

ISSN[Online] : 2644-0695 |

| ISSN[Print] : 2644-0679

DOI : 10.47191/ijsshr

Impact Factor: 5.586

ADVANCED SCIENCES  
INDEX-SCORE

**03**

*An Open Access International Journal*

# INTERNATIONAL JOURNAL OF SOCIAL SCIENCE AND HUMAN RESEARCH

Explore your Research to the world.....

"International Journal of Social Science and Human  
Research is a leading international journal for  
publication of new ideas."

## VOLUME 05 YEAR 2022

[www.ijsshr.in](http://www.ijsshr.in)

email : [editor@ijsshr.in](mailto:editor@ijsshr.in)

DOI : 10.47191/ijsshr

Impact Factor: 5.586

Explore your Research to the world.....

"International Journal of Social Science and Human Research is a leading international journal for publication of new ideas."

*Why Publish with IJSSHR ?*

- 1) We provide full open access.
- 2) DOI of each published article.
- 3) The article will be uploaded after publication in the following indexing services: Google Scholar, Index Copernicus, DRJI, Cite Factor, ISI, Euro pub, Academia, Zenodo, Scribd etc. (Many more)
- 4) Fast response, peer review, and fast publication.
- 5) Global International knowledge sharing.
- 6) A digitally signed e-certificate will be provided to the author for a published article.
- 7) Yearly Subscription.



---

Publisher:

International Journal of Social Science and Human Research

Editor & Chief



# Dewan Readaksi IJSSHR Volume 03 Issue 12 December 2020

## BOARD MEMBERS

Home > Board Members

### BOARD MEMBERS

Secretary of the Scientific-Methodical Council of the Republican Scientific-Practical Centre for the Development of Innovative Methods of Teaching Foreign Languages at the Uzbek State University of World Languages



**DR. ABDULATIF KAYUNOV**  
PhD,  
Uzbekistan, Tashkent city, Chilanzar district, Sharq Tongi 6,

College of William & Mary Lyon G. Tyler Department of History, Williamsburg, VA



**DR. RITA GREENGOLD**  
Ph.D(History),  
Williamsburg, VA

Assistant Professor , Management Department , Christ University, Bangalore.



**DR. RASHMI RAI**  
Ph. D.(Quality of Work-Life and Job Performance), ,INDIA

Assistant Professor, Department of English Language, Imam Ali University



**DR. GHOLAM-REZA ABBASIAN**  
Ph. D. (TEFL),  
IRAN

Activate Windows  
Go to Settings to activate Windows.

Department of Agricultural Extension and Rural Development Bangabandhu Sheikh Mujibur Rahman Agricultural University



**DR. MD. SAFIUL ISLAM AFRAD**  
Ph.D. in Agricultural Extension and Rural Development,  
Bangladesh

Assistant Professor at Gaziantep University Vocational School of Social Science



**DR. DEMET ÖZOCAKLI**  
Ph.D. in ECONOMY,  
GAZIANTEP

Professor-Tashkent State University of Oriental studies,Tashkent, Uzbekistan



**DR. ALISHER DONIYOROV**  
Doctor of Sciences in Historical Sciences,  
Tashkent, Uzbekistan

General Secretary, Indian Dietetic Association , Chennai Chapter



**V. BHAVANI**  
M.Sc.(Food and Nutrition),M.Sc.(Guidance and Counseling),M.Phil.,RD.,

Assistant Professor of Islamic Economy, Department of Finance and Economics, Faculty of Business Administration, Taibah University, Saudi Arabia



**DR. WESAL MOHAMMAD ALDARABSEH**  
PhD(Islamic Economics and Banking),  
Saudi Arabia

Senior Lecturer, Landmark University, Omu-Aran, Kwara State, Department of Business studies



**DR. SAJUYIGBE ADEMOLA SAMUEL**  
Ph.D. (Management Science)  
Akitobal Street Agbowo U I Ibadan

Senior scientific researcher, Al-Beruni Institute of Oriental Studies, Academy of Sciences of the Republic of Uzbekistan, Tashkent, Uzbekistan



**DR. HAMIDILLO LUTFILLAEV**  
Doctor of philosophy in history (Ph.D),  
81, Mirzo Ulugbek str. Tashkent 100170

Associate Professor of Source Studies and Archival Studies, National University of Uzbekistan named after Mirzo Ulugbek



**DR. KHAYRIYA AMANULLAEVNA BURIEVA**  
Ph.D. (Historical Sciences)  
Tashkent city, Yashnabad district

Activate Windows  
Go to Settings to activate Windows.

Senior scientific researcher, Al-Beruni Institute of Oriental Studies, Academy of Sciences of the Republic of Uzbekistan, Tashkent, Uzbekistan



**DR. RAYSHAN KHUDAYBERGANOV**  
PhD on historical sciences  
Tashkent, Uzbekistan

Associate Professor of Source Studies and Archival Studies, National University of Uzbekistan named after Mirzo Ulugbek



**DR. MANUEL DE JESÚS VERDECIA TAMAYO**  
Ph.D(Political Sciences),  
CUBA

Senior scientific researcher, Al-Beruni Institute of Oriental Studies, Academy of Sciences of the Republic of Uzbekistan, Tashkent, Uzbekistan



**SUMA REDDY.N**  
Master in Philosophy,Management, Master in Commerce, Income Tax & Costing,  
INDIA

Professor at University of Granma. "Blas Roca Calderio" Campus,



**DR. ANSHIKA BANSAL**  
N.E.T,U-SET,  
INDIA

Activate Windows  
Go to Settings to activate Windows.

“ Departmental Exam Officer, English Department, University of Africa



**DR. IDEGBEKWE, DESTINY**

Ph.D(English Studies (Applied English Linguistics)),  
Agbor, Delta State

“ Ph.D. Student, Tashkent State University of Oriental Studies, Tashkent, Uzbekistan



**KARIMOV NODIR RAKHMONQULOVICH**

Pursuing Ph. D.  
Uzbekistan

“ Assistant Professor at Bhilai Mahila Mahavidyalaya - Bhilai, C.G



**DR. M. MADHURI DEVI**

Ph.D(Commerce),  
C.G. India

“ Faculty of Human Science Sultan Idris Education University, Malaysia



**PROF. DR. MOHD ADERI BIN CHE NOH**

PhD: Pedagogy Islamic Education  
Malaysia

“ Associate Professor, Surkhandarya regional center for retraining and advanced training of public educators, head of the department “Methods of exact and natural sciences”,



**DR OYGUL B. BERDIEVA**

Ph.D(Pedagogical sciences),  
Surkhandarya region, Termez city

“ Acting Associate Professor of “Methods of preschool, primary and special education” in the Territorial Center for Retraining and Advanced Training of Public Education in Surkhandarya region.



**DR NIGORA M. KENJABOEVA**

Doctor of Philosophy in Pedagogy (PhD)  
Termez city, Istiqlol street

Activate Windows  
Go to Settings to activate Windows.

“ Faculty Member, Department of English – Aden University – Southern Yemen



**SABRI AL-QUTAIBI**

Pursuing Ph. D.(English),  
India

“ Assistant Professor in Accounting Bryant University- BITZ US,China



**PROF. DR. MOHD ADERI BIN CHE NOH**

Ph.D.: (Accounting and Finance)  
US, China

“ Acting Associate Professor of “Social Sciences” Tashkent State Pedagogical University named after Nizami



**DR UMIDJON K. MAMATUSOPOV**

Doctor of Philosophy in Philosophical Sciences,  
Tashkent city, Yunusabad district

“ Tashkent Higher Military Technical School of the Ministry of Internal Affairs



**DR AZIZJAN D. ANARKULOV**

Doctor of Philosophy in Economics  
Tashkent city

“ Professor in Financial Management Head, Dept. of Financial Management, Faculty of Management Studies & Commerce, University of Jaffna, Sri Lanka.



**PROF. DR. RATHIRANEY YOGENDRARAJAH,**

Ph.D.  
Jaffna, Sri Lanka.

“ Lecturer, Philosophy Department, University of Port Harcourt, Rivers State.



**DR. CHRISTIAN CHUKWUKA EMELOLU**

Ph.D.: (Philosophy of Science)  
Rivers State, Nigeria

Activate Windows

“ Head of the Department of Civil Law and International Law and International Organizations of the Institute of State and Law of the Academy of Sciences of Uzbekistan.



**DR MIRODILJON KH. BOROTOV**

Doctor of Laws  
Uzbekistan

“ Doctor of Philosophy in Pedagogy, Acting Associate Professor at Chirchik State Pedagogical Institute, Tashkent region



**DR MUKADDAS Q. RAKHMANOVA**

Doctor of Philosophy in Pedagogical Sciences  
Tashkent city, Yunusabad district

“ Professor & Head, Dept. of Management Science & Research Park's College(Autonomous), Chinnakkara, Tiruppur, Tamil Nadu, India



**DR. D. GNANA SENTHIL KUMAR**

Ph.D.:(Management)  
Tamil Nadu, India.

“ Assistant Professor (Senior Lecturer) Universiti Utara Malaysia, Malaysia



**DR. MOHD FAIZ MOHD YAKOB**

Ph.D.: (Planning & Policy Education)  
Malaysia

“ Nigeria Maritime University, Okerenkoko, Delta State, Nigeria



**DR. UDEH, PROMISE CHUKWUEDOZIE**

Ph.D.: Sociology (Industrial Sociology & Personnel Management)  
Nigeria

“ Researcher and Leadership Corps Coordinator Ensign College of Public Health, Ghana



**EMMANUEL KOFI BONDAN**

Master of Public Health, MPH  
Ghana

Activate Windows  
Go to Settings to activate Windows.


