* Corresponding Author



BALANCING SUSTAINABILITY FACTORS AFFECTING THE IMPLEMENTATION OF DIGITAL LIBRARIES OF MALAY MANUSCRIPT: A PROPOSED FRAMEWORK

Nor Hasni Che Hassan *

Mara University of Technology Malaysia, Malaysia

Wan Satirah Wan Mohd Saman

Mara University of Technology Malaysia, Malaysia

The aim of this study is to explore and understand the factors that will affect the implementation of Digital Libraries of Malay manuscripts in libraries. The paper discusses the issues related to the risk management of digital resources in Malaysian documentary heritage institutions. The study will have employed a descriptive-qualitative approach to explore how the DMM is operated in five selected information institutions in Malaysia. Three types of data collection techniques were used: interviews, observation, and document analysis. The semi-structured interview was used as the main data collection technique. The paper's findings and discovery are significant in highlighting the crucial elements which need to be addressed to ensure the sustainability and successful implementation of digitization projects. The paper's findings and discovery are significant in highlighting the crucial elements which need to be addressed to ensure the sustainability and successful implementation of any digitization project. The findings of this paper contribute toward the dissemination of new knowledge specifically in the management of digital preservation of documentary heritage available in Malaysia.

Keywords: digital library, digital preservation, risk management, documentary heritage, malay manuscript

* Corresponding Author



A CASE STUDY OF SCHOOL CLIMATE CHARACTERISTICS AND COMMITMENT TEACHERS AT HULU PERAK DISTRICT, PERAK STATE IN MALAYSIA

Ting Shyiong Cheng *

Sultan Idris Education University, Malaysia

Mahaliza Mansor

Sultan Idris Education University, Malaysia

Chaw Hong Beh

Manong National Chinese Primary School, Malaysia

Kee Ping Chuah

Sultan Idris Education University, Malaysia

School climate characteristics and commitment teachers are among the important elements in determining the success of a school. This study aimed to investigate the effect of the level of teachers' commitment, level of school climate characteristics at Chinese Primary School in Hulu Perak District, Perak state located in Malaysia. Design studies using survey methods and data was collected using questionnaires. The participants of this study involved 90 teachers from 11 primary school in the Hulu Perak District as a sample. The instruments used namely Organizational Health Inventory (OHI) and Organizational Commitment Questionnaire (OCQ) to measure the level of school climate characteristics and commitment teachers. The instruments of OCQ consists 15 questions whereby OHI includes 44 questions and divided into 4 dimensions which is collegiate leadership, behavior of teacher professionalism, emphasis on achievement and institutional immunity. Data were analysed using descriptive and inferential statistics. The results of OHI and OCQ showed that the level of climate characteristics (min= 4.09, SD=.315) and school climate (min= 3.49, SD=.265) are at a high level. Based on the findings of the study, several recommendations have been put forward for maintain and strengthen the school climate and high teacher commitment among primary school teachers in the Hulu Perak District, Perak state in Malaysia.

Keywords: school climate characteristics, commitment teachers, questionnaires

* Corresponding Author



COMPETENCY DEVELOPMENT THROUGH THE IMPLEMENTATION OF PROFESSIONAL LEARNING COMMUNITIES AMONG ACCOUNTING PRINCIPLES TEACHERS

Afaf Ahmad Jalaludin
Universiti Putra Malaysia, Malaysia

Suhaida Abdul Kadir
Universiti Putra Malaysia, Malaysia

Arnida Abdullah
Universiti Putra Malaysia, Malaysia

Siti Salina Mustakim *
Universiti Putra Malaysia, Malaysia

The Professional Learning Community (PLC) is implemented as a medium for the existence and strengthening of the teaching community. Through PLC, teachers work with a sense of openness, share their experiences, ideas and expertise as well as engage in a continuous assessment process that can develop in -depth team learning as well as critical reflection. This study aims to examine the implementation of Professional Learning Community (PLC) in improving the competence of teachers to teach Accounting Principles. A total of seven Accounting Principles teachers who teach in forms 4 and 5 in seven schools in Johor were selected as study participants using purposive sampling technique. The purpose of this study is to explore the development of competencies through the implementation of KPP among teachers of Accounting Principles. To achieve the purpose, qualitative phenomenological research design were used as a guiding framework. Thus, three data collection techniques were used to obtain rich data, namely semi -structured interview techniques, document analysis and audio and visual material analysis. The validity and reliability of the findings of this study was done by using triangulation techniques, joint examination techniques, study participants consent, audit trail, research diaries, long -term field observations as well as density, detail and enrichment of descriptions. The findings of the study were divided into 9 themes, namely lesson content knowledge, lesson planning, lesson delivery, teaching evaluation, technology application, classroom management, implementation of student guidance, increasing student motivation and student career development.

Keywords: professional learning community, teachers, school

* Corresponding Author



HIGHER ORDER THINKING SKILLS (HOTS) IN TEACHING MALAY LANGUAGE WRITING SKILLS AMONG PRESCHOOL TEACHERS

Siti Norzehan Bordin
Universiti Putra Malaysia, Malaysia

Rozita Radhiah Said *
Universiti Putra Malaysia, Malaysia

Azhar Md Sabil
Universiti Putra Malaysia, Malaysia

Mohd Mursyid Arshad
Universiti Putra Malaysia, Malaysia

Reading skills are highly emphasized in the MOE Preschool Curriculum and Assessment Standard Document (DSKP) as they are crucial in developing students' oral communication and basic literacy throughout their schooling years. However, some preschool students struggle in mastering pre-reading skills (vowel letters) even after the first three months of instruction. As a result, they are also likely to lag behind their peers in mastering reading. Thus, action research using the VoKad method was conducted to help improve the mastery of pre-reading skills (vowel letters) among preschool students who are struggling in reading as well as to help teachers in supporting students with these challenges. The researcher utilized the “edutainment” approach in this study which combines reading and singing techniques using the VoKad method. All instruction was carried out in the Malay language. Three teaching and learning activities were conducted over a period of one month. The findings of the study showed a very encouraging improvement in the first two weeks of intervention and the students successfully mastered all the vowel letters and sounds after four weeks of the study implementation. It is important to note that pre-reading skills do not only concern the mastery of vowels but also the skills of recognizing and pronouncing consonants and segmenting open syllables. Therefore, the researchers suggest that future studies should also investigate and address students' difficulty in mastering other pre-reading skills such as recognizing and pronouncing consonants.

Keywords: pre-reading skills, vowels, vokad method

* Corresponding Author



THE PROBLEM OF SIMULTANEOUS REGIONAL HEAD ELECTION FINANCING IN INDONESIA

Sitti Aminah

National Research and Innovation Agency, Indonesia

Regional head elections (Pilkada) are carried out simultaneously by all regions to elect a pair of regional heads/deputies. Simultaneous Pilkada was designed by the Government as a correction to the previous Pilkada. The purpose of the simultaneous regional head elections is to reduce the high cost of regional head elections in 34 provinces, 416 districts, and 98 cities. However, based on the evaluation, the costs of the simultaneous local head election are higher than the previous regional head elections. The study aimed to analyze the factors causing the high cost of simultaneous regional election financing and to analyze the differences in regional election financing among regions in Indonesia. The study was designed using qualitative methods and supported by secondary data. Data were collected through focus group discussions and in-depth interviews held in 15 provinces and 10 cities. Secondary data collection techniques were obtained from General Commissions Election at the central and regional levels. The study found that the causing factors of the high cost of the simultaneous Pilkada are due to, 1. The allocation of the honorarium budget is high due to there being many working groups on the regional election organizing committee and there are different honorarium standards. 2. The unsynchronized regulations lead to differences in interpretation among regional election organizing commissions, it caused the differences in the number of working groups and standard costs in each region; 3. Regulation as a legal umbrella often changes; 4. The irrationality of procurement of campaign materials and campaign props 5. The number of voters varies per polling station and, 6 there are non-permanent working groups of ad hoc institutions. The second finding of this study is a disparity in simultaneous Pilkada financing among regions in Indonesia, including disparities in financing between Java Island and Outside Java and regions on one island.

Keywords: simultaneous local elections, financing, indonesia

* Corresponding Author



THE WHEEL OF EXPLOITATION IN THE DIGITAL-BASED TRANSPORTATION INDUSTRY IN INDONESIA

Zulfi Apriani Zulfi *

Gadjah Mada University, Indonesia

The digital era has become a momentum where the form of work has changed. This is evidenced by the emergence of the Gig Economy. Gig Economy is a form of work in the economy that is no longer fixated on hours and hours of work. So, has capitalism lost its relevance in today's digital era or has capitalism actually benefited greatly from the changing production process? The thesis developed on production always sees that capitalism will continue to change in order to meet the limitations so that capital production continues. By taking the latest case of digital-based transportation, the author analyses the advantages of the Gojek company. In addition, because the process of capital accumulation also directly affects the fate of workers, the next question that must be answered in this paper is how workers experience exploitation. This article will discuss the relevance of Karl Marx's thinking in explaining technological developments in the digital-based transportation industry. Furthermore, the phenomenon is explained by using the theory of surplus value. This theory can also explain the exploitation process experienced by Gojek drivers.

Keywords: the theory of surplus value, exploitation, digital-based industry

* Corresponding Author



EDUCATION DISPARITY IN ASPECTS OF DIGITAL TRANSFORMATION AND GENDER IN THE COVID-19 PANDEMIC

Silvia Annisa *

Universitas Gadjah Mada, Indonesia

The COVID-19 pandemic has had various impacts, especially in the education sector. The picture of educational disparity is increasingly visible between the rich and the poor in ownership of digital commodities to support teaching methods during the pandemic. Inequality in education also occurs in the gender aspect, in community groups who believe that education and child care are the responsibility of a mother or a woman. This article uses a literature study to discuss educational inequality in aspects of digital transformation and gender aspects. The conclusion in this article is the importance of equal access for all groups of people. In the digital aspect, it can be seen that there are differences in ownership of commodities which are considered as learning support tools. Many things arise from this inequality. The COVID-19 pandemic has put women of all ages who are confined in a patriarchal culture to an additional burden, the decline in productivity coincides with the blurring of public and private spaces when the trend of work shifts to work from home.