“ Nigeria Maritime University, Okerenkoko, Delta State, Nigeria

 **DR. UDEN, PROMISE CHUKWUEZOIE**  
Ph.D.: Sociology (Industrial Sociology & Personnel Management)  
Nigeria

“ Researcher and Leadership Corps Coordinator Ensign College of Public Health, Ghana

 **EMMANUEL KOFI BONDAN**  
Master of Public Health, MPH  
Ghana

“ Department Of History And International Studies Ibrahim Badamasi Babangida University, Lapai

 **ILYASU, YAKUBU AHMED**  
Lapai, Nigeria


“ Department of History Sonapur College Kamrup Metro Assam, PIN 782402

 **DR. KAMAL CHANDRA PATHAK**  
Ph.D.(Peasant Studies)  
India

“ Lecturer of Sports Science, Mercu Buana University, Yogyakarta

 **DODY TRI IWANDANA, S.Pd., M.Or., AIFO**  
Indonesia

“ Lecturer, Universitas Nahdlatul Ulama NTB


 **DR. LALU MOH YUDHA ISNAINI, S.Pd., M.Pd**  
Ph.D.(Physical Education)  
That States

Activate Windows  
Go to Settings to activate Windows.

“ Hanoi Financial and Banking University, Vietnam

 **NGUYEN THI THANH HOA**  
Ph.D  
Vietnam


“ Associate professor of Applied Linguistics at University of Manouba, Tunisia

 **HASSEN KHAMMARI**  
Ph.D  
Tunisia


“ History and International Studies

 **CHUKWU, CHIKODINA JAMES**  
Ph.D  
Nigeria

“ Department of Applied Geography, Faculty of Arts and Humanities Al al-Bayt University, Jordan

 **DR. AYED MOHAMMAD AYED TARAN**  
Ph.D  
Jordan

“ College of Languages and Translation, Najran University, Najran, KSA

 **DR. AMBREEN SAFDER KHARBE**  
Ph.D in English Literature  
India

“ Muhammadiyah Tangerang University

 **ASSOC. PROF. DR. AGUS SULAEMAN, M**  
M.Pd  
Indonesia

Activate Windows  
Go to Settings to activate Windows.

“ Lecturer (Probationary), Department of Ayurveda Basic Principles, Gampaha Wickramarachchi Ayurveda Institute, University of Kelaniya

 **DR. G.V.P. SAMARANAYAKE**  
Sri Lanka

“ Lecturer of English- International School- Thai Nguyen University

 **DR. LE QUANG DUNG**  
Ph.D. (English Language Teaching Methodology)  
Vietnam

“ Master of Public Health (community medicine) Course and public health trainer and consultant, Lucknow University

 **DR. TRIDIBESH TRIPATHY**  
BHMS, MD, MHA, Ph.D.  
India


“ • Head of Post Graduate Program (University of the West of Scotland)

 **DR. KUMARAN KANAPATHIPILLAI**  
Ph.D. (Business/Management)  
United Kingdom

“ Assistant professor of Economics Sadat Academy for Management Sciences

 **DR. SARAH SERAG**  
Ph.D.(Economics)  
Egypt

“ Associate researcher University of Poitiers (France) and Lecturer and researcher University of Dschang (Cameroon)

 **DR. ARMAND KPOUMIE NCHARE**  
Ph.D.  
France

Activate Windows  
Go to Settings to activate Windows.



“ Lecturer, Ho Chi Minh City University of Technology (HUTECH)

 **DR. NGUYEN MINH TRI**  
Ph.D.  
Vietnam

“ Assistant Professor School of Law Christ (Deemed to be University) Lavasa Campus - Pune

 **DR. SALU DSOUZA**  
Ph.D.  
INDIA

“ Member of Academy for Global Business Advancement (AGBA) USA & Member of Chartered Institute of Logistics and Transport, Sri Lanka, Member of Asia Pacific Institute for Events Management (HUTECH)

 **DR. SUMITH DE SILVA**  
Ph.D.(Business Management)  
Sri Lanka

“ Department of Marketing Amanfro, Ksoa School of Business WEST END UNIVERSITY COLLEGE, AMAFRO GHANA

 **DR. IBRAHIM OFOSU-BOATENG**  
Ph.D.  
Ghana

“ Department of Humanities-state University di Basilicata

 **DR. VINCENZO NUNZIO SCALCIONE**  
Ph.D.(Pedagogy)  
Italy

“ Nnamdi Azikiwe University Awka ,Anambra State

 **REV.FR.DR IGNATIUS NNAEMEKA ONWUATUEGWU**  
Ph.D.  
Anaocha

Activate Windows  
Go to Settings to activate Windows.

“ Literature, Literary Criticism and Rhetoric Sultan Abdul Halim Mu'adzam Shah International Islamic University

 **DR. RAGAB IBRAHIM AHMED AWAD**  
Ph.D.  
Malaysia

“ Lecturer, SENIOR LECTURER CENTER FOR EDUCATION AND MODERN LANGUAGE STUDIES UNIVERSITI UTARA MALAYSIA 06010 UUM SINTOK KEDAH

 **DR. MAT RAHIMI YUSOF**  
Ph.D.  
Terengganu Malaysia

“ Associate Professor Carlos Hilado Memorial State College

 **DR. VANESSA JOY. Z. JUDITH**  
Ph.D.  
Negros Occidental, Philippines

“ Department of Social Science Education Adekunle Ajasin University: Akungba-Akoko, Ondo State

 **DR. SAMUEL OLANREWAJU OLADAPO**  
Ph.D.  
Nigeria

“ Assistant Professor in Teaching English as a Foreign Language, Dambi Dollo University, Oromiya, Ethiopia

 **DR. MIHIRETU WAKWOYA TOLOSA**  
Ph.D.  
Oromiya, Ethiopia

“ Assistant Professor, Department of Studies and Research in Political Science, Tumkur University, Tumakuru-572103

 **VALMIKI RAMA KRISHNA**  
India

Activate Windows  
Go to Settings to activate Windows.

“ Kaduna State University (KASU), Kaduna Nigeria.

 **DR. MUH'D K. SAHABI**  
Ph.D.  
Kaduna Nigeria

“ : Lecturer Postgraduate / Educational Technology ,PGRI Adi Buana University Surabaya

 **DR. DRs. ACHMAD NOOR FATIRUL**  
Indonesia

“ LECTURER Federal Polytechnic, Mubi, Adamawa State NIGERIA

 **DR. ADEWUSI KOLAWOLE ADERUNLE**  
Ph.D.(AGRIC. ECONOMICS)  
NIGERIA

“ Associate Professor at Hotel Studies Dep., Faculty of Tourism and Hotels, Fayoum University

 **DR. KARAM GOMAA MOHAMED ZAKI**  
Ph.D.(Hotel Management)  
Egypt

“ Professor of the Department of Uzbek Language and Literature of Tashkent State Pedagogical University named after Nizami

 **DR ISLOMJON AHMADJANOVICH YAKUBOV**  
Doctor of Philological Sciences  
Tashkent city, Sergeli district,Uzbekistan

“ Associate Professor of "History and Folklore of Uzbek Literature" Tashkent State University of Uzbek Language and Literature named after Alisher Navoi

 **DR TOZAGUL RAJAPOVNA MATYOKUBOVA**  
Ph.D.(Philological Sciences)  
Tashkent city, Sergeli district,Uzbekistan

Activate Windows  
Go to Settings to activate Windows.

“ Professor of the Department of Uzbek Language and Literature of Tashkent State Pedagogical University named after Nizami



**DR ISLOMJON AHMADJANOVICH YAKUBOV**  
Doctor of Philological Sciences  
Tashkent city, Sergeli district, Uzbekistan

“ Associate Professor of “History and Folklore of Uzbek Literature” Tashkent State University of Uzbek Language and Literature named after Alisher Navoi



**DR TOZAGUL RAJAPOVNA MATOKUBOVA**  
Ph.D.(Philological Sciences)  
Tashkent city, Sergeli district, Uzbekistan

“ Lecturer and Coordinator and Examiner of Spanish Language Subjects - Faculty of Applied Communication, Multimedia University



**DR. JOEL LAFFITA**  
Ph.D.  
Malaysia

“ Professor of English Literature College of Arts, Ahul Bait University, Iraq



**PROFESSOR DR. SALIH M. HAMEED**  
Ph.D.(English Literature)

“ Associate Professor of Biology Teaching Methods, Jizzakh State Pedagogical Institute.



**PROFESSOR DILFUZA ANOROVNA IMOMOVA**  
Biological Sciences  
Jizzakh region, Jizzakh district, Uzbekistan

“ Associate Professor of Humanities, Tashkent State Agrarian University



**DR OYBEK ALIKULOVICH OSTONOV**  
Ph.D.(History, humanities)  
Tashkent region, Zangiota district,

Activate Windows  
Go to Settings to activate Windows.

“ Associate Professor of Biology Teaching Methods, Jizzakh State Pedagogical Institute.



**PROFESSOR DILFUZA ANOROVNA IMOMOVA**  
Biological Sciences  
Jizzakh region, Jizzakh district, Uzbekistan

“ Associate Professor of Humanities, Tashkent State Agrarian University



**DR OYBEK ALIKULOVICH OSTONOV**  
Ph.D.(History, humanities)  
Tashkent region, Zangiota district,

“ Academician, University College Of Technology S'wak



**ANDREW SIJA**  
Ph.D.( Business Administration )  
Malaysia

“ Lecturer Department of Languages and Literatures at Marien Ngouabi University



**ALPHONSE DORIEN MAKOSSO**  
Ph.D.  
(Mfilou, Brazzaville)

“ Associate Professor, Head of the Department of Geography and Teaching Methods, Tashkent State Pedagogical University named after Nizami



**DR NUSRATULLA RAKHMONKULOVICH ALIMKULOV**  
Geographical Sciences  
Tashkent, Uzbekistan

“ Associate Professor, National University of Uzbekistan, Tashkent, Uzbekistan



**DR. SHERZODJON CHORIEV**  
Ph.D.  
Uzbekistan

Activate Windows  
Go to Settings to activate Windows.

“ Associate Professor, Head of the Department of Geography and Teaching Methods, Tashkent State Pedagogical University named after Nizami



**DR NUSRATULLA RAKHMONKULOVICH ALIMKULOV**  
Geographical Sciences  
Tashkent, Uzbekistan

“ Associate Professor, National University of Uzbekistan, Tashkent, Uzbekistan



**DR. SHERZODJON CHORIEV**  
Ph.D.  
Uzbekistan

“ Associate Professor of History, Namangan State University



**PROFESSOR ZOKHID SHAROFOVICH MADRAKHIMOV**  
Candidate of Historical Sciences  
Namangan region, Namangan city, Uzbekistan

“ Associate Professor National University of Life and Environmental Sciences of Ukraine



**DR. OKSANA CHAIKA**  
PhD (linguistics)  
Ukraine

“ Associate Professor of “History of Uzbekistan”, Faculty of History, National University of Uzbekistan named after Mirzo Ulugbek



**DR AKBAR TURGINOVICH ZAMONOV**  
Doctor of Philosophy in History (PhD)  
Tashkent city, Sergeli district, Uzbekistan


“ Associate Professor of “History and Ethnology of the Peoples of Central Asia” Tashkent State University of Oriental Studies



**DR IZZATILLA MAKHMUTALIEVICH KHAYDAROV**  
Ph.D.  
Uzbekistan

Activate Windows

“ Senior teacher of the department “Methods of teaching history” of Jizzakh State Pedagogical Institute

 **DR FARRUKH SHAVKATOVICH AQCHAEV**  
Doctor of Philosophy in History  
Jizzakh city, Obod mahalla, I.Karimov street


“ Associate Professor of “Organization and Management of Culture and Arts” at the Uzbek State Institute of Arts and Culture

 **DR DILAFRUZ K. YUSUPALIEVA**  
Doctor of Philosophy in History  
Tashkent city, Mirzo-Ulugbek district,

“ Head of the Department of Theory and Practice of Primary Education of Jizzakh State Pedagogical Institute

 **DR GULJAKHON U. JUMANAZAROVA**  
Doctor of Philological Sciences  
Jizzakh city, “Navruz” mahalla,

“ Senior Lecturer, Department of Methods of Teaching History, Navoi State Pedagogical Institute, Doctor of Philosophy (PhD) in History

 **DR SHAKHNOZA B. KHOLIKULOVA**  
Doctor of Philosophy in History  
Navoi city, Tolstoy street,

“ Faculty of the College of Business of Divine Word College of Vigan and Divine Word College of Laoag

 **\_AEUN DAMEANUS**  
Ph.D  
Indonesia


“ Teacher at the University of the Basque Country

 **ASIER ARCOS ALONSO**  
Ph.D  
Basque


“ Department of economics, School of economics Central University of Kerala

 **GOWHAR AHMAD WANI**  
Ph. D  
INDIA


“ Deputy Dean for Youth Affairs, Faculty of Budget Accounting and Treasury, Tashkent Financial Institute

 **DR BOBURJON B. IZBOSAROV**  
Doctor of Philosophy in Economic Sciences  
Tashkent city, Chilanazar district


“ Associate Professor and Former Head, Department of English, Daffodil International University

 **DR. MOHAMMED SHAMSUL HOQUE**  
Ph.d  
Bangladesh

“ Head of the Department of History of Uzbekistan, Tashkent State Technical University

 **DR RAKHBAR E. KHALIKOVA**  
Doctor of Historical Sciences  
Tashkent city, Almazar district,

“ Head of the Department of Social and Economic Sciences, Regional Center for Retraining and Advanced Training of Public Education Workers under the Kashkadarya Region

 **DR FARDA P. NORBUTAIEV**  
Doctor of Historical Sciences  
Kashkadarya region, Guzar district,

“ Professor, Department of Management Studies, Vivekanandha Institute of Information and Management Studies.

 **DR.V.MOHANA SUNDARAM**  
Ph.D.(Management),  
INDIA

“ Tashkent State University of Uzbek Language and Literature

 **DR SULAYMONKUL A. KHAYDAROV**  
Doctor of Philosophy in Pedagogical Sciences,  
Tashkent city, Chilanazar district

“ Professor III (History & English) at Amity Institute of English Studies & Research, Amity University, Noida.

 **DR. APARNA SHARMA**  
Ph. D  
india

“ Assistant Special Staff for the President of Republic of Indonesia

 **DR. PRADANA BOY ZULIAN**  
Ph. D  
Indonesia

“ Head of Dept. at Parul University

 **DR. HARESH KAKDE**  
Ph.D  
INDIA

“ Head of the Department of “Economic efficiency and accounting in animal husbandry” Samarkand Institute of Veterinary Medicine

 **DR ABDIMUNIN I. ALIKULOV**  
Doctor of Economics  
Samarkand city. Sattepo district 148

“ Departmental Exam Officer, English Department, University of Africa

 **IDEGBEKWE, DESTINY**  
Ph.d  
Nigeria



“ Professor, Founder and Director of Miroslaw-Matyja-Academia for Democracy



**DR. MATYJA MIROSLAW**  
Ph.D  
USA

“ FACULTY: Humanities of Lecturer IIE ROSEBANK COLLEGE



**MR. LUTENDO NENDAUNI**  
Ph.D  
South Africa

“ Working as Teaching Assistant from Institute of Agricultural & Resource Economics, University of Agriculture, Faisalabad”



**TATYAE ZEESHAN SHAHID**  
Ph.D  
INDIA

“ Asst. Professor in Commerce



**DR. M. MADHURI DEVI**  
Ph.D  
INDIA

“ Department of Management Faculty of Management Sciences University of Port Harcourt Port Harcourt, Rivers State, Nigeria



**DR. ADEKEMI DRUSILIA ALAGAH**  
Ph.D  
Nigeria

“ THE UNIVERSITY OF BURDWAN ACADEMIC ACHIEVEMENTS:



**DR. DIPANWITA PAL**  
Awarded Ph. D.  
INDIA

“ NNAMDI AZIKIWE UNIVERSITY, AWKA. ANAMBRA



**DR. ANEKWE RITA IFEOMA**  
Doctorate Degree in Management (Ph. D)  
Nigeria

“ Lecturer – Ho Chi Minh City University of Food Industry.



**MAI QUỐC DŨNG**  
Ph.D (HISTORY)  
Asia

“ Asst. Professor, Department of Political Science in Government Degree College Hyderabad



**DR. KANDI. KAMALA**  
Ph.D  
INDIA

“ Department of Management Studies, SRMIST, Vadapalani Campus



**DR. V. MOHANA SUNDARI**  
Ph.D  
INDIA

“ Scientist/Subject Matter Specialist at Krishi Vigyan Kendra-Leh, Sher-e-Kashmir University of Ag. Sciences and Technology of Kashmir



**DR. PARVEEN KUMAR**  
Ph.d  
INDIA

“ Department of Financial Management, Faculty of Management Studies & Commerce, University of Jaffna, Thirunelveli, Jaffna.



**PROF. RATHIRANEE YOGENDRARAJAH**  
Ph.D  
Sri Lanka

Activate Windows  
Go to Settings to activate Windows.

“ Department of Educational Psychology, Faculty of Education, University of Buea



**IJANG BIH NGYAH-ETCHUTAMBE**  
Ph.D  
Buea

“ Senior High School Faculty Member, High School Department, Espiritu Santo Parochial School of Manila, Inc., Manila, Philippines



**ALMIGHTY C. TABUENA**  
Ph.D  
Philippines

“ Secretary for Academic Affairs, Sudan Academy for Banking and Financial Sciences - Khartoum, Sudan



**DR. OMER ALLAGABO OMER MUSTAFA**  
PhD. in Economics  
North Africa

Activate Windows  
Go to Settings to activate Windows.

“ ASSOCIATE PROFESSOR OF GEOGRAPHY



**DR. DADAPIR MOULASAB. JAKATI**  
Ph.D (Science and technology)  
INDIA

“ Associate Professor Department of Agricultural Economics, Science and Research Branch, Islamic Azad University



**PROF. REZA MOGHADDASI**  
Ph.D. (Agricultural Economics)  
Iran

“ Department of Education, Schools Division of Bulacan, Philippines



**DR. RICO PAULO G. TOLENTINO**  
(Philosophy) Ph.D  
Philippines

Activate Windows

“ Senior Lecturer, Department of Uzbek Language and Literature, Namangan State University



**DR KHAVASHRON. Z. SALIRHODJAEVA**  
Ph.D Philological Sciences  
Namangan region

“ Head of the Namangan regional branch of the Center for Training and Advanced Training in the Basics of Business Administration in the state language



**DR NOZIMA A. KAZAKOVA**  
(Philological Sciences) Ph.D  
Namangan region, Uychi district

“ ASSISTANT PROFESSOR | JIMS Engineering Management Technical Campus (GURU GOBIND SINGH-INDRAPRASTHA UNIVERSITY)



**DR. SHALINI SINGH**  
Ph. D (Philosophy)  
INDIA

“ Pure and Applied Sciences Department of General Studies/English



**OLAGUNJU, CAROLINE SADE**  
Ph.D (English Language )  
Nigerian

“ Department of Entrepreneurial Studies, Nnamdi Azikiwe University Awka, Anambra State



**OKOLI, IFEANYI EMMANUEL**  
(Ph.d)Business Administration  
Nigeria

“ College Library, Michael Otedola College of Primary Education, PMB 1028, Epe Lagos State, Nigeria.