Keywords: education, gender, disparity

* Corresponding Author



MASSTIGE MODEL: VALIDATION AND EXTENSION

Dr.kiran Nair *

Abu Dhabi School of Management, United Arab Emirates

Masstige marketing is described as positioning and promoting a brand or offering as a masstige offering. While price has historically been perceived as the differentiator for prestigiousness, present-day social changes are redefining the conceptualization of luxury (Aslanidis, 2018). That is, present-day middle class has a significantly high disposable income compared to previous generations. As a result, there is a high demand for trading up from mid-range offerings. However, their income is not that high for them to afford luxury offerings. Also, there is a socioeconomic influence in that, consumers are increasingly critical about their spending because of the prevalent global uncertainty. This has reduced the demand for luxury and discretionary spending. Hence, even with the increased levels of disposable income, present-day consumers are not intent on purchasing luxury products (Aslanidis, 2018). Collectively, this has led to the rise of a niche market referred to as masstige (mass prestige). This segment is characterized by the demand and consumption of high-end mass-produced products. From a business stance, the justifiability of the masstige niche is grounded on the large number of consumers with significantly high purchasing power (Paul, 2019). Hence, masstige brands are still unattainable by average community members which also serves to ingrain their perception as premium offerings to promote trading up from mid-level offerings. Therefore, masstige marketing entails the understanding on how to develop, position, and promote a brand or offering under the masstige niche. Measurement of masstige success is critical for practitioners to assess their branding and marketing strategies' effectiveness. Unfortunately, with the exception of the masstige mean score scale (MMSS), any effort to develop a scientific scale-based instrument to understand and measure masstige is missing. This paper aim to produce a theoretical model for implementing successful masstige model

Keywords: masstige, conceptual model, measurement model, confirmatory factor analysis, empirical study, survey research, united arab emirates

* Corresponding Author



REHABILITATION OF PEOPLE LIVING WITH HIV IN NON-GOVERNMENTAL ORGANIZATIONS: CASE OF RUSSIA

Elena Arkhipova *

Ural Federal University, Russia

The paper will present the results of research aimed at studying the specifics of the NGO's activities in the rehabilitation of people living with HIV in Russia. In the process of collecting empirical material, three focus groups were held with clients of one charitable foundation, as well as one focus group with the head and employees of the foundation. The main results are: We distinguished two groups throw HIV-infected people: socially adapted and socially un-adapted. Socially adapted clients demonstrate a high degree of acceptance of their diagnosis, comply with the necessary treatment protocols. But they need in psychological support, which they cannot be offered in urban AIDS prevention and control centers. Socially un-adapted (ex-convicts, drug-users, etc.) need in active medical and social rehabilitation, often urgent services (food assistance, hygiene equipment, restoration of documents, etc.). Equal counseling is more perspective social work technology with this type of clients. Preventive and information work in HIV infection risk groups have to organized with the use of representatives of the target group that are significant to them. The NGOs, working with HIV-positive people, face serious HR risks and are in need of qualified specialists. They are characterized by high staff turnover, unwillingness of specialists to work with this category of clients. Therefore, most of the employees of such organizations without specialized education and need more time for more time for hard skills building. Summing up, we emphasize that governmental and non-governmental organizations working with HIV-positive people in the Russia provide comprehensive assistance, complementing each other. State centers for the prevention of HIV infection carry out registration records, prescribe treatment and therapy, and provide primary consulting assistance. And NGOs carry out deeper, targeted work in risk groups, provide urgent, emergency assistance, act as intermediaries in difficult cases of interaction between HIV positive and government agencies.

Keywords: hiv-infected people, ngos, rehabilitation, equal counseling

* Corresponding Author



**DEVELOPMENT OF A VALUE -BASED CURRICULUM MODEL FOR THE ENVIRONMENT
IN THE VOCATIONAL COLLEGE STANDARD CURRICULUM IN THE FIELD OF
REFRIGERATION AND AIR CONDITIONING: A NEEDS ANALYSIS**

Md. Nizam Nasir

Universiti Pendidikan Sultan Idris, Malaysia

Azli Ariffin,

Universiti Pendidikan Sultan Idris, Malaysia

Abdul Talib Mohamed Hashim Nizam

Universiti Pendidikan Sultan Idris, Malaysia

This curriculum model is a value-based model of environmental sustainability built through the Vocational College Standard Curriculum of Refrigeration and Air Conditioning (VCSC_RAC). Concerning that, this study proposes a Research, Design and Development (DDR) approach which is a multi-method development research approach. The study will go through three phases and use several different research tools in each phase. The involvement of study participants from expert groups and user groups consisting of field lecturers will be able to provide various inputs and consider aspects of the model's needs in addressing the problem of the impact of refrigerants on the environment through VCSC_RAC. The purpose of this study is to identify the needs analysis for the development of this curriculum model. The study was conducted by survey method that is using questionnaires. Questionnaires were distributed to Vocational College (VC) lecturers in the field of Refrigeration and Air Conditioning (RAC) throughout Malaysia. Researchers have found that there is a need to build a value -based curriculum model for the environment. The findings of this study indicate the need for the curriculum model to be built through VCSC_RAC based on values towards the environment. The emphasis on the value aspect of the environment is very relevant so that the quality of teaching and learning in VC can be improved to provide students with values, awareness and responsibility towards the environment.

Keywords: curriculum model, needs analysis, design and development, suitability, usability.

* Corresponding Author



ADAPTATION OF CHINESE STUDENTS IN THE RUSSIAN HIGHER EDUCATION MULTICULTURAL ENVIRONMENT IN THE PERIOD OF DISTANCE LEARNING

Ekaterina Belyaeva *

Federal State Autonomous Educational Institution of Higher Education «Ural Federal University Named After The First President of Russia B.N.Yeltsin», Russia

The processes of world globalization lead to a constant increase in mobility. The changing society has long ceased to be a closed and limited system of nation-states. The aim of the research is to determine the conditions of social adaptation of students in multicultural environment in the period of distance learning. The problem of finding the concept that provides adaptability and sustainability of the personality, capable of successful development and interaction in the multicultural space of the Russian university is actualized. A series of sociological studies on the problems of interaction between Russian and Chinese students in the educational space of universities was conducted. In 2016, the project "Russian-Chinese dialogue: the way to meet each other" was implemented within the Program of development of student associations' activities supported by the Ministry of Education and Science of the Russian Federation 2016-PSO-94 with our participation. A survey was conducted among Chinese and Russian students of three universities in Yekaterinburg (500 Russian and 500 Chinese students participated in the survey). In 2019-2020 a survey was conducted among Russian universities according to the author's methodology of the matrix of four bases. (500 Chinese students). In 2020, 2 focus groups with Chinese students were conducted. Also were conducted in-depth interviews with Chinese professionals who graduated from Russian higher education (50 Chinese graduates of Russian universities). The geography of the research included the leading universities of Moscow, Yekaterinburg, Ekaterinburg, and Moscow Region. Moscow, Yekaterinburg, Tyumen, Chelyabinsk. The obtained data and coordination of the conclusions with a number of studies provide the need to study the problem of creating a system for training multicultural education teachers in the period of distance learning.

Keywords: adaptation, multicultural environment, russian-chinese interaction, educational process, educational space

* Corresponding Author



DIGITAL TRANSFORMATION IN THE MICE INDUSTRY (POWERED BY ZOHO BACKSTAGE)

Passakorn Chumpoonta *

Suranaree University of Technology, Thailand

Business challenges happen to operating MICE events nowadays due to the pandemics and the globalization. The management of event planner company needs to improve the performance of the organization by implementing innovations and technologies to survive the business during this situation. ZOHO Backstage is one of the options that event business can apply to operate a digital event with many features related. The objectives of this study are to study the features of ZOHO Backstage, and to provide the knowledge and technological awareness. This web-based event application features are including registration, event stakeholder management (event planning team members, speakers, attendees, sponsorships, and exhibitors), marketing tools, and data analytics. The finding of this study showed that participants who attended the workshop were agree that ZOHO Backstage is one option to use for the MICE event business related to the features together with its characteristics in security and privacy, application performance, and ease of implementation due to the advantages of cloud-based system. Practically the finding of this study will also help event planning company and related organization to improve the knowledge and skills in event application, and able to support the business in the future. This application will be one of the options for them to have competitive advantages for MICE industry.

Keywords: mice application, web-based application, zoho backstage, mice industry

* Corresponding Author



**ANALYSING DEMOGRAPHIC CLUSTERS BEHAVIOUR AND PERCEPTIONS TOWARDS
EBANKING IN EMERGING FREE-MARKET ECONOMIES - SOUTH AFRICA AND
UKRAINE**

Lutete Christian Ayikwa *

Tshwane University of Technology, South Africa

Johan W. De Jager

Tshwane University of Technology, South Africa

Elizma M. Wannenburg

Tshwane University of Technology, South Africa

The objective of this study is to determine banking customers' behaviour and perceptions regarding eBanking by demographic clusters. Portraying banking customers' behaviour and perceptions towards new technology platforms and apps, services and products are crucial for banks in their strategic approach to designing customized offers. The present study used an online survey to explore factors that can influence banking customers' behaviour and perceptions towards digital banking. In addition, the questionnaire captured demographic data of participants and was administered to eBanking customers aged at least 18 years old and residing in South Africa's city of Tshwane and Ukraine's Kiev. This research also employed convenient sampling in distributing online questionnaires and 374 participants' datasets were carried further for statistical analysis on the basis that questionnaires were successfully completed and returned, and that participants were eligible in each country's quota. The empirical findings demonstrated that eBanking behaviour and perceptions differs statistically significantly from one country to another as well as for demographic clusters such as gender, age, level of education, occupation and digital banking level of knowledge. The empirical evidence presented in this study confirmed the importance of scrutinising demographic clusters' behaviour and perceptions towards online banking, an area which is largely under-researched in both South Africa and Ukraine. This study suggested banks elaborate tailored marketing strategies to enhance banking customers' intention to use eBanking and increase their positive perceptions for specific clusters. Providing The in-depth understanding of each demographic cluster's eBanking behaviour and perceptions that this study provides will serve banks in their segmentation and targeting strategies to enhance the use of digital platforms and apps, services and products in developing economy countries. Furthermore, they will be adequately informed to design customised eBanking offers.

Keywords: banking, ebanking, digital banking, digital marketing, online banking

* Corresponding Author

WORKPLACE AND ONLINE FLEXIBILITY FOR WOMEN: AN AGENDA

Roziana Shaari *

Universiti Teknologi Malaysia, Malaysia

Azlineer Sarip

Universiti Teknologi Malaysia, Malaysia

Sazali Shaari

Perak Community Specialist Hospital, Malaysia

Women have been affected by the COVID-19 pandemic in their work and family lives, as well as in their online work. The purpose of this study is to investigate the impacts of congruence between person-supervisor value and person-organization value on women's work-family balance in the hybrid working environment. We used a survey to collect 111 completed responses from working women in Malaysia. Findings indicate that working overtime and getting to work on time interfere with personal responsibilities at home. An incongruence of person-supervisor value occurs when supervisors are not aware that there are times when personal/family demands trump work. When it is challenging to have an organization that allows people to make work arrangements that work for their personal/family responsibilities, person-organizational values are incongruent. Researchers have previously found that congruent relationships between a person and organization, or between an employee and their supervisor, may influence work outcomes such as job satisfaction, organizational commitment, and stress. Our study proposes that a congruent approach to both values (person-supervisor and person-organization) can reduce risk-taking behavior, especially in reducing work-family conflict.

Keywords: work-family conflict, person-supervisor value congruence, person-organization value congruence

* Corresponding Author



THE INFLUENCE OF PHYSICAL WORK ENVIRONMENTS ON EMPLOYEE PERFORMANCE

Roziana Shaari *

Universiti Teknologi Malaysia, Malaysia

Syalsa Ramadhinda Ramadhinda

Universiti Teknologi Malaysia, Indonesia

Azlineer Sarip

Universiti Teknologi Malaysia, Malaysia

As organizations compete within a sector, they must pay more attention to employees' performance and provide them with an optimum working environment that allows them to perform at their best. Unsafe and unhealthy physical environments affect performance at work. The purpose of this study is to examine the relationship between physical work environment and employee performance in an Indonesian manufacturing company. This study used a quantitative survey to gather data. The study involved 187 employees at a company operating in Batam, Indonesia. A Pearson Correlation Analysis was used to analyze the data and determine the relationship between variables. Results of this research indicate a significant relationship between employees' performance and their physical work environment. This correlation is, however, low. As long as the working environment is conducive to an employee's ability to complete their job, they can work comfortably. Nevertheless, other aspects need to be considered that may play a major role in increasing employee performance, such as improving the relationship with colleagues, giving employees a supervisor to assist them in completing their tasks, and considering employees' working hours.