**ADESANYA, OLUSEGUN OTELEYE**  
(Ph.D) Library and Educational Media Resource Management  
Nigeria.

“ Senior Lecturer at the Department of Accounting, Tashkent Financial Institute, PhD



**DR ZAFAR U. GANIEV**  
Doctor of Philosophy in Economics  
Tashkent city, Yunusabad district

“ Dean of the Faculty of Primary Education of Jizzakh State Pedagogical Institute



**DR FAZILAT E. IBRAGIMOVA**  
Candidate of Philological Sciences  
Jizzakh region, Zaamin district

“ Faculty of Human Development



**DR. AZIZAH BINTI ZAIN**  
Ph.D  
Malaysia

“ Associate Professor Department of Management Faculty of Management Sciences University of Port Harcourt Port Harcourt, Rivers State, Nigeria



**DR. ADEKEMI DRUSILIA ALAGAH**  
Ph.D. - (ORGANIZATIONAL BEHAVIOUR)  
Nigeria

“ Acting Professor of the Department of History of Uzbekistan, Faculty of History, National University of Uzbekistan



**DR AVAZ A. ERMETOV**  
Doctor of Historical Sciences  
Tashkent city, Almazar district

“ Department of Business Administration (Marketing Unit)



**SAJUYIGBE ADEMOLA SAMUEL**  
(Ph.D) Management Science  
Nigeria

“ Service: 25 Years in Higher Education / Univ. of Thi-



**PROF. DR. MOHAMMED JASIM BETTI**  
Ph.D (Teaching English Drama)  
Iraq

“ Researcher and English Education Lecturer at Batanghari University - Indonesia



**DR. (CAND) ERISA KURNIATI**  
Ph.D  
Indonesia

“ Doctor of Philosophy in Pedagogy, Associate Professor, (PhD), Department of Preschool Education Methods, Jizzakh State Pedagogical Institute



**DR GULNORA E. KUSHAKOVA**  
Doctor of Philosophy in Pedagogical Sciences  
Jizzakh region, Jizzakh district

“ Professor of Translation Theory and Comparative Linguistics, Faculty of Foreign Philology, National University of Uzbekistan



**DR INODA A. SIDDIKOVA**  
Doctor of Philological Sciences  
Tashkent city, Almazar district

“ 48 Kpakani Street off Obi Wali Road, Rumuigbo, Port Harcourt



**OJIMA, DAVIS**  
Ph.D., Doctor of Philosophy (Economics)  
Nigeria

“ Professional Address City Hall of Estancia Turística de Tupã, Municipal Secretary of Tourism



**ARACELIS GOIS MORAES RIGOLDI**  
(Ph.d) in Administration  
Brazil

Activate Windows  
Go to Settings to activate Windows.

“ Senior Lecturer of “General Pedagogy” at Jizzakh State Pedagogical Institute



**DR KHAKNAZAR KH. KHAMZAEV**

Doctor of Philosophy in Pedagogical Sciences  
Hamza bashi berk street

“ Senior Lecturer of the department of methods of teaching Uzbek literature at Jizzakh State Pedagogical Institute



**DR ABBAS TURSUNKULOV**

Candidate of Philological Sciences  
Kimyogar mahalla

“ Head of the Kashkadarya regional department of the scientific and practical research center “Family” under the Cabinet of Ministers of the Republic of Uzbekistan



**DR RAMIZ T. ZOHIROV**

Doctor of Philosophy in Philosophy  
Karshi city, Xontepa mahalla

“ TEACHING PHILOSOPHY: To enrich the students' knowledge with social relevant applications of the subject



**DR P. KARTHIKEYAN**

Ph.D (Improving Virtual Machine Instances Allocation Algorithms in Cloud Environment)  
india

“ Head of the Department of History and Ethnology of the Peoples of Central Asia, Tashkent State University of Oriental Studies



**DR RAKHINA R. ALIMOVA**

Ph.D(Historical Sciences)  
Tashkent region, Quyichirchik district

“ Senior Lecturer, Department of Finance and Accounting, Correspondence Department, Tashkent State University of Economics



**DR NASIBA M. IMAMOVA**

Doctor of Philosophy in Economics  
Tashkent city, Uchtepa district

“ Department of Islamic Studies, Faculty of Arts and Culture, Eastern University, Sri Lanka



**MOHAMED BUHARY FOWZUL**

Ph.D(Muslim Family Law)  
Sri Lanka

“ University Lecturer, Associate Professor, PhD, Faculty of Economics, SWU “Neofit Rilski”-Blagoevgrad



**ELENA**

Ph.D. (Economics)  
Europe

“ Vice-Rector for Youth Affairs of the Uzbek State University of World Languages



**DR KHAMIDULLO I. KHAKIMOV**

Uzbekistan

“ Acting Associate Professor, Department of Social Sciences, Jizzakh Polytechnic Institute



**DR KHULKAR YU. KHOLIKULOVA**

Doctor of Philosophy in History (PhD)  
Jizzakh city, Dustlik mahalla

“ Dept. of Political Science Osmania University Hyderabad Telangana India. 500007



**DR.GEDAM. KAMALAKAR RESEARCHER**

Ph.D  
INDIA

“ Faculty of Politics and Law - Ho Chi Minh City University of Food Industry



**DUNG MAI QUOC**

Ph.D (History)  
VIETNAM

“ Senior lecturer at the Karakalpak Faculty of Philology and Journalism. Doctor of Philosophy in Philology



**DR AMANLIK SH. NAJIMOV**

Doctor of Philosophy in Philology (PhD)  
Nukus city, Ya.Dosumov 59 house

“ Lecturer at the Department of “Methods of Primary Education” Jizzakh State Pedagogical Institute



**DR GULJAN T. KUTTIBEKOVA**

Doctor of Philosophy in Pedagogical Sciences  
Jizzakh city, Turan mahalla

“ Associate Professor of Extension Education and Communication



**DR. HITAIISHI SINGH**

Ph. D. (Home Science)  
INDIA

“ Senior Lecturer in English Linguistics and Education Studies Faculty of Education



**DR. HUYNH THANH TIEN**

Ph.D  
VIETNAM

“ Head of the “Audit” department of the Tashkent Financial Institute



**DR ISLOMJON N. KUZIEV**

Doctor of Economics  
Tashkent city, Yunusabad district

“ Senior Lecturer, Department of Museum Studies, National Institute of Art and Design named after Kamoliddin Behzod



**DR DILAFUZ A. KURBONOVA**

Doctor of Historical Sciences  
Tashkent city, Chilanzar district

Activate Windows  
Go to Settings to activate Windows.

Activate Windows

“ Professor of the Department of “Information and Communication Technologies in Management” of the Academy of Public Administration under the President of the Republic of Uzbekistan.



**DR ANVAR E. YULDASHEV**

Candidate of Political Science, Doctor of Historical Sciences  
Tashkent city, Mirzo Ulugbek district

“ Working as Professor and Director in Institute of Media Studies, Shri Ramswaroop Memorial University, Lucknow



**DR. NEERAJ KHATTRI**

Ph.D (Journalism)  
INDIA

“ Department of Psychology, Dev Sanskriti Vishwavidyalaya, Haridwar, Uttarakhand



**DR. MANORANJAN TRIPATHY**

(Ph.D) Psychology  
INDIA

“ Senior Lecturer, Department of Pedagogy and Psychology, Uzbek State University of World Languages



**DR DJAVDAT A. PULATOV**

Doctor of Philosophy in Pedagogical Sciences (PhD)  
Tashkent city, Yashnaabad district,

“ Professor Department of Law, University of Rajshahi,



**DR. MD. ABDUL ALIM**

Ph.D.( Gender Law and Development)  
Bangladesh

“ Designation: Assistant Professor



**DR. CHITTURU.SAIGITA**

Doctoral Degree in Social Work from RTM Nagpur University,  
Nagpur

INDIA

Activate Windows  
Go to Settings to activate Windows.

“ Acting Associate Professor of the Department of Methods of Teaching the Uzbek Language at Jizzakh State Pedagogical Institute



**DR FERUZA U. JUMAEVA**

Doctor of Philosophy in Philology  
Jizzakh city, “Zargarlik” mahalla

“ University professor



**HUSAM MOHAMMED KAREEM AL-KHAZAALI**

Ph.D  
Iraq

“ Assistant Professor



**DR.S. MOHAN KUMAR**

Ph.D  
INDIA

“ Assistant Professor in Economics



**SUFIAN ELTAYEB MOHAMED ABDEL- GADIR**

Ph.D ( Economics)  
Oman

“ Associate Professor of the Department of “Spirituality and Enlightenment” of the ASU under the President of the Republic of Uzbekistan



**DR ULUGBEK A. SAIDOV**

Candidate of Philological Sciences  
Tashkent city, Chilanzar district

“ Department of Translation, University of Mosul, Mosul, Iraq



**MUHAMMED IBRAHIM HAMOOD ASHIQ**

Ph.D. in translation from Faculty of Modern Languages, UPM,  
Malaysia

Iraq

Activate Windows  
Go to Settings to activate Windows.

“ Associate Professor of “Pedagogy and Physical Culture” Tashkent Institute of Textile and Light Industry



**DR VARKOB N. SATTOROV**

Candidate of Pedagogical Sciences  
Yakkasaray District

“ Acting Associate Professor of the Department of Teaching Methods of Uzbek Literature, Jizzakh State Pedagogical Institute



**DR DILNAVOZ A. SALIMOVA**

Doctor of Philosophy in Philology  
Jizzakh city, Zilol mahalla

“ Assistant Professor of English – Dept. of English, Faculty of Arts Jouf University, Saudi Arabia Minia University, Egypt



**NAYERA MOHAMMED HASSAN ALI**

Ph.D in English Literature  
Egyptian

“ Center for Teaching and Learning Excellence (CTLE)



**DR. ANANIAS C. SABLJON, JR.**

Doctor of Philosophy (Ph.D.)  
Philippine

“ West Visayas State University – College of Arts and Sciences



**ELIAS C. OLAPANE**

Doctor of Philosophy in Social Science (2017-2020)  
Philippine

“ Department of Preschool Education, University Campus, Gallos



**STAMATIOS PAPADAKIS**

Ph.D  
Greece

Activate Windows  
Go to Settings to activate Windows.

“ Tashkent State Pedagogical University named after Nizami Tashkent, Uzbekistan



**DR. ILKHOM KH. ABDULLAEV**

Associate Professor Doctor of Philosophy in Geography (PhD.)  
Uzbekistan

“ RESEARCH INSTITUTE OF PEDAGOGICAL SCIENCES named after Kari Niyazi, Tashkent, Uzbekistan



**DR. KOMILJON A. KARIMOV**

Associate Professor, Doctor of Philosophy (PhD) in Pedagogical Sciences,  
Uzbekistan

“ Associate Professor Tashkent State Pedagogical University named after Nizami Tashkent,



**DR. URAL KH. SAFAROV**

Doctor of Philosophy in Pedagogics (PhD)  
Uzbekistan

“ Northern Negros State College of Science and Technology (NONESCOST)



**JAYSON A. DELA FUENTE**

(PhD-ILE)  
Philippines

“ Lecturer of minithesis at islamic economics faculty UIN Ar-raniry Banda Aceh



**DR. YUSNIAR SE MM**

Doctorate of Management Science  
Indonesia

Activate Windows



# Daftar Isi Jurnal IJSSHR Volume 03 Issue 12 December 2020

**INTERNATIONAL JOURNAL OF SOCIAL SCIENCE AND HUMAN RESEARCH** editor@ijsshr.in ISSN(Online) : 2644-0695 ISSN(Print) : 2644-0679

HOME CALL FOR PAPER ISSUE EDITORIAL AUTHOR DESK SUBMISSION CONTACT

**ARCHIVE** Home Archive

**VOLUME 03 ISSUE 12 DECEMBER 2020**

**EFFECTIVENESS OF ONLINE LEARNING IMPLEMENTATION IN TOPIC DYNAMIC ELECTRICITY DURING THE COVID-19 PANDEMIC AT JUNIOR HIGH SCHOOL**  
<sup>1</sup>MUHAMMAD HARISULLOH, <sup>2</sup>Moh. NURMAN, <sup>3</sup>DINAR MAFTUKH FAJAR  
<sup>1,2</sup>FKIP UNIVERSITAS ISLAM LAMONGAN, JL. VETERAN 53A LAMONGAN, EAST JAVA, INDONESIA  
<sup>3</sup>IAIN JEMBER, JL. MATARAM NO. 1, JEMBER, EAST JAVA, INDONESIA  
DOI : <https://doi.org/10.47191/ijsshr/v3-i12-01>

READ MORE DOWNLOAD PDF

**VOLUME 03 ISSUE 12 DECEMBER 2020**

**HUMAN VALUE IN THE LAW - FROM HISTORICAL PERSPECTIVE AND APPLICATION IN HIGHER EDUCATION IN VIETNAM**  
<sup>1</sup>ASSOC. PROF. DR. NGUYEN VAN HIEP, <sup>2</sup>ASSOC. PROF. DR. PHAM NGOC TRAM  
<sup>1,2</sup>THU DAU MOT UNIVERSITY (TDMU), VIETNAM  
DOI : <https://doi.org/10.47191/ijsshr/v3-i12-02>

READ MORE DOWNLOAD PDF

**SUBMIT ARTICLE**

CROSSREF

Member of Crossref  
DOI : 10.47191/ijsshr

SJIF-IMPACT FACTOR<sup>2022</sup>

CERTIFICATE OF INDEXING (C.I.) 2020

EUROPUB

Activate Windows  
Go to Settings to activate Windows.

Not secure | www.ijsshr.in/v3i12.php

**GENDER DIFFERENCES IN THE USE OF SOCIAL MEDIA: AUSTRALIAN POSTGRADUATE STUDENTS' EVIDENCE**  
ASHKAN MIRZAY FASHAMI  
GRIFFITH BUSINESS SCHOOL, GRIFFITH UNIVERSITY, BRISBANE, QUEENSLAND, AUSTRALIA  
DOI : <https://doi.org/10.47191/ijsshr/v3-i12-03>

READ MORE DOWNLOAD PDF

**VOLUME 03 ISSUE 12 DECEMBER 2020**

**TEACHERS PEDAGOGICAL PRACTICES VIS-A-VIS ACADEMIC ACHIEVEMENT OF SENIORHIGH SCHOOL STUDENTS IN ADA EAST DISTRICT, GHANA**  
<sup>1</sup>EBENEZER KPORVI, <sup>2</sup>AUGUSTUS DANIEL ARKO  
<sup>1</sup>DEPARTMENT OF BUSINESS AND SOCIAL SCIENCES EDUCATION, UNIVERSITY OF CAPE COAST, GHANA  
<sup>2</sup>COLLEGE OF DISTANCE EDUCATION, UNIVERSITY OF CAPE COAST, GHANA  
DOI : <https://doi.org/10.47191/ijsshr/v3-i12-04>

READ MORE DOWNLOAD PDF

**VOLUME 03 ISSUE 12 DECEMBER 2020**

**EFFECT OF INDEPENDENT COMMISSIONERS AND CHARACTERISTICS OF AUDIT COMMITTEE ON PROFIT QUALITY WITH EARNING MANAGEMENT AS INTERVENING VARIABLES**  
THERESIA TRISANTI  
STIE YKPN SEKOLAH TINGGI ILMU EKONOMI YKPN, YOGYAKARTA JALAN SETURAN YOGYAKARTA 55281. INDONESIA  
CORRESPONDING AUTHOR FISIY YOFITA SARI  
STIE YKPN SEKOLAH TINGGI ILMU EKONOMI YKPN, YOGYAKARTA JALAN SETURAN YOGYAKARTA 55281. INDONESIA

**EUROPub**

**AUTHOR'S DESK**

- > Author's Guidelines
- > Call For Paper
- > Online Submission
- > Mode of Payment
- > Publication Ethics
- > Reviewer Policy
- > Reviewer Guidelines
- > Plagiarism Policies
- > Withdrawal Policies

**LATEST**

**SUBMISSION OPEN**  
Volume 05 Issue 08(August 2022)  
Last Date : 26 August 2022

**JOIN OUR EDITOR BOARD**  
Send your CV to boards@ijsshr.in

Activate Windows  
Go to Settings to activate Windows.

✎ **WHY EFL STUDENTS UNDERSTAND THE LANGUAGE ASSESSMENT?**

<sup>1</sup>ARJULAYANA, <sup>2</sup>SITI ANSORIYAH

<sup>1</sup>FKIP, UNIVERSITY OF MUHAMMADIYAH TANGERANG-INDONESIA  
<sup>2</sup>LANGUAGE EDUCATION OF UNIVERSITAS NEGERI JAKARTA-INDONESIA

DOI : <https://doi.org/10.47191/ijsshr/v3-112-06>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

> Cover Page

✎ **SELF-CONCEPT OF MILENIAL GENERATION IN MANAGING THE BOUNDARIES OF INFORMATION ON PRIVACY ON SOCIAL MEDIA**

<sup>1</sup>IMAN SUMARLAN, <sup>2</sup>PANJI DWI ASHRIANTO, <sup>3</sup>RAHMADYA PUTRA NUGRAHA S

<sup>1,2,3</sup>, SEBELAS MARET STATE UNIVERSITY, SURAKARTA, INDONESIA

DOI : <https://doi.org/10.47191/ijsshr/v3-112-07>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

✎ **THE USE OF LINKING ADVERBIALS IN MALAYSIAN STUDENTS' ARGUMENTATIVE ESSAYS**

<sup>1</sup>UMMUL K. AHMAD & <sup>2</sup>LOW POH WEY

<sup>1</sup>, LANGUAGE ACADEMY, UNIVERSITI TEKNOLOGI MALAYSIA, 81310 JOHOR BAHRU, MALAYSIA

<sup>2</sup>DEPARTMENT OF ENGLISH, SOUTHERN UNIVERSITY COLLEGE, JALAN SELATAN UTAMA, OFF JALAN SKUDAI, 81300 SKUDAI, JOHOR BAHRU, MALAYSIA

DOI : <https://doi.org/10.47191/ijsshr/v3-112-08>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

Activate Windows  
Go to Settings to activate Windows.

✎ **ASSESSING THE BENEFITS, CAUSES AND EFFECTS OF FEMALE MIGRATION FROM SILTE ZONE OF SOUTHERN ETHIOPIA TO THE MIDDLE EAST AND GULF STATES**

ESHETTU TESFAYE RETTA

DEPARTMENT OF HISTORY AND HERITAGE MANAGEMENT, WOLAITA SODO UNIVERSITY, WOLAITA SODO, ETHIOPIA

DOI : <https://doi.org/10.47191/ijsshr/v3-112-09>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

✎ **HOW TO UNDERSTAND "SIX KES A DAY" IN THE COMBINATION "FIVE GENGSA NIGHT, SIX KES A DAY"**

<sup>1</sup>BUI TRONG NGOAN, <sup>2</sup>NGUYEN THI VAN ANH

<sup>1</sup>THE UNIVERSITY OF DANANG - UNIVERSITY OF SCIENCE AND EDUCATION No. 459 Ton Duc Thang, Lien Chieu District, Da Nang City, Vietnam

<sup>2</sup>THE UNIVERSITY OF DANANG - UNIVERSITY OF FOREIGN LANGUAGE STUDIES No. 131 Luong Nhu Hoc, Cam Le District, Da Nang City, Vietnam

DOI : <https://doi.org/10.47191/ijsshr/v3-112-10>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

✎ **HOW IS COVID-19 RELATED TO THE GLOBAL ECONOMY?**

<sup>1</sup>ABDULELAH ALMUQRIN AND <sup>2</sup>FEIFEI WANG

<sup>1</sup>NIAGARA UNIVERSITY, COLLEGE OF BUSINESS ADMINISTRATION, BISGROVE HALL

CORRESPONDING AUTHOR <sup>2</sup>NIAGARA UNIVERSITY, COLLEGE OF BUSINESS ADMINISTRATION, BISGROVE HALL

DOI : <https://doi.org/10.47191/ijsshr/v3-112-11>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

Activate Windows  
Go to Settings to activate Windows.