Keywords: physical environments, employee performance

* Corresponding Author



WHITHER COMPASSIONATE LEADERSHIP? A SYSTEMATIC REVIEW

Sunder Ramachandran *

Abudhabi School of Management, United Arab Emirates

Wayne Fabian James

Abudhabi School of Management, United Arab Emirates

Turki Al Masaeid

Abudhabi School of Management, United Arab Emirates

Sreejith Balasubramanian

Middlesex University Dubai Campus, United Arab Emirates

The recent calamitous events have increased the clamor for compassionate leadership in organizations and are viewed as the hour's need. While compassion is a timeless and timely concept, there is a lack of coherence and clarity around the construct of compassionate leadership, impeding its theoretical progress and practical applications. Current understanding of compassionate leadership is limited, fragmented, and scattered across the literature, which this study seeks to improve and contribute to. Based on a rigorous screening of the last 20 years' literature (2002–2021), this systematic study reviews 41 articles on compassionate leadership. In the process, several meaningful and generalizable trends, conflicts, and consensus, or lack thereof, are revealed. The study examined how compassionate leadership is defined and understood in the literature and subsequently a 'new definition' for compassionate leadership is proposed. Finally, gaps in the literature offering avenues for future research are highlighted along with implications for research, theory, and practice

Keywords: compassionate leadership; compassion; leadership, systematic review

* Corresponding Author



THE EFFECT OF RELIGION AND SPIRATUALITY ON SOCIETY

Nahleh Gharavi *

Tarbiat Modares University, Iran

The human being needs religion as a guidance and direction for his life. It has been the tradition of his creator to send the messengers as the best example for him. Man has been created from soul and corp. Spirituality causes completion of the soul and righteousness, which makes him a good person and good doer. Such person will not harm anybody and does not destroy the creations and nature, therefore a safe society will appear and the world would be safe from such society. This article has discussed about the man and his attributes in The Holy Book (Qur'an) and his spirituality which can cause a good society and a better life for the human being and has found that The Islam as the last and most complete religion with its regulations can fulfill the needs of human being for a better life and a better society. Therefore, teaching religion and spirituality to people specially to young can cause safe society for better life.

Keywords: religion, spirituality, qur'an, society, completion., religion, spirituality, qur'an, society, completin

* Corresponding Author



SOCIAL INVESTMENT AS A TREND OF MODERN SOCIAL POLICY (THE CASE OF RUSSIA)

Olga Borodkina *

St Petersburg University, Russia

The paper presents the results of a sociological study devoted to social investment, which is one of the most perspective trends of modern social policy. The theoretical approaches consider social investment as a tool to prevent new social risks. It assumes the turning from passive money transfers to empowerment of citizens, that involves investing in human capital (children and adults' education, development of the labor market, etc.). The main study method was expert interviews (n = 160). There were specialists and heads of public organizations and NGOs, social entrepreneurs, and authorities in different Russian regions. The research results demonstrate that federal and local governments are considered as the main investor. Among the most demanded areas for social investment there are the infrastructure projects and personnel investments that contribute to inclusion of socially vulnerable groups in labor market. The social investment is construed as a strategy for the social development of regions based on the achievement of social goals combined with economic efficiency. At the same time, there is lack of interest in social investment and entrepreneurship among population, including private investors. The local governments also demonstrate weak interest to social investing. The reasons for these positions could be explained by risks of social investment policy and entrepreneurship in the field of social services. In conclusion, it is emphasized that social investment policy is a result of the ongoing transformation of the welfare state, characterizing the shift from social security (consumption) to social investment. It is initiated by the federal authorities and is implemented by local governments with involving NGOs and private companies in the production of public services. Acknowledgment: The research was carried out with the financial support of the Russian Science Foundation within the framework of the project No. 19-18-00246-C

Keywords: social investment, ngo, social services, entrepreneurship, local authorities

* Corresponding Author



NGOS AS A KEY ACTOR OF HIV/AIDS PREVENTION: FACTORS AND BARRIERS OF AKTIVITY IN RUSSIA

Olga Borodkina *

St Petersburg University, Russia

The paper presents the results of a sociological study devoted to activities of NGOs in the area of HIV/AIDS prevention. Theoretical background is connected with the theory of social activism in public health that assumes the key role of NGOs in the process of redistribution and use of resources for achieving public goals. The research methods were the analysis of official statistics and epidemiological data, results of previous sociological studies on HIV/AIDS, as well as interviews with NGO leaders. The research results demonstrate that the main factors influencing NGOs' activities are state support for HIV/AIDS prevention programs, sources of funding (including international, public, private), and interaction with government organizations (primarily with AIDS Prevention Centers and social service organizations). NGOs have made a significant contribution to stopping the HIV epidemic that took place in Russia in the late 1990s and early 2000s in Russia. However, in recent years, most regional NGOs providing services to people living with HIV and risk groups have been experiencing the significant difficulties. The reasons for this situation are largely due to losing international funding, to being given the legal status of "foreign agent". Besides, in the competition for public funding, these organizations most often lose out to NGOs that are focused on supporting traditional target groups (elderly people, children, people with disabilities). In conclusion, it is emphasized that HIV/AIDS prevention is an urgent social problem. The elimination of barriers to financing prevention programs, informing Russian population about HIV risk, building mechanisms for interaction between NGOs and government agencies are necessary conditions for preventing a new wave of HIV epidemic.

Acknowledgment: The research was carried out with the financial support of the Russian Science Foundation within the framework of the project No.22-18-00261 in St Petersburg University.

Keywords: hiv/aids prevention, ngo, public funding, epidemic, social service

* Corresponding Author



CHALLENGES OF ARAB WOMEN IN THE PALESTINIAN SOCIETY

Tamema Kittany *

Al-Quds Open University, Palestine

Nowadays, the Palestinian Arab women are being subjugated in order to gain what are called “good women.” This term helps them but harms them at the same time. Arab women are smart and strong, but they are “hostages of cages” tied to old opinions. They were brought up to make social demands to have good faith in others, which is called the “double conflict” internal and external. It frustrates them and weakens them, but they have confidence in themselves to develop their vision for themselves and not let the other party deal with them as minorities. Women demand justice. They believe in themselves, their abilities, their competencies, and their greatness to live in the present, not in the past, and they read and learn from different cultures in the world and women who took their future in their own hands. The important thing is that they look at themselves as champions of their actions and challenges, just as they are fighting many fronts and standing in the first line of sacrifice. They coexist in traditional conditions and intertwined customs, but they choose to change ideas that do not apply and do not fit the requirements of their present life. Difficult complex conflicts and intertwining strengthen them to women, and this thing raises their awareness and listening to what is happening in their internal and external human surroundings. In my presentation, I will highlight the dilemma of Palestinian Arab women, and how they deal differently with what is socially agreed upon, and what they cultivate for themselves and how this affect their values.

Keywords: women, palestinians, social challenges

* Corresponding Author



DEVELOPMENT OF A DESIGN THINKING PEDAGOGICAL MODEL FOR SECONDARY SCHOOL SCIENCE TEACHERS IN MALAYSIA: A NEEDS ANALYSIS

Norzilawati Zainal Abidin *

Universiti Utara Malaysia, Malaysia

Farah Mohamad Zain

Universiti Utara Malaysia, Malaysia

Abdul Hamid Busthami Nur

Universiti Utara Malaysia, Malaysia

Ahmad Hakim Helwani Mohd Saleh

Kubang Pasu District Education Office, Malaysia

In line with UNESCO's goal of enhancing quality and innovation through various enhancements to Science, Technology, Engineering, and Mathematics (STEM) education, the Malaysian Ministry of Education also places a premium on information enhancement through STEM education and the Malaysia Education Blueprint (MEB) 2013-2025. The use of design thinking in STEM education is a critical requirement in today's education. The importance of design thinking, especially in STEM education, promotes students' creativity and innovation in problem-solving. This study is a needs analysis study in the first phase of Design and Development Research (DDR). The aim of this needs analysis study is to determine the requirements for developing a Design Thinking Pedagogical Model for secondary school science teachers in Malaysia. The interview method was used to perform the qualitative research. Thus, semi-structured interviews with three science teachers were conducted to explore teachers' perspectives on the need to develop a Design Thinking Pedagogical Model. Purposive sampling was used to choose these experts, and they all matched the criterion. Thematic techniques such as verbatim transcription, coding, and themes were used to examine the interview data. The findings of this study indicate that there is a need for researchers to develop a Design Thinking Pedagogical Model of Science by a panel of expert teachers in the teaching of sciences in secondary schools. As such, the development of this Design Thinking Pedagogical Model will serve as a practical guide for teachers in terms of training and utilising design in students and practising the skills necessary for the 21st century through the process of learning and facilitation.

Keywords: design thinking, science education, pedagogical model, need analysis, design and development research (ddr)

* Corresponding Author

ANALYSIS OF CORE SENTENCES IN KYRGYZ LANGUAGE

Aygul Tursunova *

Arabaev Kirgiz Devlet Universitesi, Kyrgyzstan

In the late 1980s, there was an intense interest in model studies in Turkology. Research in this direction was generally aimed at examining simple sentence models in Siberian languages. On the basis of these studies, it has been proven that the central unit of the language system is the 'simple sentence'. Meaningful sentence structure elements form the essence and basis of the sentence and have unlimited possibilities to expand the structural composition of the sentence. The expansion of the base can be achieved by the effect of syntactic processes related to the core sentence or by adding non-core elements to the sentence structure. The core sentence – is a structurally complete sentence with no possibility of further abbreviation. Model study of simple sentence means the creation of core sentence models system, which has an important place in structural plan analysis. While conveying simple sentence models through formulas, their various types are used. In this study, we will try to analyze the model study of core sentences in Kyrgyz language by using simple sentences according to the sentence structure features.

Keywords: Kyrgyz language, core sentences, model, syntactic processes, structural model schemes.

* Corresponding Author



USING LEARNER FEEDBACK TO IMPROVE TEACHER PRACTICES IN MATERIALS ADAPTATION

Meliha R. Simsek *

University of Health Sciences, Turkey

Commercial textbooks are doomed to disappoint user expectations to various extents because irrespective of origin (global/local), they are designed with an idealised classroom in mind, and their prescribed configuration probably won't be compatible with the ever-diversifying contexts of L2 teaching and learning. Even in the case of a longtime bestseller, EFL teachers may need to customise the student-purchased materials often based on their perceived learning needs, and learner feedback is not as a rule sought on the mostly teacher-led modifications to the textbook content and procedures. Therefore, this study aimed to demonstrate how Maley's (2011) inputs-processes-outcomes model could be used to evaluate and adapt an intermediate unit on modals of deduction, and examine how a multicultural group of 14 prep students from a major metropolitan state-run university in Turkey reacted to the teacher's adaptive practices. Descriptive analyses of students' activity ratings and retrospective reflections demonstrated that the addition of two scaffolded grammar tasks proved better for generating student interest and facilitating learning than replacement of another guessing game with the relatively more open and difficult task on video-based end-of-unit writing activity. Despite being independent users (B1), the participants indicated greater liking for the use of visual aids, ample practice opportunities, collaborative group work, explicit focus on grammar, and learner translations respectively. While their fewer dislikes mainly concerned video quality, activity difficulty and duration, there was almost unanimous agreement that they finally achieved to develop an increased awareness of how to use modality in English. A quick comparison of the 20-item quiz results also showed a considerable increase in their learning gains, for the mean number of correct answers more than doubled from pre- to post-test.

Keywords: inputs-processes-outcomes model, materials adaptation, retrospective evaluation

* Corresponding Author



CUSTOMIZATION OF MOODLE TO SCHOOL ENGLISH LANGUAGE LEARNERS

Ahmad Amer *

Al-Qasemi Teacher Training College, Israel

There are some important variables that affect students' motivation to actively take part in Moodle-based learning environment. MOODLE is often used in higher education settings such as universities and colleges; and rarely in schools. This presentation will demonstrate how MOODLE was customized diverse school learners to help them regulate their learning. Following the process of customization of MOODLE to school students, about 1000 students experienced the system to learn English. The students were asked to fill in a questionnaire to learn about their attitudes. Based on their feedback and evaluation, the students referred to the following: control on time, place and pace, integration self-efficacy, ease of use and direct links. This presentation will focus the customization process that made MOODLE an effective learning tool as far as school students are concerned. The customization process included the following: direct links, integration of WhatsApp, immediate feedback, unlimited attempts, completion tracking, Ministry usernames and passwords, integration of synchronous accompanying system, assigning easy-to-achieve passing grades, coordination with their school teachers, and meeting students' needs.