✎ **HOW IS COVID-19 RELATED TO THE GLOBAL ECONOMY?**

<sup>1</sup>ABDULELAH ALMUQRIN AND <sup>2</sup>FEIFEI WANG

<sup>1</sup>NIAGARA UNIVERSITY, COLLEGE OF BUSINESS ADMINISTRATION, BISGROVE HALL

CORRESPONDING AUTHOR <sup>2</sup>NIAGARA UNIVERSITY, COLLEGE OF BUSINESS ADMINISTRATION, BISGROVE HALL

DOI : <https://doi.org/10.47191/ijsshr/v3-112-11>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

✎ **SOME STAKEHOLDERS' POSITION ON THE LANGUAGE POLICY OF GHANA**

PATIENCE OBENG

UNIVERSITY OF EDUCATION, WINNEBA, WINNEBA, AJUMAKO CAMPUS

DOI : <https://doi.org/10.47191/ijsshr/v3-112-12>

[READ MORE](#)

[DOWNLOAD PDF](#)

VOLUME 03 ISSUE 12 DECEMBER 2020

## **Self-Concept of Milenial Generation in Managing the Boundaries of Information on Privacy on Social Media**



**Iman Sumarlan<sup>1</sup>, Panji Dwi Ashrianto<sup>2</sup>, Rahmadya Putra Nugraha S<sup>3</sup>**

<sup>1,2,3</sup>Sebelas Maret State University, Surakarta, Indonesia

---

**ABSTRACT:** This research is motivated by the fact that humans have two strong desires in themselves, namely the desire to be one with each other or other humans around them and the desire to become one with the surrounding natural environment. Privacy is used to express themselves, so someone needs a room that supports these interests. Where each individual sets the distance for closeness with other individuals, and the ability of a person or group to decide when and to whom personal information can be shared, in the way desired by the owner of the information.

The purpose of this study was to determine the millennial self-concept in managing privacy information boundaries. The management of privacy information boundaries is discussed in the process of five basic assumptions on the theory of communication privacy management.

This research uses constructivist paradigm with descriptive research type. The research method used is phenomenology, data collection techniques in this study were obtained through premier data: in-depth interviews and secondary data through: literature study, documentation sourced in books, journals and the internet. Data validity checking technique used is authenticity & triangulation (sources).

The results of the following research are millennial self-concept in managing privacy information by controlling the privacy information that is collected and collected, then millennial makes boundaries with people who can understand and understand the rules that have been agreed upon, control information that has been shared with others, after that millennial made rules that had been mutually agreed upon in the disclosure of information, and in responding to the occurrence of safety information, 11 millennial informants chose to withdraw and 3 millennial informants maintained a good relationship.

**KEYWORDS:** Privacy boundaries, self-concept, milenial

---

### **INTRODUCTION**

The nature of humans as social beings will automatically move them to interact with others, so that as individuals, humans need other people in every process they live in. The interactions and relationships that exist between one individual and another, of course, require both parties to open up by conveying information about themselves, in order to establish a good relationship, which is accompanied by a sense of comfort and trust (Greene, 2003).

When someone feels trusting and comfortable, then he can easily convey personal information about himself and others. It is easier to express about themselves to people they like than people they do not like (Robinson, 2017). This is basically due to a fact that humans have two strong desires in themselves, namely the desire to become one with each other or other humans in the neighborhood and the desire to become one with the surrounding natural environment.

The information a person discloses depends on his/her privacy management. Privacy is a process of interpersonal restriction by regulating interaction with other people (Agung, 2012). According to Sarwono (in Nurhayati, 2012), Privacy is the desire or will to control physical and information access to oneself and other parties. Thus, privacy can be understood as a form of information that must be protected from other parties who are not entitled to know.

Each individual has its own boundaries in disclosing privacy to others. When someone does not disclose his personal information, the information will only kept in him. On the other hand, when someone freely discloses his personal information, the information will be delivered to other people (Jin, 2013).

As observed by Sandra Petronio, humans always try to weigh the demands of the situation, between meeting the needs of themselves or others (Baxter, Braithwaite, Petronio, & Durham, 2014). The dialectic that occurs inside shows that privacy is something important to humans. The existence of privacy shows that they are the rightful owners of the information they have.

## Self-Concept of Milenial Generation in Managing the Boundaries of Information on Privacy on Social Media

The development of social media in recent years has started to blur the realm of privacy. Social media provides virtual spaces that are designed in such a way as to resemble the real world. The reach of virtual space that relies on the internet network has created a wider connection in the virtual room compared to the real world. However, the current development of information technology tends to make individuals more open in expressing and sharing feelings about events they experience on their social media accounts rather than chatting and sharing with their closest friends.

Sharing information on privacy with large audiences on social media can pose risks to the owner due to poor management. The risk occurs when the wrong or bad person receives private information. However the disclosure of information can also create benefits for the owner if the information disclosed is received by the right and trusted person.

At the beginning of its development in the late 1990s by Bruce and Susan Abelson, social media was developed with the basic assumption as a platform that functioned as an "Open Diary" (Machin-Mastromatteo, 2012). This development was intended so that users of other platforms can read diaries written by someone in the same community (Kohli & Gupta, 2015). Along with the very significant development of the internet, the development of models and platforms has also occurred, so that users who can only read at first have been able to provide comments, such as sharing ideas, suggestions and so on.

The phenomenon of the development of social media has shaped the behavior and raised the lifestyle of a generation. Millennial generation is a practical generation that is closely attached to technology, including social media. Further, they even depend more of their lives on technology and social media. This generation has the characteristics of open communication, fanatical social media users whose lives are greatly influenced by technological developments, and are more open with a very reactive view towards surrounding environmental changes.

This study was conducted based on a theory as a support to get answers to the problems that occurred. As described by K.Glanz (in Buchanan, 1998), theory is a tool set for constructing how concepts, definitions, and proportions as well as displaying phenomena systematically by determining relationships between variables for the purpose of explaining and predicting a phenomenon. In this sense, a theory functions to anticipate events, and also to account for what has happened (Buchanan, 1998).

Researchers used the theory of Communication Privacy Management (CPM), which regulates the privacy of a person who is faced with two choices between the need to share information about himself and the need to protect himself. Petronio (in Griffin et al., 2012) argues that CPM theory provides an overview of how a privacy management system exists as a way to identify and coordinate privacy boundaries between individuals. It should be realized that humans are not only urged to keep (hide) information but also to share personal information with others.

This study used a phenomenological study approach wherein the researchers attempted to reveal the meaning of a person's experience. The meaning of people's experience will depend on how they relate to such experience. This meaning will emerge by letting the reality/phenomenon/experience open itself (Springborg, 2007). On the other hand, this meaning appears as a result of the interaction between the subject and the phenomena he is experiencing.

Every disclosure of information that someone has may rise risks and benefits. Thus, it is necessary to manage privacy boundaries that in balanced and prudent manners. Based on the background described above, the authors developed a study entitled "**Phenomenological Study: Self Concept of Millennial Generation in Managing Boundaries of Information on Privacy**"

## LITERATURE REVIEW

### Interpersonal Communication

Interpersonal communication is a very important part of everyday life. We definitely need help from others while facing problems. We need other people to share our anxiety and happiness. In essence, we need other people to help with personality development. Friends and family often enable us to overcome limitations and achieve goals. Colleagues help us by providing suggestions and criticism so that we can do our work more effectively. Sometimes, we just want to hang out with people we like and trust (Wood, 2013)

Interpersonal communication cannot be separated from communication between two or more people which is based on mutual acquaintance, respect, pleasure and comfort (Nelson & Quick, 1994) which involves a limited number of people who already know each other, where immediate mutual relations and trust exist (Slocum, 2007). According to Nelson and Quicks (Nelson, D. L., & Quick, 2003), effective interpersonal communication depends on 5 keys of communication, namely: expressive speakers, empathic listeners, persuasive leaders, sensitive people (sensitive to the other person's feelings), and informative managers.

(Griffin dan Moorhead (2014) state that mutually beneficial interpersonal communication behavior must be based on knowing each other, having mutual respect, having a sense of belonging or affection, and the feelings of happy and comfortable (enjoying interaction with one another). Based on the above concepts, it can be synthesized that interpersonal communication is an activity to exchange information and meaning that is carried out by two or more people on the basis of knowing, trusting, respecting, belonging each other and happy feeling.

## Self-Concept of Milenial Generation in Managing the Boundaries of Information on Privacy on Social Media

### Self concept

Self-concept is defined as an understanding of oneself that arises from interactions with other people. Self-concept is a determinant for our communication with others. Self-concept is the view and feeling about ourselves. This perception of self can be psychological, social and physical.

Self-concept is a set of perspectives that people believe about themselves. Roles, talents, emotional states, values, social skills and limitations, intellectuality, and so on, are factors which form the self-concept (Richard West, 2008). Hughes, Galbraith and White (2011) also states that self-concept is a description of oneself which also contains self-evaluation. This is also related to the individual's self-esteem. Baron, Byrne and Branscombe (cited in Sarwono, 2009) define self-esteem as an evaluation process carried out on oneself which shows a person's entire attitude towards himself. Then, to find out the self-concept that exists within the individual, the individual carries out a process of self-awareness in which individuals direct their attention to themselves to find out their self-concept (Pane, Fikri, & Ritonga, 2018).

Interpersonal communication is not only influenced by self-concept, but also by individual beliefs in their abilities or what is commonly called self-efficacy. Self-efficacy is important for achieving the goals of interpersonal communication (Rubin, Powers, Martin, & Bruning, 1993). In line with it, (Dwyer & Cruz, 1998), found a significant relationship between speaking anxiety and self-efficacy. A similar opinion was expressed by P (Chatterjee, Frank, Murphy, & Power, 2009), that individuals with low self-efficacy tended to not believe in their abilities and gave up easily. This is a feeling on how to experience the moment, which one can choose to do something or not (Buchanan, 1998).

### Communication Privacy Management Theory (CPM)

Communication privacy management theory is rooted in assumptions about how an individual thinks and communicates as well as assumptions about human nature. This theory makes three assumptions about human nature: (1. Humans are decision makers), (2. Humans are the rule changers and the rule followers), (3. Human choices and rules are based on consideration of others and also self-concept). Petronio found that humans made choices and rules regarding what to say and what to keep from others based on "mental calculus based on several important criteria such as culture, gender, and context (Griffin et al., 2012).

Communication privacy management theory achieves these goals by proposing four basic assumptions as follow:

1. Information on privacy regarding disclosure. If we focus on the content of the disclosure itself, it is possible for researchers to describe the concepts of privacy and intimacy, and study them. Petronio argues that intimacy is the feeling or state of knowing someone deeply by means of physical, psychological, emotional. Conversely, private disclosure is interested in the process of telling stories and reflecting on the content of private information about other people and ourselves (Baxter et al., 2014).
2. Privacy boundaries. This theory relies on the metaphor of boundaries to explain that there is a line between being public and being private. On one side of these boundaries, people keep private information for themselves (Petronio, Giles, Gallois, & Ellemers, 1998) and on the other hand, people disclose some private information to others within their social relations. When private information is shared, the boundaries around it are called collective boundaries, and the information is not just about oneself; this information belongs to the existing relationship.
3. Control and Ownership  
This third assumption is based on the idea that people feel that they have private information about themselves. As owners of information, they must be in a position to control who can access information about their privacy.
4. Management System  
The system's rules are the framework for understanding the decisions people make regarding private information. Rule-based management system allows management at both individual and collective levels. It is also become a complex arrangement consisting of three processes: privacy rule characteristics, boundary coordination, and boundary turbulence.

### Millennial Generation

Millennial Generation is a term of generation that is currently being discussed by many groups of various fields in the world. Millennials or also known as Millennial Generation or Generation Y is a demographic group (cohort) after Generation X. Social researchers often classify generations born between the 1980s and 2000s as millennials. It can be said that the millennial generation is the current young generation who are currently in the age range of 15 to 34 years (Naldo, 2018).

Millennial Generation aged 18-40 years has behaviors and habits of high level of enthusiasm for the use of technology, but it affects their attitudes and behavior. Technology has two impacts. The first is a positive effect, namely providing humans with the ease of interacting, finding information, while the second is a negative effect wherein humans become selfish, instantaneous and show a bad interaction with the environment (W, Poluakan, Dikayuana, Wibowo, & Raharjo, 2020).

Erving Goffman (in W, Poluakan, Dikayuana, Wibowo, & Raharjo, 2020) revealed that every internet user on social media used a dramatic metaphor to explain how actors in cyberspace interaction treated themselves. In line with this, humans



## **Self-Concept of Milenial Generation in Managing the Boundaries of Information on Privacy on Social Media**

could create identities as much as possible according to the roles they take and want in this technological era, regardless of their surroundings.

Larry and Richard E. Potter (2012) argue that social media has also brought drastic changes in beliefs, values, and attitudes. In terms of beliefs, social media is able to change people's behavior according to their faith and beliefs. Moreover, social media is also able to change the values adopted by society which are then shifted by its presence. Whereas regarding attitudes, social media has changed the way people communicate.

In fact, the presence of social media has brought changes (W et al., 2020). First, regarding the world view, social media has changed the way people perceive the world. They no longer see using narrow glasses, but in a broad view. The orientation has also changed, especially among early adults, which is commonly called millennial.

Second, in terms of social organization, Millennials view social organizations as non formal and real organizations but are more understood as virtual organizations with weak attention. Whereas in organizations established by social media, each member feels a high degree of interest and responsibility with the social organization.

The third is in terms of human nature. Human nature is a character possessed by humans. Human nature that is shown in everyday life cannot be separated from their cultural background. Social media has changed a people's behavior, especially millennials since "self" is made the "center" of all social media activities. Thus, it is not uncommon that attitudes such as selfish, a lot of demanding from others and not being able to respect others often appear.

### **METHODS**

This was a qualitative study. According to Sugiyono (2014), qualitative method is applied based on the philosophy of postpositivism to determine the conditions of natural objects (as opposed to experiments), with the researcher as the key instrument, data are collected with triangulation (combined) technique, data are analysed in inductive/qualitative manner, and the results emphasize meaning rather than generalization. Bogdan and Tailor, as cited by Moeleong, define qualitative methodology as a study procedure that produces descriptive data in the form of written or spoken words or policy action (Moleong, 2017)

This study used a qualitative approach and presented descriptive characteristics. The data used here were primary data which were collected directly from the sourcepersons and the researchers became part of the main instrument of analysis. Furthermore, the secondary data were derived in the form of meaningful words in sentences or pictures (Sutopo, 2006).

This type of study used was phenomenology. Phenomenology describes the structure of consciousness in human experience. The phenomenological approach seeks to let reality reveal itself naturally. Through "inducement questions", study subjects are allowed to tell all kinds of dimensions of their experience related to a phenomenon/event (Aspers, 2009). Phenomenological study assumes that every individual experiences a phenomenon with all his consciousness. In other words, phenomenological study aims to explore the deepest awareness of subjects regarding their experiences in an event (Springborg, 2007).

Data were collected through observation and interviews. The interview can be applied as a data collection technique when the researchers are willing to conduct a preliminary study to find problems to be studied, as well as when the researchers want to reveal more in-depth facts from the respondent (Sugiyono, 2014: 317). Through interviews, the researcher may understand the concepts hold in the respondent's mind and heart, namely things that cannot be known through observation. Interview guidelines were applied to direct the interview towards the study focus. These guidelines were not too strict in nature so that they could be developed and modified according to the needs of the researchers. Observations were also made in this study.

In this study, researchers selected 14 informants from final year students who were included in the Millennial Generation category at Mercu Buana University, in the major of Public Relations, class of 2015.

### **RESULTS AND DISCUSSION**

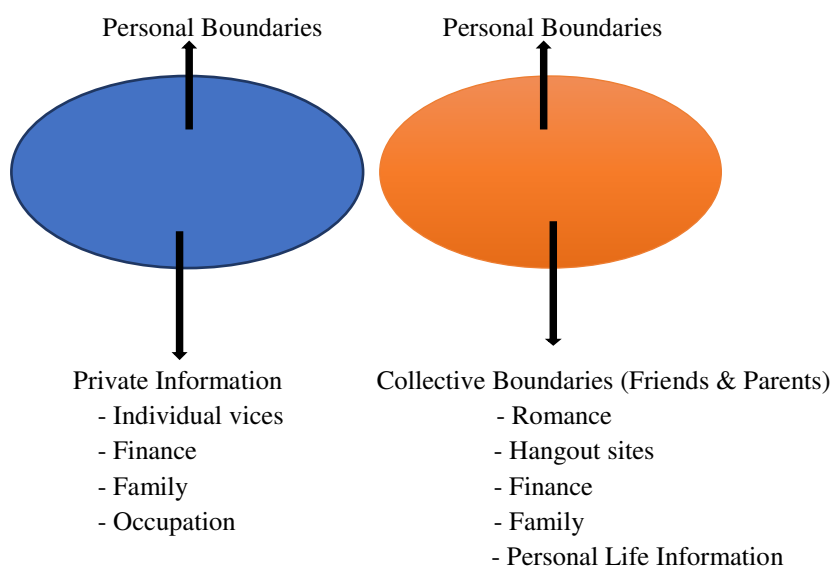
#### **Millennial Self-Concept Through Motives in Managing the Boundaries of Information on privacy**

Information on privacy is an important and sensitive matter. Privacy is said to be important because every individual can admire and respect each other in social life. Individuals are the decision makers that a privacy is private and cannot be conveyed freely. In this study, informants had criteria related to the purpose of the sharing of information on their privacy. Information on privacy at the friendship boundary is divided into two, namely, personal or private information and information within collective boundaries. From the results of interviews with 14 informants from final year students who were included in the Millennial Generation category at Mercu Buana University, in the major of Public Relations, class of 2015 as the part of the Millennial Generation, it was found categories that became boundaries for information on privacy to illustrate information delivery for the need of self-conception.

An information became personal privacy because the information was not disseminated to other people since it had the potential to cause a bad perception of him. Information on privacy had limitations in its delivery that were due to the belief that the information on privacy space was kept and the boundaries also determine to whom the personal information could be conveyed. Friends and parents were examples of categories of people who were trusted to know the information on privacy they

## Self-Concept of Milenial Generation in Managing the Boundaries of Information on Privacy on Social Media

have. This is in accordance with the CPM theory that there are private boundaries which make the surrounding information become collective boundaries. Only certain people can know the information on privacy conveyed by individuals.