Keywords: moodle, english labguage, school, customization

* Corresponding Author



EXPLORING CHALLENGES FACED BY MANAGERS DEALING WITH MULTI- GENERATIONAL WORKFORCE

Samantha Pitout

Management College of Southern Africa, South Africa

Muhammad Ehsanul Hoque *

Management College of Southern Africa, South Africa

Hive Digital Media has a diverse employee workforce with employees from different generations. The management team is struggling to motivate the employees, instruct employees to perform tasks adequately and consistently and have seen an increase in employee turnover. This study aimed to explore the challenges managers facing when dealing with multi-generational workforce. Qualitative research was conducted among managers to understand how they manage multi-generational workforce. Purposive sampling technique was used to select the participants. One-on-one in-depth interview was conducted virtually and open-ended questions were used to collect the data. The study found that managers should understand the different generations and their personalities as a base. Managers must then take the time to identify each employee as an individual person and what the need, wants and goals are of each employee. By managers upskilling themselves with knowledge on the different generations, they can equip themselves with the tools they need to solve the challenges successfully. Managers need to make a concerted effort to make time for communication and getting to know each individual employee. Using the information on the different generations as a base but gaining in-depth information on employees. It could be concluded that although it is important to understand the different generations, personalities need to be managed and categorising or stereotyping employees into generation groups needs to be avoided.

Keywords: multigenerational workforce, challenges, personality, communication

* Corresponding Author



EXPLORING FACTORS IMPACTING THE FINANCIAL SUSTAINABILITY OF STATE-SUBSIDIZED INDEPENDENT SCHOOLS IN GAUTENG PROVINCE, SOUTH AFRICA

Patricia Ndlovu

Management College of Southern Africa, South Africa

Allan Pillay

Management College of Southern Africa, South Africa

Muhammad Hoque *

Management College of Southern Africa, South Africa

State-subsidised independent schools in South Africa are defined as schools that are granted a subsidy by the government upon meeting certain standards that are stipulated prior to the application to be granted for the subsidy. State-subsidized independent schools are independently owned and governed though they are monitored by the Provincial Department of Education. State subsidized independent schools charge low school fees and receive a subsidy from the government that are used to support operative costs. State-subsidized independent schools despite being subsidized, experience challenges in relation to financial sustainability. Therefore, the objective of this study was to explore the factors that impact on the financial sustainability of the independent schools in Gauteng Province of South Africa. This was a cross-sectional qualitative study conducted among 15 people who were purposefully selected for the study. Data were collected using semi-structured interview and analysed thematically using NVIVO software. The themes that emerged from the data were learners growth, maladministration, and decolonization which negatively impacted financial sustainability of the schools. It is recommended that school management should ensure that the institutions have policies addressing vetting and debt collection.

Keywords: independent school, decolonization, maladministration

* Corresponding Author



EVALUATION OF ANTALYA KARAIN CAVE AS A PALAEOLOGIC HERITAGE WITH THE FRAME OF CULTURAL HERITAGE TOURISM

Pınar Gültekin *

Düzce Üniversitesi, Turkey, Turkey

Antalya Karain Cave, which has been on the UNESCO World Heritage Tentative List since 1994 and It is an important palaeolithic center, which is one of Turkey's most important cultural tourism values since it was used as a settlement 500 thousand years ago. Karain Cave is Turkey's only heritage site representing Prehistoric Archeology. In particular, it gives an idea about the connections and migration routes between Europe and the Near East. Karain Cave is a very special area, as it is the only cave settlement in Turkey that provides evidence of Neanderthals. Antalya Karain Cave is used for tourism purposes as well as being an archaeological site. Each cultural heritage and the tourist attraction it creates has its own unique conditions. In this study, it is aimed to create social awareness through cultural heritage tourism in the context of strengthening cultural memory by emphasizing the importance of Antalya Karain Cave in terms of Turkey, Europe and the entire human history. In order to evaluate the Palaeolithic heritage and cultural value of Karain Cave within the framework of protection and use in tourism activities; The study area was visited, verbal interviews were made with the authorities and a SWOT Analysis was made by using the information in the literature. Some suggestions have been made for the development of cultural tourism by evaluating the strengths, weaknesses, opportunities and threats for Karain Cave and its surroundings.

Keywords: cultural heritage, cultural tourism, palaelithic heritage, prehistory, antalya karain cave

* Corresponding Author



FAKE NEWS AND PROPAGANDA: CASE STUDY OF GEORGIA, UKRAINE AND ESTONIA

Tamta Chkhaidze *

Tbilisi State University, Georgia

Although almost three decades have passed since the collapse of the Soviet Union and the former allied republics began democratization. Media development in all countries has taken place individually and in parallel with political processes. The countries participating in the study are at different stages of media development, as well as social, economic, and political development, although disinformation, fake news, and propaganda narrative are challenges for all three countries. Not only is the research issue not losing relevance, but it is also becoming more relevant as the popularity of online media and social networks grows. At the same time, numerous international and local studies confirm that the fight against fake news becomes even harder, as the means of spreading misinformation are constantly being improved. Fake news and propaganda narrative usually intensify in parallel with social or political situations in the country, which is carried out individually on the example of each country. However, the importance of the research was once again confirmed during the COVID-19 crisis and the ongoing war in Ukraine. The research aims to find out the content of the fake news in the online media of Georgia, Ukraine, and Estonia. And to find out how the strategy of reproducing and combating fake news has changed over the years.

Keywords: fake news, propaganda, georgia, ukraine, estonia, crisis, communication

* Corresponding Author



**COMPLIANCE WITH THE COVID-19 PROTOCOL FOR THE OVERSEAS MADURESE
COMMUNITY IN TERMS OF THE DIRECT AND INDIRECT EFFECTS OF LOCUS OF
CONTROL, BELIEF IN THE COVID CONSPIRACY THEORY, AND ANTI-VACCINE
ATTITUDES**

Lusy Asa Akhrani *

Universitas Brawijaya, Indonesia

Jeremy Alexander Timothy

Universitas Brawijaya, Indonesia

Firda Ayu Cahyaningsih

Universitas Brawijaya, Indonesia

Nur Alfi Maula Devi

Universitas Brawijaya, Indonesia

Statistically, Indonesia was recorded as having the highest number of active COVID-19 cases in Asia in 2021. Several clusters of activities and crowds increased confirmed cases in several areas, including Madura, where the number of cases continues to rise. One of the reasons for the increasing number of Covid-19 cases in Madura is a lack of discipline in health protocols, such as wearing masks, keeping a safe distance, and washing hands. The increase in Covid-19 cases in Bangkalan, Madura, was also due to poor health protocol adherence (prokes). The government has issued several policies in response to the COVID-19 pandemic, including a vaccination policy. The vaccination policy is inextricably linked to community debates over efficacy, halal certification, independent vaccines, and red and white vaccines. The vaccination debate has resulted in a societal anti-vaccination attitude. The Madurese community has a distinct collective culture that includes hard, religious, and high conformity. Even when traveling abroad, this rich cultural value does not fade. Even though, in a pandemic situation, various joint activities lead to behavior that violates health protocols, changing collective behavior is extremely difficult. Aside from the strong and distinct cultural background in obedient behavior to health protocols, the value of religiosity psychologically encourages the Madurese community to form a locus of control in dealing with pandemic situations. The purpose of this study is to put the Covid-19 protocol compliance model to the test using locus of control and anti-vaccine attitudes. Based on a study of 245 people with characteristics of an overseas Madurese community. The study's findings indicate that the theoretical model of Covid protocol compliance for the overseas Madurese community was built through direct and indirect influences between the beliefs of the Covid conspiracy theory, locus of control, and anti-vaccine attitudes.

Keywords: belief in the covid conspiracy theory, and anti-vaccine attitudes, locus of control, compliance with the covid-19 protocol

* Corresponding Author

THE IMPORTANCE OF TEACHING APPLIED AGRICULTURE PROGRAM IN SCHOOLS.

Mariam Shehadeh *
Afaq School, Palestine

The environmental center at Afak's school in Jerusalem, has the main goal which is to encourage students with learning difficulties in the applied agricultural program and raise their awareness to preserve the environment, and provide a positive attitude and behavior towards the environment and agricultural resources. It also reinforces the responsibilities towards the environment in various ways. Another great advantage for the environmental center is debriefing the students because it's an outdoor activity. That raises the student's self-confidence. In addition, it helps in building good relationships between students through teamwork and working in groups. Because each student will do his/her best in performing the task he/she is asked to do according to their abilities and needs. The environmental center tackles two sides: the educational and therapeutic sides. When students take the theoretical materials then they need to apply what they've learned in class in the environmental center. This allows students to debrief their energy in a good way especially students who suffer from ADHD. Using the environmentally friendly activities and applying them in schools and houses will open the doors widely for engaging the parents with their students, encouraging them, and raising their awareness in the environment and agriculture. The school has a greenhouse where students can do all the activities there especially in the winter to show them the effect of temperature on plants in the greenhouse and outside of it. Also, there is a small land for students where they can work in it and plant different plants We hope to develop and work in this environment center and provide environmentally friendly systems to decrease industrial and gas pollution.

Keywords: environment

* Corresponding Author



**DURING AND AFTER THE QUARANTINE OF COVID19 A STUDY ON ECONOMIC AND
PSYCHOLOGICAL CONCERNS IN THE ALBANIAN POPULATION**

Ines Nurja *

University of New York Tirana, Albania

Besmira Lahi

University of New York Tirana, Albania

This empirical study investigates the relationship between economic concerns and psychological issues in relations with levels of education. The population of our study consists in adults surveyed online two times in two different timelines: during the quarantine at the beginning of the pandemic 2020 and in fall-winter 2022 while people were living in the pandemics. Qualitative statistical analysis was conducted using the non-parametric Chi square tests and crosstabulation to study the relationship between categorical variables. Results showed consistency in reporting in both groups showing that family is perceived from the university and post-university respondents as the source of perceived support in times of difficulties. Results show that people rely more on their mindset and experiences to pave the way of managing difficulties and crises in life and they make no usage of coping mechanisms and the level of education is not indicative. Albanian adults' biggest fear in times of Covid 19 during and after the quarantine is the fear of infecting ones' family members. Respondents do not seek for help or any kind of professional support related to their physical and psychological health. The respondents' attention is majorly captivated by job and economic concerns, despite their level of education. Conclusions show that the population perceives the fear of Covid19 compromising their family, as the main source of care and perceived support, which for the Albanian population is not a short-term concern.

Keywords: keywords: economy, crises, mental health, psychological counselling, psychological reactions, education, quarantine, covid19.

* Corresponding Author



**PSYCHOLOGICAL ASSESSMENT OF THE WELLBEING AND ECONOMIC RELATED
ISSUES OF THE ALBANIAN POPULATION LIVING IN THE PANDEMICS**

Besmira Lahi *

University of New York Tirana, Albania

Ines Nurja

University of New York Tirana, Albania

As Covid19 pandemic exposed all people to be living in the pandemic, psychological concern was raised referring to vulnerable populations who could be developing psychological concerns. Therefore, during November 2022 an assessment survey was launched online aiming to screen and assess the psychological wellbeing of Albanian adults referring to their level of education and economic relatedness. Objectives of the study consist in (i) assessing the socio-socio demographic and economic data referring to the perceived financial expectancies and hopefulness; (ii) screen the psychological concerns related to mental health and wellbeing in relation with their economy (iii) assess comfortability when meeting others with levels of education. Data was processed through SPSS and was analyzed using non-parametric Chi square tests and crosstabulation. Results showed that economic problems are relevant to the level of personal revenues. Sensitivity towards mental health problems is detected with the rise of the level of education. People's capacities to resuming life just like before the pandemic has no relationship with personal revenues. Still, people report that meeting the others does not make them feel better and calmer, and makes people feel happier only in 29% of the cases. Conclusions show that social distance could have taught people that being physically distant from others, has their own benefits.

Keywords: psychological assessment, psychological wellbeing, mental health, psychological concerns, education, revenues, economy, covid19.

* Corresponding Author



PROJECT APPROACH AND ITS CHANGE IN THE LIFE OF HUNGARIAN ENTERPRISES AFTER PANDEMIC

Ágnes Csiszárík-Kocsir *
Óbuda University, Hungary

Mónika Garai-Fodor
Óbuda University, Hungary

János Varga
Óbuda University, Hungary

The new millennium has brought many changes in the lives of households and businesses alike. These changes have been further exacerbated by the pandemic situation that escalated in 2020. The pre-pandemic project approach, thinking in terms of projects, has taken on a new meaning as a result of the events of 2020. There is a tendency to treat as a project any definable event that is somewhat different from normal, normal corporate activities. However, we can talk about projects when they are novel, unique, create new challenges and new results. However, thinking in terms of projects has the undoubted advantage of allocating specific time, cost and budget to the activity in question, while achieving a specific objective. Thus, a project approach can certainly lead to more effective delivery and better planning with the right professional background. The aim of this study is to show how the pandemic situation that escalated in 2020 and the subsequent crisis have changed the attitude of Hungarian SMEs towards projects, and to identify the areas and types of enterprises where project thinking needs to be improved.

Keywords: project approach, project management, sme, primary research

* Corresponding Author



THE BIGGEST WINNERS AND LOSERS OF THE CORONAVIRUS CRISIS BASED ON EUROPEAN MACROECONOMIC DATA

János Varga
Óbuda University, Hungary

Ágnes Csiszárík-Kocsir *
Óbuda University, Hungary

The 21st century has brought significant changes for economic operators, not only from a technological point of view. Some of these changes have been positive, while others have created major challenges or problems that have had to be adapted to very quickly. The COVID-19 pandemic or the Russian-Ukrainian conflict have triggered a clear crisis process in many countries and businesses. However, it is assumed that crises do not affect everyone in the same way. This study aims to examine the impact of these two events on certain European countries. To this end, five macroeconomic indicators have been selected and their changes before and after the crises are examined. The study seeks to answer the question of how the crisis events have affected the basic macroeconomic indicators of the countries and whether it can be said that the crisis has left everyone worse off. Are some countries more resilient to the current adverse trends? We base our analysis not only on macroeconomic indicators, but also review the evolution of the IMD competitiveness indicator as a confirmation. The macroeconomic indicators and the competitiveness report will show how the macroeconomic and competitiveness situation of each country has changed following the outbreak of the COVID-19 pandemic, which was also significantly affected by the Russian-Ukrainian conflict. By reviewing this period, it will become clear to what extent the countries under study were affected by the events and it will be possible to identify which countries can be considered the biggest losers.

Keywords: covid-19 pandemic, russian-ukrainian conflict, crisis, competitiveness

* Corresponding Author



FORMATION IN PRESCHOOLERS OF ECOLOGICAL AND AESTHETIC IDEAS ABOUT THE ANIMAL WORLD

Madina Rasulkhujieva *

Tashkent State Pedagogical University Named After Nizami, Uzbekistan

In our time, the protection of nature and the education in it of an attitude towards the living world is one of the global problems. Part of this living world is the animal world, rich in special "fantastic events" of nature. The animal world attracts the attention of both young children and adults. Some people think about what the animal kingdom needs, like making a profit or making money, but the animal world is hidden in the individuality of human affection, and on this basis, elements of moral qualities are formed in a person from youth. In many households, adults, parents for small children bring various animals into the house in order to usefully spend their free time, but there are adults who lack the knowledge, skills and abilities of how to care for these animals, and who do not think about what feelings a child will have or what moral qualities will be formed when caring for these animals. This situation can be observed among the entire number of people living on earth. The problem that we want to talk about in this article is that today in different countries you can meet people who harm the animal world, and the task of educators is to eliminate this situation. Because the place where the child receives his first education and upbringing is the family, the organization of preschool education, the school and the stages of additional education.

Keywords: living world, attitude, fantastic events, morality, qualities

* Corresponding Author



EES IN ECEC - IT'S NOT THAT COMPLICATED

Iselin Mulvik *

Public Policy Management Institute, Lithuania

The study was a mixed-methods study including a literature review; national policy mapping resulting in national reports and an inventory of good practice; case studies; comparative curricula review; teachers' survey and focus group. Findings: At the ECEC level, practitioners often don't prioritise Education for Environmental Sustainability (EES) due to concerns about overwhelming children with complex issues. Because the concept of sustainable development is deemed too complex to introduce to young students, the notion that it should be left for later education levels often prevails and is a lost opportunity. This line of thought also appears to be widespread at policy level – EES is seldom defined in any national policy documents, strategies or programmes aimed explicitly at ECEC. EES appears most commonly in policy documentation aimed at primary/secondary education. Overall, there is a lack of recognition in policy of the importance of sequencing of educational activities as students progress through different levels of education when it comes to EES. Policymakers and practitioners in Europe alike need to understand what a sustainability mindset entails – beyond content – to better understand what possibilities exist for pedagogies and learning outcomes at the ECEC level and understand that teaching it is not that complicated. A competence framework at the international or national level that helps to develop this understanding of a sustainability mindset across ages and educational levels, through the scoping and sequencing of EES learning outcomes over the years, can help to improve this understanding and reduce complexities. Second, policymakers can be bolder with strategies and action plans on EES for ECEC. There needs to be more collaboration between education levels on EES and synergies between educators' education for the different education levels. Policymakers can encourage this through more holistic and purposeful planning of education.

Keywords: education, ecec, ees, esd, sustainability, environment, sdgs

* Corresponding Author



INCLUSION OF PARENTS OF CHILDREN WITH AUTISM SPECTRUM DISORDER IN THE CORRECTION PROCESS

Yuliya Popova *

Ташкентский Государственный Университет Имени Низами, Uzbekistan

The article reveals the importance of including parents of children with autism spectrum disorder in the correction process. Children with autism spectrum disorders (ASD) are increasingly being targeted. The aim of the study is to study ways of involving the family in corrective work with children with autism spectrum disorder. The article presents the phases of reactions of parents to the appearance of a child with ASD in the family and substantiates the need for knowledge of these phases to gradually include them in corrective work. As a hypothesis of the study, it was suggested that without the parents themselves reaching an emotionally stable level, it is impossible to carry out effective corrective work with children with autism spectrum disorder. In the course of the study, recommendations were developed to involve parents in remedial work. Also, the article reveals the conducted experimental work on revealing the parents emotional state and self-interest.

Keywords: parents, correctional process, autism spectrum disorder, adaptation, family

* Corresponding Author



INVESTIGATION OF SUBJECTS AND SCOPES AFFECTING CORPORATE CULTURE IN SPORTS CLUBS

Serdar Samur
Istanbul Gedik University, Turkey

Organizational culture has a strong influence on the performance and effectiveness of the organization. Recent studies show that the most important reason for the failures of companies is the neglected organizational culture. Organizational culture shows the way some things work in the organization, gives employees a different sense of identity belonging to the organization, and implies unwritten and unspoken behavior patterns and shapes in the organization. In addition, it is stated that organizational culture consists of elements that affect the values, assumptions, and elements of the organization that will require the members of the organization to comply. Institutional culture, which is among the issues that affect the continuity of sports clubs, is seen as an area that should be followed carefully and noticed. The aim of this study is to determine the subjects and scope of the cultural formation of sports clubs. The study was examined with the qualitative method and the data were obtained through open-ended interviews. With the study, it was concluded that among the issues affecting the corporate culture, the explanation of corporate goals, the perspective of business life, the basic and shared values, the corporate principles, the institutional understanding and rules, the corporate symbols and the subjects explaining the common behaviors are important.

Keywords: organizational culture, institutional principles, institutional values, adaptation to change, institutional behavior patterns

* Corresponding Author



AN INVESTIGATION OF THE ISSUES THAT COACHES AND TRAINERS SHOULD FOCUS ON FOR THE INDIVIDUAL QUALITY DEVELOPMENT OF YOUNG ATHLETES IN SPORTS CLUBS (FROM THE PERSPECTIVE OF TURKEY)

Serdar Samur *

Istanbul Gedik University, Turkey

Sports Clubs are the most important component of the Sports Industry and the sub-unit that creates the most economic resources. The most valuable economic resource of their clubs is their young athletes. In our country, one of the strongest links of sports education and training, together with primary schools, is sports clubs. From childhood, there is a need for sports clubs to develop the resources they have correctly and direct them towards sportive goals. In order to ensure full integrity in Sports Education, not only technical, tactical and conditional skills, but also the development of the individual and social qualities of the athlete should be among the issues to be considered. The aim of this study is to examine the issues that will improve the individual qualities of the athletes. The research was conducted with semi-structured questions in the interview technique, one of the qualitative research models. According to the findings obtained from the research, the individual characteristics of the athlete are generally divided into 3 sub-categories. In this category, it was concluded that the athlete should have communication skills, reasoning and thinking skills and contemporary features.

Keywords: communication, thinking and decision making, contemporary features, talent development

* Corresponding Author



EDUCATION FOR CHILDREN IN NEED OF SPECIAL ASSISTANCE

Dilnoza Gapurova *

Dilnoza, Uzbekistan

This article presents a brief analysis of the research work carried out to improve and modernize the system and content of education of children with special needs, normative documents, educational opportunities for children with disabilities. It also highlights such issues as the specifics, the regulatory framework, goals and objectives, needs and principles of educational technology for children with special educational needs of foreign scholars. The literature review method was used in the study. The following keywords were used in the literature review: Convention on the Rights of the Child, "National Curriculum", "Special Educational Needs", inclusive education, inclusive education technology, Curriculum, tools, methods. Convention on the Rights of the Child, "National Curriculum", "Special Educational Needs", inclusive education, inclusive education technology, curriculum, tools, methods. In any society, the hope is that the younger generation will grow up to be mature, mature in all respects, grow up to be decent citizens and contribute to the development and prosperity of the state. The Convention on the Rights of the Child, the Education Act, and a number of important normative documents, such as the National Curriculum, state that all children, including children with physical or mental disabilities, have the right to work, to education.

Keywords: education

* Corresponding Author



THE USE OF INNOVATIVE TECHNOLOGIES AND PRACTICES AT THE SCHOOL CLASSES FOR CHILDREN WITH SPEECH IMPEDIMENT

Zebo Sobirova *

Tashkent State Pedagogical University Named After Nizami, Uzbekistan

The article analyzes the problem of creating an optimal learning environment for children with speech disabilities, the problems of developing special education in Uzbekistan and its current state of development. Today, a lot of demands are placed on the school of general education. One of them is the application of innovative technologies, which determine the modern quality of education. Any lesson originates from the realization and precise determination of its ultimate aim, i.e. what exactly the teacher wants to achieve; then comes the selection of a way that will lead the teacher to its achievement; and at last comes the identification of a method, i.e. how the teacher will act to attain the aim. The changes in the field of education and reforms in society require from the school teacher the application a new approach to the process of education. The ultimate success depends on the latter's ability to arrange the lesson in the most competent way, by stuffing it with all the necessary components. The main thing is to impel children to think, to ponder, to doubt and to draw conclusion.