Contextual and motivational criteria were required by the Millennial Generation in managing their information. Contextual criterion was based on the existence of environmental driving factors, special circumstances that might lead to openness or decision to not open something up, and motivational criteria lead to decisions to open something based on their motivation. This is in accordance with the CPM theory applied in this study which states that intimacy is performed during special circumstances such as motivational needs.

Based on the study results, informants could disclose information to people who they think had a long enough relationship and often communicated intensely like friends. They had a mutual agreement to protect each other's information on privacy into mutual privacy. Gender equality was also an option for sharing a lot of information on privacy. This is in accordance with the CPM theory that the same feeling is the reason for gender equality to be an easy space to share information with each other, especially if there is mutual motivation and advice provision. Closeness to other people lead disclosure about the realm of privacy. It also created a comfortable situation to chat, talk and develop mutual trust to keep the information told for not becoming public consumption.

### Millennials' Self-Concept through the Meaning of the Act of Managing the Boundaries of Information on Privacy on Social Media

As explained in the literature review, communication privacy management theory is rooted in assumptions about how an individual thinks and communicates as well as assumptions about human nature. This theory makes three assumptions about human nature: (1. Humans are decision makers), (2. Humans are the rule changers and the rule followers), (3. Human choices and rules are based on consideration of others and also self-concept).

Technological changes that are increasingly advanced have made it easy for individuals to find information and also exchange messages without being hampered by distance and time. Social media is a medium for Millennial Generation to take advantage of self-existence and also the development of self-concepts. With no time and space boundaries, privacy space becomes difficult to manage because social media has become public consumption. The existence of a regulation to manage social media also provides a rule for oneself regarding what can be conveyed to the public what is not. This is in accordance with the CPM theory adopted for this study, which states that human choices are based on considerations of other people and their self-concept. Not everyone on social media is a close person, and one should understand his condition and self-concept, so that it is required a good management of information on privacy by utilizing facilities on social media.

Based on study results, Millennials were very skilled at applying and using social media. However, it is very difficult for them to manage the existing boundaries, especially regarding his privacy. Weak management of disclosure of information on privacy makes such information easily accessible to others. Data protection is often overlooked, even though there are privacy setting tools provided on every social media.

Based on the study results, the most widely used social media were the Whatsapp and Instagram applications. Whatsaap ws used since it made it easier to send messages such as personal chat or college, work, and family matters. Instagram was often used in self-existence, not infrequently the formation of self-concepts. Instagram was employed as a site to find information related to hobbies, culinary information, and also traveling. This is consistent with the CPM theory that humans are the rule

## Self-Concept of Milenial Generation in Managing the Boundaries of Information on Privacy on Social Media

changers and rule followers. Humans deserve full rights to themselves. What he needs as well as what he does not need can be managed. Boundaries related to information on privacy must also be managed properly because it is their right and technological development makes this process easier.

### CONCLUSIONS

1. The informants performed communication management in the form of delivering of information on privacy depending on the mutual agreement that has been developed from the beginning, the contextual and motivational criteria required. The basic characteristic of the self-concept of Millennial Generation can be observed by the control over who, where, and how information on privacy is conveyed.
2. Personal closeness was an option for Millennial Generation in providing information on privacy such as for parents and friends. This closeness was considered as mutual trust in keeping the information conveyed and also a choice in managing information boundaries.
3. Millennials used social media as a medium in managing information on privacy. Such management was also accompanied by an understanding of these social media features, such as privacy setting so that the social media used had access restrictions. Social media makes it easy to find information so that Millennial Generation can easily fulfill their needs to form self-existence.

### REFERENCES

- 1) Agung, I. (2012). *Panduan Penelitian Tindakan Kelas Bagi Guru*. Jakarta: Bestari Buana Murni.
- 2) Aspers, P. (2009). Empirical Phenomenology: A Qualitative Study Approach (The Cologne Seminars). *Indo-Pacific Journal of Phenomenology*. <https://doi.org/10.1080/20797222.2009.11433992>
- 3) Baxter, L., Braithwaite, D., Petronio, S., & Durham, W. T. (2014). Communication Privacy Management Theory: Significance for Interpersonal Communication. In *Engaging Theories in Interpersonal Communication: Multiple Perspectives*. <https://doi.org/10.4135/9781483329529.n23>
- 4) Buchanan, D. R. (1998). Beyond positivism: Humanistic perspectives on theory and study in health education. *Health Education Research*. <https://doi.org/10.1093/her/13.3.439>
- 5) Chatterjee, J. S., Frank, L. B., Murphy, S. T., & Power, G. (2009). *The Importance of Interpersonal Discussion and Self-Efficacy in Knowledge, Attitude, and Practice Models ANURUDRA BHANOT BBC World Service Trust*. *International Journal of Communication*.
- 6) Dwyer, K. K., & Cruz, A. M. (1998). Communication apprehension, personality, and grades in the basic course: Are there correlations? *International Journal of Phytoremediation*. <https://doi.org/10.1080/08824099809362143>
- 7) Greene, J. O. (2003). *Handbook of Communication and Social Interaction Skills*. *Handbook of Communication and Social Interaction Skills*. <https://doi.org/10.4324/9781410607133>
- 8) Griffin, R; Moorhead, G. (2014). *Organizational Behavior: Managing People and Organizations: Ricky W. Griffin, Gregory Moorhead*. Cengage Learning.
- 9) Griffin, E., Cossio, M. L. T., Giesen, L. F., Araya, G., Pérez-Cotapos, M. L. S., VERGARA, R. L., ... Héritier, F. (2012). *A First Look On Communication Theory, 8th Edition. Uma ética para quantos?*
- 10) Hughes, A., Galbraith, D., & White, D. (2011). Perceived competence: A common core for self-efficacy and self-concept? *Journal of Personality Assessment*. <https://doi.org/10.1080/00223891.2011.559390>
- 11) Jin, S. A. A. (2013). Peeling back the multiple layers of Twitter's private disclosure onion: The roles of virtual identity discrepancy and personality traits in communication privacy management on Twitter. *New Media and Society*. <https://doi.org/10.1177/1461444812471814>
- 12) Kohli, S., & Gupta, A. (2015). Identification of Human Behavioral Traits Using Social Media. *International Journal of Multimedia and Image Processing*. <https://doi.org/10.20533/ijmip.2042.4647.2015.0031>
- 13) Machin-Mastromatteo, J. D. (2012). The Mutual Shaping of Social Media, Learning Experiences, and Literacies: The Methods Revisited. *Qualitative and Quantitative Methods in Libraries Journal*.
- 14) McDaniel, E. R., Samovar, L. A., & Porter, R. E. (2012). *Using intercultural communication: The building blocks*. *Intercultural communication: A reader*.
- 15) Moleong, L. J. (2017). Metodologi Penelitian Kualitatif (Edisi Revisi). In *PT. Remaja Rosda Karya*.
- 16) Naldo. (2018). Studi Observasi terhadap Penggunaan Aplikasi LINE oleh Generasi Millennial. *Jurnal Sosial Humaniora Terapan*, 1(1). <https://doi.org/10.7454/jsht.v1i1.33>
- 17) Nelson, D. L., & Quick, J. C. (2003). *Organizational behavior: foundation, realities and challenges (4th Ed.)*. Australia: Thomson South-Western.
- 18) Nelson, D. L., & Quick, J. C. (1994). *Organizational Behavior: Foundations, Realities, and Challenges*. *Organizational Behavior: Foundations, Realities, and Challenges*.

## Self-Concept of Milenial Generation in Managing the Boundaries of Information on Privacy on Social Media

- 19) Nurhayati, E. (2012). *Psikologi Perempuan Dalam Berbagai Perspektif*. (Siti Muyassarotul Hafidzoh, Ed.) (1st ed.). Yogyakarta: Pustaka Pelajar.
- 20) Pane, D. N., Fikri, M. EL, & Ritonga, H. M. (2018). *PSIKOLOGI LINTAS BUDAYA. Journal of Chemical Information and Modeling*.
- 21) Richard West, L. H. T. (2008). *Pengantar Teori Komunikasi: Analisis dan Aplikasi*. Jakarta: Salemba Empat.
- 22) Robinson, S. C. (2017). Self-disclosure and managing privacy: Implications for interpersonal and online communication for consumers and marketers. *Journal of Internet Commerce*. <https://doi.org/10.1080/15332861.2017.1402637>
- 23) Rubin, R. B., Powers, D. E., Martin, M. M., & Bruning, S. S. (1993). Test of a Self-Efficacy Model of Interpersonal Communication Competence. *Communication Quarterly*. <https://doi.org/10.1080/01463379309369880>
- 24) Sarwono, S. W. & E. A. M. (2009). *Psikologi Sosial*. Jakarta: Salemba Humanika.
- 25) Slocum, J. W. and D. H. (2007). *Fundamental of Organizational Behavior*. Ohio: Thomson- SouthWestern.
- 26) Springborg, P. (2007). Phenomenology and the social sciences. *Australian Journal of Political Science*, 55(3).
- 27) Sugiono. (2014). *Memahami Penelitian Kualitatif R&D. Metode Penelitian Kualitatif R&D, Alfabeta, Bandung*.
- 28) Sutopo, H. B. (2006). *Metode Penelitian Kualitatif: Teori dan Aplikasinya dalam Penelitian*.
- 29) W, R. W. A., Poluakan, M. V., Dikayuana, D., Wibowo, H., & Raharjo, S. T. (2020). POTRET GENERASI MILENIAL PADA ERA REVOLUSI INDUSTRI 4.0. *Focus : Jurnal Pekerjaan Sosial*. <https://doi.org/10.24198/focus.v2i2.26241>
- 30) Wood, J. T. (2013). *Komunikasi Interpersonal Interaksi Keseharian. Acta Universitatis Agriculturae et Silviculturae Mendelianae Brunensis*.