Keywords: speech, visually impaired children, school, lesson, innovative technologies, characteristics, principles of education

* Corresponding Author



ORGANIZATION OF THE WORK OF THE SPEECH THERAPIST WITH CHILDREN WITH DISABILITIES IN THE CONDITIONS OF INCLUSIVE PRESCHOOL PRACTICE

Nilufar Abidova

Tashkent State Pedagogical University Named After Nizami, Uzbekistan

The article describes an organization of work of a speech therapist in the context of inclusive education. The tasks of psychological and pedagogical support, in relation to all participants in inclusive education, are revealed. The main areas of work of the speech therapist in the context of inclusive education of children with disabilities are presented. In turn, the concept of “a student with disabilities” is defined by law as an individual with disabilities in physical and (or) psychological development, confirmed by the psychological, medical and pedagogical commission and preventing education without creating special conditions. Currently, the organization of speech therapy assistance in preschool general education organizations is undergoing significant changes associated with inclusive trends. The speech therapist teacher of any preschool educational organization should be included in the system of psychological and pedagogical support of children with various structures of the defect and provide them with all possible support and correction of the speech and cognitive processes identified in them.

Keywords: organization of work of a speech therapist, conditions, inclusive education, psychological and pedagogical support, children with speech disorders, preschool practice.

* Corresponding Author



PECULIARITIES OF THE VOCABULARY FORMATION AND DEVELOPMENT AMONG CHILDREN WITH VISION DISORDERS

Shakhlo Turdalieva *

Tashkent State Pedagogical University After Named Nizamiy, Uzbekistan

The article highlights results of research designed to form and develop vocabulary among children with vision disorders. Pre-school children with vision disorders took part in the research. The article gives particular attention to the scientific and practical importance of this research, as well as results of the ascertaining part of the experiment. The conclusion, concerning the peculiarities of the vocabulary development among pre-school children with vision disorders was made on the basis of the ascertaining experiment. Both the modern and perspective aspects of studying and structure of speech detected in children with vision-analyzer disorders are determined by a close link between such processes as the development of speech and cognitive activity of the child, i.e. the relationship between speech and thinking. During the process of ontogenesis, the child doesn't just imitate the speech of his acquaintances, but learns the very principles of language, on which basis he forms his speech. Learning the underlying principles of language requires a rather high level of formation of such processes as analysis, synthesis, generalization and differentiation.

Keywords: formation, development, vocabulary, vocabulary of objects, visual concepts, vocabulary of verbs, vocabulary of adverbs, selection of adjectives, visual analysis

* Corresponding Author



FEATURES OF THE DEVELOPMENT OF SPEECH AND COMMUNICATION IN CHILDREN WITH INTELLECTUAL DISABILITIES.

Dilfuza Anvarova *

Tashkent Pedagogical University After Named Nizamiy, Uzbekistan

The topic discusses the features of the speech development of children with intellectual disabilities, the spiritual function of speech and the grammatical construction of the language, as well as the role of speech in communication, understanding and activity, that is, its function. It has also been reported that preschoolers are more likely to use unfamiliar words in their speech instead of familiar ones. Throughout the preschool period, speech develops rapidly, vocabulary begins to increase. The number of words in the vocabulary of a normally developing child is constantly increasing, and the rate of their growth is very high at preschool age. The quality of the dictionary also changes: it includes all groups of words, and the meaning of the word changes every year. A child with normal development at preschool age not only learns the basic moral norms, but also learns to act in accordance with these norms, in which the moral qualities that determine his behavior in society develop. The main task is the game, that is, the first activity of the child in the team. In the preschool period, the child's idea of himself changes dramatically: the child begins to more accurately imagine the possibilities of himself, to understand how others will treat him, how these relationships will arise. There are changes in self-awareness, reprimands based on self-esteem and affirmative answers. By preschool age, the child begins to re-learn these norms, acquiring social experience.

Keywords: speech, communication, mental retardation, preschool age, school period

* Corresponding Author



PERSPECTIVES OF ENGLISH LANGUAGE TEACHING AT MEDICAL HIGH SCHOOL

Dilafroz Buranova *

Tashkent Pediatric Medical Institute, Uzbekistan

The organization of training qualified specialists in medical higher education institutions puts on the agenda deep knowledge not only of subjects in the specialty, but also knowledge of English language. This theory arises from the necessity of English language knowledge in all spheres of development, whether it's economics or management, as well as industry, engineering and many others, as everything is connected with modern technologies and the requirements of present world progress. The presentation sets the goal of identifying the current situation in the study of the English language in medical high schools in our country, studying of the existing problems, as well as determining the ways of further development. The methodology of learning English in medicine has been developed taking into account the mechanisms leading to achievements and effectiveness. It is important to consider many factors here. For example, no matter how high the indicators of mastering such competencies as reading, writing, listening in English, a specialist will not be able to show his knowledge and potential if communication is not developed. Also, the process of teaching languages today should cover the wide application of modern innovations and pedagogical technologies. Thus, it is possible to assume the following aspects: qualitative improvement of conditions for mastering foreign languages in universities whose specialty is not a foreign language, as well as educational and methodological support; extensive use of pedagogical skills, effective methods and tools in the process of improving literacy in English; creating a strong motivational environment for specialists to learn and further improve foreign languages as part of their activities; to achieve a responsible approach of students to increase their potential in foreign languages.

Keywords: medical, english, education, students, specialty, development

* Corresponding Author



KINDERGARTEN, AS THE FIRST COMPONENT, RURAL EDUCATION SYSTEMS

Mahzuna Hamdamova *

Tashkent Pedagogical University Named Nizami, Uzbekistan

Modernization and innovative development is the only way that will allow Uzbekistan to become a competitive society in the world of the XXI century, to ensure a decent life for all our citizens. The key issue of modernization of education is improving its quality. In conditions of solving these strategic problems, the qualities of an active personality are in demand: initiative, responsibility, the ability to think creatively, set goals independently to achieve results, make informed decisions and choose them from many alternatives. All these skills are formed from childhood. And, of course, the mastery of their basics takes place in a preschool. A preschool educational institution should create such an educational environment that creates the conditions for the formation of a common culture, personal qualities that ensure social success. The main tasks of modern education are the disclosure of the abilities of each child, the education of a decent and patriotic person, a person ready for life in a high-tech, competitive world. Education should be built so that graduates can independently set and achieve goals, skillfully respond to different life situations.

Keywords: preschool educational institutions, rural education, social order, a portrait of the pupil, the head

* Corresponding Author



**INFORMAL ACTORS AND ELECTORAL VIOLENCE IN DEVELOPING DEMOCRACIES: A
STUDY OF TRANSPORT UNION WORKERS AND ELECTORAL VIOLENCE IN LAGOS
STATE**

Abiodun Fatai
Lagos State University, Lagos., Nigeria

The National Union of Road Transport Workers, a non-state and informal organizations, has prominently featured in Nigeria's politics since democratic transition in 1999. Through its politicking, violence stratagem and patronage politics, the Union has become strategic associates to politicians and political godfathers who employ them as foot soldiers to win elections and ensure control in political parties. The case has been much visible in elections in Lagos State, Nigeria, especially during the 2015 and 2019 general elections where the National Union of Road Transport Workers used vote-buying, intimidation and violence to change democratic course and outcome. The study, therefore, examines the role, motivations and strategies of the Union in promoting electoral violence in Lagos State. Relying on empirical data collected through qualitative method (secondary sources, in-depth interviews and key informant interviews), I argue that the politics of violence by the Union poses a dangerous threat to the institutionalization of democracy in Nigeria and further speaks to the non-autonomisation of the state to subject actors to democratic guidelines and the normlessness of informal actors in the electoral process. This has dangerous dimension for electoral credibility and integrity in Nigeria. The study recommends political education and institutional strengthening to subject actors to democratic control.

Keywords: transport workers, democracy, institutionalizations, electoral violence and informal sector

* Corresponding Author



NEW BOOK: THE DIFFERENT WAY IN EDUCATION

Mervat Abo Sareya *
Ministry of Education, Palestine

“The Different Way in Education” An operational educational book which is considered to be a therapeutic guidance; this book aims to develop the basic skills of the child and it addresses different generations of the society and is aimed for several groups. It also addresses several segments; i.e. ordinary children and children with special needs, parents, teachers, therapists and specialists in several fields. The book also presents many different models of educational and therapeutic games showing how to apply them correctly and the way they are activated to serve the largest percentage of educational therapeutic and psychological goals, it introduces a new thought for the composition adopted in the activation of educational games, which was later called: “the Mirvatic method”. The book is divided into eight chapters, each of which specializes in a skill in regarding several educational subjects, while the eighth chapter develops these skills as games regarding the Islamic education subject. As mentioned before, the book has illustrations of these games with some worksheets. In addition, it provides models of plans that also serve the educational process; it contains basic rules in the preparation and activation of those educational games. Finally, in this book, you can also find 12 rules that are essential in needed in education, those that are called by the author the “Mervatic rules”.

Keywords: educational, therapeutic, games, playing

* Corresponding Author



A MODEL FOR TEACHERS INTERVENTUON WITH AT RISK PUPILS (BASED ON TEACHERS TRANING DAYS AT SCHOOL)

Hussam Wattad *

David Yellin College of Education -Jerusalem, Israel

Goals for presentation of the model Presenting a model for teacher interventions with at risk pupils within school frameworks. Emphasizing systematic work and collaborations within the school's staff members when working with at-risk pupils. Presenting the outcomes that stem from educational work with at-risk pupils. Raising awareness of the influence teachers' personality and behavioral traits can have on students who are at risk for dropping out of school. Suggesting ways to connect with the at-risk pupil's emotional, cognitive and internal worlds. Program Description: The program focuses on training teachers to work with struggling, under performing and at-risk pupils at schools in the Arab sector. The teachers will learn tools to identify and map out struggling pupils and then analyze the results, build a specified long year intervention plans for the pupils, work with the pupils on both learning and emotional-social issues while emphasizing empowering the students on both a personal and educational level, monitoring the pupils' class work and presenting the pupils' long year outcomes. Main subjects of the presentation: Identifying and choosing pupils that qualify for the program. The educational discourse as a tool that allows growth for both the teacher and the student. Teaching and learning strategies that are effective when working with at-risk pupils Continuity of the model at school. Teaching and Learning Methods for the Proposed Program: Characteristics of at-risk pupils. Tools for identifying pupils that are detached in class (Observations, interviews and home visits). Formal and informal didactic diagnostic tools. Psycho-pedagogical tools and outcome analysis. Building an intervention plan. Evaluation of the intervention plan. Creating a permissive learning and emotional environment. Teaching methods (alternative teaching, project-based teaching and learning strategies). Presenting the outcomes.

Keywords: teacher interventions -teachers traning- at risk pupils - , teachers tools-, learning strategies- educational diagnosis- intervention program.

* Corresponding Author



THE CONTRIBUTION OF THE USE OF ASKING QUESTIONS STRATEGY TO IMPROVE CRITICAL THINKING AMONG STUDENTS

Jamila Dwayat *
Independent, Palestine

The contribution of the use of asking questions strategy to improve critical thinking among students The study aimed to identify the effect of using the skill of asking questions, which is one of the higher-order thinking skills, in promoting critical thinking among Arab students at a school in East Jerusalem, on the subject of reading comprehension in Arabic. The researcher used the quasi-experimental method on a study sample of (20) students. The results showed that students performed better in the pre-exam on the realistic questions, while they faced a problem in the discretionary and analytical questions, however, after teaching, in the post-exam the responses were closer to the correctness in the discretionary questions, and the answers were correct in analytical questions. The study recommended the need to work on the use of the skill of asking questions, because it helps the teacher and student together in developing a student's ability of thinking, answer the questions clearly, and work on implementing this skill. It helps students understand the lessons, memorize them and retrieve them easily. In addition, there is a need for diversification in the questions and in the times of the classes, in order to enable the student to continue to listen to the teacher during the class

Keywords: critical thinking, questions

* Corresponding Author



HOW BODY LANGUAGE INFLUENCES OUR LIVES: A DYNAMIC WORKSHOP

Karma Zoabi *

Arab Academic College for Education- Haifa, Israel

The human face is extremely expressive and able to convey countless emotions without saying a word. Body language as a branch of science (kinesics) began in the seventies of the twentieth century when it began to focus on animals. And then moved to be about humans. Although the Arabs knew him since pre-Islamic times as physiognomy. Body language as a way of non-verbal communication became a necessary need in diverse fields, politics, education, and marketing, to improve the quality of the output of the work. Most people think that body language is limited to gestures. However, this field contains other elements, such as clothing and costumes, intonation, proxemics, the use of space, body movement and standing up, touch, space, voice, and paying attention to inconsistencies. The three-way of sending a message (sender-message-receiver) depends on the way of sending this message, and in parallel the way how the receiver translates this message. These three items are affected by some factors like gender, age, culture, education, and timing. In this workshop, we are going to learn and practice, how to make successful communication in our own life, and in the work, and how to translate and understand others, through three messages of body language. The workshop will be based on role acting, life situations, assertiveness, behavior, and character types.

Keywords: body language

* Corresponding Author



WHAT'S YOUR STORY: A BIBLIOTHERAPY AS A TREATMENT APPROACH FOR CHILDREN AND YOUNG ADULTS

Tahani Asleh

Corresponding Author, Palestine

Bibliotherapy is a therapeutic approach that is based upon the assumption that a narrative could be viewed not only as a learning material, language, grammar and syntax exercise but also as an emotional and therapeutic tool, where the reader identifies with the content and characters. The central process of bibliotherapy is a creation of empathic identification, through the "third voice" experience, with the world of the content found in literary texts, through which the child or the teen is able to process their conflicting internal states, which cannot be confronted directly. Bibliotherapy does not presume to identify symptoms or solve issues, but rather to provide a projection-based support tool for experiencing the inner world, undisturbed. In this workshop we will demonstrate how Bibliotherapy as a therapeutic approach, which highlights the universal values, contributes to the well-being of Palestinian Arab children and young adults growing up in Israel, assisting them in formulating their identity and coping with internal conflicts rampant in the collective and authoritative traditional society where they live. The text, as a "third voice" distinct from those of the therapist and the patient, assists the Arab teenagers in bypassing emotional roadblocks, while relating to the external roadblocks, which affect the development of their Self. The goal is to highlight the shortage of Arabic Young Adult fiction addressing the themes most relevant to teenagers, and the challenges young Arabs face in society today.

Keywords: therapy, bibliotherapy

* Corresponding Author



PARENTS' PARTICIPATION IN THE EDUCATIONAL PROCESS FROM THE POINT OF VIEW OF EDUCATORS OF CHILDREN IN THE CENTER AREA (RAMLA AND LOD).

Alaa Jamal *

Alqasmy Acadmy, Israel

The family has a significant impact on the learning process of children and adaptation in kindergarten, as many previous studies have proven the importance of developing trust and permanent cooperation between educational frameworks and the family. This research aims to identify the extent to which parents participate in the educational process from the point of view of the educators of children in the Ramle and Lydda area. As well as identifying the extent to which parents' participation in their children's nannies has been achieved in the educational process and what nannies reflect. Hence, the central research question is: What is the extent of parents' participation in the educational process from the point of view of child educators in the Ramle and Lydda area? This research explored five aspects of the educator's attitude towards the participation of the parents: the general position of the educator from participation, the circumstances related to the participation of the parents, the participation of the parents in the educational field, and the participation of the parents in the administrative and organizational field. At the end of her research, the researcher recommended the importance of raising awareness among parents, teachers and assistants about the issue of participation and motivating them continuously, and the need to develop special programs and courses for this topic in teacher preparation colleges.

Keywords: parentes and education

* Corresponding Author



**THE EXTENT OF PARENTS' PARTICIPATION IN THE EDUCATIONAL PROCESS FROM
THE POINT OF VIEW OF EDUCATORS IN THE CENTER AREA**

Alaa Jamal *

Alqasmy Academy, Israel

The family has a significant impact on the learning process of children and adaptation in kindergarten, as many previous studies have proven the importance of developing trust and permanent cooperation between educational frameworks and the family. This research aims to identify the extent to which parents participate in the educational process from the point of view of the educators of children in the Ramle and Lydda area. As well as identifying the extent to which parents' participation in their children's nannies has been achieved in the educational process and what nannies reflect. Hence, the central research question is: What is the extent of parents' participation in the educational process from the point of view of child educators in the Ramle and Lydda area? This research explored five aspects of the educator's attitude towards the participation of the parents: the general position of the educator from participation, the circumstances related to the participation of the parents, the participation of the parents in the educational field, and the participation of the parents in the administrative and organizational field. At the end of her research, the researcher recommended the importance of raising awareness among parents, teachers and assistants about the issue of participation and motivating them continuously, and the need to develop special programs and courses for this topic in teacher preparation colleges.

Keywords: education, family

* Corresponding Author



SOCIAL-EMOTIONAL LEARNING IN THE WAKE OF COVID-19: A PRACTITIONER PERSPECTIVE

Safa Rabi *

Safa Rabi Center-Consulting and Training Services, Israel

Social-emotional learning (SEL) is an integral part of education and human development. CASEL - Collaborative Academic Social and Emotional Learning, the leading organization in the world today in the field of SEL define social-emotional learning as a gym for developing knowledge, attitudes, and skills. In my role, as a school counselor, I am encountering challenges with students who have been struggling in their learning and social life, especially, since those cases have increased post-COVID-19. Mainly in emotional and social distortions that were manifested in violent behavior and lack of discipline in the classroom. In addition, I have been consulting schools and staff members within my role on how to deal with challenging behaviors. From my experience, strategies inherent in social-emotional learning have given me a broad and holistic response to the needs of both students and teachers, in the fact, S.E.L is a process and an integral part of education and human development. In my presentation, I will expand on some key elements that were very helpful for both teachers and students in these difficult times.

Keywords: education, social worker, psychology, social-emotional learning

* Corresponding Author



POST-TRAUMATIC STRESS DISORDER (PTSD) AND ITS RELATIONSHIP WITH FUTURE ANXIETY AMONG SYRIAN REFUGEES IN AL-ZAATARI REFUGEE CAMP-JORDAN IN LIGHT OF THE CORONA PANDEMIC (COVID-19)

Mohammad Rageh Sulaiman Aloury *
Birzeit University, Palestine

The aim of this study is to identify the level of post-traumatic stress disorder, level of future anxiety and the relationship between them among Syrian refugees in Al-Zaatari Refugee Camp in light of the Corona pandemic (COVID-19). The study sample consists of a total of (654) Syrian refugees, (335) males, (319) females aged between (20-40) in the year 2020. They were chosen in a simplified matter. In order to meet study objectives, a descriptive associative approach is applied. Scales of both (post-traumatic stress disorder) and future anxiety were developed. The significance of the validity and reliability of the two scales were verified and then applied on the sample of the study. The results of the study indicate that the level of post-traumatic stress disorder and future anxiety are at Moderate average level and that the correlation between post-traumatic stress disorder and future anxiety is direct and positive. The study concluded several recommendations; one of which is to conduct therapeutic counselling programs to reduce symptoms of post-traumatic stress disorder and future anxiety among Syrian refugees in Al-Zaatari refugee camp.

Keywords: post traumatic stress disorder • future anxiety • syrian refugees • camp

* Corresponding Author



PALESTINIAN YOUTH BETWEEN REALITY AND CHALLENGES

Ayman Badran *

Ramallah Friends School, Palestine

This research paper aimed to identify the reality of the Palestinian youth and try to identify the most important problems facing the youth group in Palestine and to suggest some intervention mechanisms that can help in addressing or reducing these problems. The participants in this research paper were selected from the ages of 18-29 of the 30 males, a set of questions was developed that relied mainly on a set of previous studies, reports and publications related to the most important problems faced by the youth group, and through the interviews that were conducted with the participants, many results were reached, the most important of which were. The political, economic, social, psychological and educational conditions play a major role in determining the nature of the problems that young people suffer from, as the problems of young people in Palestine are summarized as follows: Problems related to the occupation and its inhumane measures that target young people through death threats, arrest, prosecution, and travel ban. There are economic problems related to the suffering of a large part of them from unemployment, lack of job opportunities, poverty, high prices, immigration, and there are social problems related to spinsterhood and the delay in marriage, the increase in family problems and the high divorce rates, and there are psychological problems related to addiction and the suffering of a large part of young people from many problems and psychological disorders, and finally the weak role of working and specialized institutions in supporting, caring and empowering the youth group.

Keywords: palestinian youth

* Corresponding Author



**THE EFFECT OF REALISTIC MATHEMATICS EDUCATION ACTIVITIES APPLIED IN
SECONDARY SCHOOL 7TH GRADE MATHEMATICS EDUCATION ON THE
DEVELOPMENT OF LIFE SKILLS**

Nermin Bal

Eskişehir Osmangazi Üniversitesi, Turkey

Munise Seçkin Kapucu *

Eskişehir Osmangazi Üniversitesi, Turkey

The aim of this research is to investigate the effect of teaching the Circle and Circular Region subject in the secondary school 7th grade curriculum by applying Realistic Mathematics Education activities on the development of students' life skills. The sample of this study consists of students studying in 7/A and 7/B classes of Manisa Şehzadeler Milli Birlik Secondary School. In this experimental research, a quasi-experimental design with pretest-posttest control group was used. In the study, it is planned to teach the lessons according to the teaching method included in the curriculum in the classroom that constitutes the experimental group, by applying the Realistic Mathematics Education activities on the subject of Circle and Circular Region. As a data collection tool, real life skills scale was applied to both groups as pre-test and post-test. The obtained data were analyzed with non-parametric test techniques. According to the findings obtained as a result of the analysis, it was determined that mathematics teaching with the Realistic Mathematics Education approach was more effective in the development of life skills than the traditional approach and mathematics teaching.

Keywords: realistic mathematics education, teaching mathematics, life skills

* Corresponding Author



THE IMPACT OF HUMAN RESOURCE MANAGEMENT ON THE DEVELOPMENT OF INNOVATIVE BUSINESSES

Besnik Hajdari *

University "Isa Boletini" Mitrovica, Kosovo

Kushtrim Hajdari

Sofia University, Bulgaria

Human resources are the people (including their knowledge, skills and abilities) who perform concrete tasks within the enterprise. Resources are the means by which enterprises, in carrying out their mission, transform these resources into new values of use according to the needs and demands of the market. People who deal with organizational structure change and enterprise leadership are called managers. Meanwhile, the function of planning, organization, human resources, management and control of affairs in the enterprise represent management. Human resource management is a scientific discipline, which has as its subject man, his commitments, development, preparation, motivation, reward, etc. Kriesore The main characteristics of human resources are: Meeting the needs of human resources, relying on the strategy of the enterprise and its businesses. Mutual support of employment policies and practices, adaptation and integration of human resources, implementing their development policies. – Creating spaces and opportunities for employees on an ongoing basis. Human resources are considered as a competitive advantage of enterprises. • The term “Human Resource Management” is used today instead of the term “Personnel Management”, used in the past, which is essentially the same thing, except that the new term emphasizes that employees are not just an expense, but a resource of the enterprise, as well as other capital and equipment, even its most important source.

Keywords: economics, business administration

* Corresponding Author



**PARENT GROUPS ESTABLISHED WITH INSTANT MESSAGING TOOLS FOR MATH
LESSONS DURING COVID-19: PARENTS' OPINION**

Naci Küçükgençay *

Necmettin Erbakan University, Turkey

Bilge Peker

Necmettin Erbakan University, Turkey

It is well known that due to the quarantine and distant learning implemented as a result of Covid19, communication between parents and instructors has diminished dramatically. This shortcoming is being attempted to be remedied via instant messaging software. Therefore, the purpose of this study is to learn what parents' perceptions are of parent groups that math teachers have formed using online instant messaging services like WhatsApp, Bip, Telegram, etc. during the Covid-19 pandemic. Semi-structured interviews were used to gather data for the study, which was planned as a case study, and content analysis was used to analyze the data. Five male and five female parents of secondary school-aged children make up the study group; they were chosen using the criteria sampling approach. The parent groups created using instant messaging programs are reportedly used mostly for announcements, homework, homework controls, the distribution of course materials, video links, reminders, and the delivery of lesson URLs and passwords for online courses. Students in certain groups also sent mathematics questions to the parent groups, where the questions were answered by the students' teachers. Although it is clear that these groups are helpful for parents in general, there are a number of drawbacks, including teachers' disinterest in the groups as the school year draws to a close and concerns about hazardous messaging apps, late-night messages, and superfluous talks.

Keywords: WhatsApp, parent groups, mathematic lesson, instant messaging applications

* Corresponding Author



DIMENSIONS OF DIGITAL LEARNING ENVIRONMENTS IN SOCIAL SCIENCES EDUCATION

Erol Koçođlu *

İnonu University, Turkey

Social sciences, which include many disciplines, are at the forefront of the fields of study that are considered important and valued in the education process due to this feature in different parts of the world geography. However, the abstract content of the theme, unit or learning areas included in this study area causes meaningful and concrete learning problems for learners in learning environments. For this reason, the need for learning areas that provide the opportunity to learn by doing and experiencing for permanent, meaningful and concrete learning in social sciences is increasing day by day. Although these learning areas vary, it can be stated that digital learning areas come to the fore in today's world called the information age. In this study, which aims to evaluate the functional use of digital learning areas in social sciences, the criteria that determine the quality of the learning environment are comprehensively discussed and detailed. In the study carried out with the literature review model, the features that include or should include the learning environment were evaluated by the researcher and given in the findings section.

Keywords: social sciences, digital learning environment, education.

* Corresponding Author



REFLECTIONS OF DIGITAL OBESITY IN SOCIAL SCIENCES EDUCATION

Erol Koçođlu *
İnönü University, Turkey

As a result of the digital-based change and transformation in the world, the rate of using and benefiting from digital technologies is increasing day by day in all areas of life. It can be said that this increase affects all aspects of life and brings various effects in the field of education. The reflections of these effects, which are classified as positive and negative, in the field of social sciences have been tried to be evaluated in line with expert opinions in this study. In this study, which was carried out with the qualitative research method and case study model, the opinions of experts in the field of social sciences were used in the collection of data. The opinions of the field experts selected by the purposive sampling method were collected by the researcher with a semi-structured interview form, analyzed with the content analysis technique and given in figures in the findings section of the study. Considering the findings obtained in the study, it can be said that field experts have different and remarkable perceptions on the subject. This difference can be explained by the variability of the digitalization levels of field experts.

Keywords: social sciences, digital obesity, education, field expert

* Corresponding Author



INVESTIGATION OF THE SUGGESTIONS IN DOCTORAL DISSERTATIONS RELATED TO STEM EDUCATION: TRENDS, OPPORTUNITIES, AND GAPS

Mustafa Tefvik Hebebcı *
Necmettin Erbakan University, Turkey

It is seen that the number of postgraduate studies on STEM education has increased in recent years. The number of master's dissertations in STEM education is more than that of doctoral dissertations. However, it can be said that the number of the doctoral dissertation is sufficient. In the literature, it is seen that there are studies that determine the general trends toward STEM education. However, the number of studies examining the recommendations obtained from studies on STEM education is limited. This research aims to investigate the suggestions in doctoral dissertations conducted with the experimental method in Turkey in the context of STEM education. For this purpose, the keywords "STEM education", "FeTeMM", and "Science, technology, engineering, and mathematics" were used in the Dissertation Center of the Council of Higher Education. The field and permission status to be searched in the inquiry process have all been selected as a dissertation-type doctorate. In the dissertations accessed, the suggestions of the studies using the experimental method were examined. Obtained suggestions are suggestions for practice, researchers, practitioners, etc., divided into categories and codes under themes.

Keywords: stem education, doctoral dissertation, suggestions

* Corresponding Author



COOPERATIVE LEARNING APPROACH IN VISUAL ARTS EDUCATION AMONG INCLUSIVE EDUCATION PROGRAM STUDENTS

Punithavili Mariappan Punithavili *

Universiti Pendidikan Sultan Idris, Malaysia

Mohd Zahuri Khairani Dzahuri

Universiti Pendidikan Sultan Idris, Malaysia

Maran Chanthiran Maran

Universiti Pendidikan Sultan Idris, Malaysia

Rozaiman Bin Mohd Noor Rozaiman

Universiti Pendidikan Sultan Idris, Malaysia

The use of appropriate teaching methods needs to be planned by the teacher during the teaching and learning process. The variety of teaching methods is one of the methods to meet the needs of students in understanding the syllabus of the subject more perfectly and even able to increase students' motivation and interest in the subject. The cooperative learning of the STAD model is a learning model that emphasizes group activities, interaction between students to motivate and help each other as well as master the subject in order to achieve maximum achievement. The purpose of cooperative learning is to create the positive interdependent elements necessary for Inclusive Education Program (IPP) students to develop individual responsibility and learn to do things together. This article is a concept paper to discuss the effectiveness of cooperative learning of STAD model in education. STAD cooperative learning is indeed emphasizes and focused on IPP student engagement as opposed to the usual teacher -centered method. IPP students will have a high level of confidence and motivation, dare to contribute ideas and give views and active involvement through learning the STAD cooperative learning method. This concept paper is expected to inspire researchers to produce a visual arts learning model that is effective and suitable for IPP students so that the teaching and learning process can be fully utilized.

Keywords: visual arts education, inclusive education, cooperative learning, stad

* Corresponding Author



COIN-ART LEARNING MODEL DEVELOPMENT IN VISUAL ARTS FOR SECONDARY SCHOOLS INCLUSIVE STUDENTS: A NEED ANALYSIS

Mohd Zahuri Khairani

Sultan Idris Education University, Malaysia

Punithavili Mariappan *

Sultan Idris Education University, Malaysia

Maran Chanthiran

Sultan Idris Education University, Malaysia

Rozaiman Mohd Noor

Sultan Idris Education University, Malaysia

A teacher's quality is the most significant school-based factor in determining student outcomes. The quality of a system cannot exceed the quality of its teachers. In Secondary School Standard Curriculum, the cooperative learning strategy is a part of 21st-century learning. The teaching and learning process is an important planning step that visual art teachers do while managing visual art education activities that aim to accomplish certain learning goals. With the implementation of the cooperative learning model, teachers will be able to develop teaching and learning activities that are appropriate for both mainstream and special needs students in the Inclusive Education program. When organising a lesson, it's important to consider the students' abilities and knowledge. As a result, pedagogical innovation should follow changes in national policy. This study aims to determine the need for a "CoiN-Art" learning model among students in Malaysian secondary schools enrolled in an inclusive education program. The respondents of this study were a total of 4 Visual Arts Education teachers and 2 experts from the Institute of Teacher Education who were selected by a purposive sample. The Atlasti tool was used to analyse the interview transcripts. The data analysis findings reveal a need to develop a "CoiN-Art" learning model among students in Malaysian secondary schools enrolled in inclusive education programs. The outcomes of this study suggest that using cooperative learning in teaching and learning for children with special needs, particularly in inclusive education programs, is extremely important.

Keywords: visual art education, inclusive education program, special need students, cooperative learning, need analysis

* Corresponding Author



SOLAR SYSTEM PERCEPTIONS OF PRESERVICE SCIENCE TEACHERS

Seyit Ahmet Kiray *
Necmettin Erbakan University, Turkey

Mankind has been curious about what is seen in the sky since ancient times. As a result of efforts to understand the position of the planet on which we live, scientists such as Aristotle, Ptolemaios, and Copernicus, have put forward various models. With advances in technology, our perception of the universe has expanded further beyond these scientists' models. In this study, the solar system perception of science teacher candidates was investigated. Phenomenographic design, one of the qualitative research designs, was used in the research. Research data were collected as two tiers. In the first tier, white paper and colored crayons were distributed to 72 preservice science teachers. Pre-service science teachers were asked to draw the solar system. Then, face-to-face interviews were conducted with 6 science teacher candidates whose drawings were different. The research findings showed that most of the pre-service science teachers' perception of the Solar system was limited to the Copernican and Kepler models.

Keywords: astronomy education, solar system perception

* Corresponding Author



OPINIONS OF PRE-SERVICE SCIENCE TEACHERS ON THE USE OF WEB 2 TOOLS FOR MEASUREMENT AND EVALUATION

Seyit Ahmet Kiray *
Necmettin Erbakan University, Turkey

Developing technology affects the field of education as well as in every field. The measurement and evaluation dimension of education gains a new look by enriching it with web 2.0 tools. The aim of this study is to reveal the opinions of pre-service science teachers about the use of web 2.0 tools in science lessons. Research data were collected from interviews with 10 pre-service science teachers at a university in Turkey in the 2021-2022 academic year. Face-to-face interviews were conducted with the teacher candidates in the range of 30-50 minutes. Qualitative research method was adopted in the research and the data were analyzed according to the phenomenological research design. Descriptive analysis and content analysis methods were used in the analysis of the data. The research findings revealed that the use of web2 tools in the process will increase the interest and motivation towards the course. The research findings revealed that the use of web2 tools in the process will increase the interest and motivation towards the course. In the light of this finding, it can be recommended to use web2-based tools, especially in courses where the process is evaluated.

Keywords: science education, web2.0 tools

* Corresponding Author



INTEGRATED CARE - CHALLENGES AND OPPORTUNITIES

Petar Gornenski *

Medical University Pleven, Bulgaria

Objective. This report aims to present the urgency for implementing integrated health and social care against the backdrop of deepening threats to global health. **Method.** The analysis of data from the WHO Global Health Statistics and the main guidelines in the WHO Global Strategy for Integrated Care is the starting point for the synthesis of the concepts considered, conclusions and recommendations on the needs for systematic and responsible implementation of integrated health and social care. **Discussion.** The summary of the numerous publications on the topic of integrated care proves, on the one hand, that in theoretical aspect the different perspectives of the authors, their analyses, understandings and recommendations coincide or complement each other on the importance of integrated care for the improvement of health systems in the world and for the improvement of the quality of health and social services. And on the other hand, they emphasize that the application of integrated care faces barriers of inertia and imperfections of health systems, which still reduce the effectiveness of health and social services globally. **Conclusion.** The challenges and problems in integrated social and health care form a set of urgent goals and objectives, the achievement of which will be in the interest of societies and health systems worldwide, of quality of care and of better global health.

Keywords: global health, health systems, integrated health and social care, quality of care

* Corresponding Author



