



















CERTIFICATE

Of Appreciation

this Certificate is proudly Presented to

Dr. SRY ROSITA, S.E., M.M.

Application of Talent Management through Employee Competence in State-Owned Enterprises

in Recognition and Appreciation of your contributions as

PRESENTER















Indonesia Malaysia Saudi Arabia Egypt



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SATURDAY, JULY 11, 2020



Prof Dr. H. Mohd Idrus H. Mohd Masirin President Malaysian Academic Association Congress

Registration and Information

Youtube live

Zoom Online Meeting

Click WORLDCONFERENCE.ID



5th NA International Conference on Industrial Engineering and Operations Management August 10-14, 2020, Detroit, MI, USA Virtual Conference





IEOM Detroit 2020 Conference

You are editing Paper / Abstract: 736

Click here if you are finished editing your Co-Authors ☐ (abstract.cfm?abdone=1&id=263390)

Edit Paper / Abstract

Authors

This submission is considered complete. It may be edited until the system is closed.

Add/Edit Authors

You may do the following:

- · Add new Author
- · Delete Author
- · Update the order of the Author by dragging and dropping
- · Define which author is the 'Primary Presenter'

Current Authors In Order

Drag and drop to change order

Sry Rosita Sry Rosita

Fakultas Ekonomi dan Bisnis Universitas Jambi, Jambi

Indonesia

sry_rosita@unja.ac.id

Primary Presenter

Remove Author

Sumarni Sumarni

Fakultas Ekonomi dan Bisnis Universitas Jambi, Jambi

Indonesia

Sumarni@gmail.com

Make Primary Presenter

Remove Author

	Fakultas Ekonomi dan Bisnis Universitas Jambi, Jambi				
	Indonesia				
	Fazri@gmail.com				
	Make Primary Presenter				
	Remove Author				
Α	dd New Author	Author			

Andang Fazri

You may enter an existing contact on the left side. Begin by typing part of their last name. Make sure to select the correct person, in the correct organization.

If you are adding a new contact, you must enter their e-mail address. Some contact information may also be required. The contact will be added to your submission and sent an e-mail message. The contact will have their own account which they may update after they login. The contact will not be able to edit this submission unless you mark them as the 'Primary Presenter'.

Add Existing Contact Profile as Co-Author	
Enter last name, first name to find contact	
Add Co-Author	
I have looked for my Author and they do not exist	

Paper Acceptance - 2020 IEOM Detroit Conference:

- 1. ID 736: Application of Talent Management through Employee Competence in State-Owned Enterprises
- 2. 2. ID 742: Commitment, Satisfaction and Motivation in Improving Organizational Citizenship Behavior and Its Impact on Lecturer Performance in Higher Education
- 3. IEOM Publication Team has started adding papers and abstracts on the proceedings page http://ieomsociety.org/detroit2020/proceedings/. This time we will add page numbers after completion of adding all papers and abstracts. Then all page number will be sequential with paper IDs. Then we will send all full papers for Scopus and EBSCO indexing. Please make sure to check that you have the corrected version of the paper in the proceedings. All papers and abstracts will be added in the IEOM Forefront.

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4.

IEOM Detroit 2020 Paper / Abstract Received - Co-Author



Eksternal Kotak Masuk



IEOM Detr... 21/7/2020



Dear Sry Rosita,

You have been added as a co-author for the following paper / abstract for **IEOM** Detroit 2020 Conference:

Paper / Abstract ID Number: 736 Title: Application of Talent Management through Employee Competence in State-Owned Enterprises

Primary Author Name: Muhammad

Ikhsan Setiawan

Primary Author Email:

ikhsan.setiawan@narotama.ac.id



IEOM Detroit 2020 Paper / Abstract Received - Co-Author (External) Indox x



IEOM Detroit 2020 <noreply@xcdsystem.com>

to me *

Dear Sry Rosita,

You have been added as a co-author for the following paper / abstract for IEOM Detroit 2020 Conference:

Paper / Abstract ID Number: 736

Title: Application of Talent Management through Employee Competence in State-Owned Enterprises

Primary Author Name: Muhammad Ikhsan Setiawan

Primary Author Email: ikhsan.setiawan@narotama.ac.id

As a co-author, you may view this paper / abstract at http://www.xcdsystem.com/EOM/abstract/index.cfm?ID=M6q7kay

Your login information is:

Email sry rosita@unja.ac.id

Your password by default is your Email address unless you changed it or created it when creating your own profile.

Regards,

IEOM Detroit 2020

info@ieomsociety.org

The 5th North American Industrial Engineering and Operations Management Conference

Detroit Michigan, USA, August 9-11, 2020

Hybrid Mode: Virtual/Online and Onsite (Fully Virtual based on COVID-19 Situation)

Website: http://www.ieomsociety.org/detroit2020/

IEOM Detroit 2020 moreply@xcdsystem.com>

to me +

Dear Sry Rosita,

You have been added as a co-author for the following paper / abstract for EOM Detroit 2020 Conference

Paper / Abstract ID Number 742

Title Commitment, Satisfaction and Motivation in Improving Organizational Citizenship Behavior and its Impact on Lecturer Performance in Higher Education Primary Author Name Muhammad Ikhsan Setiawan

Primary Author Email: khsan setiawan@narotama.ac.id

SHI.

As a co-author, you may view this paper / abstract at http://www.xcdsystem.com/(EOM) abstract/index.ctm?(D=M6q7kay

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Regards

EOM Detroit 2020

info@ieomsociety.org

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Website: http://www.ieomsociety.org/detroit/2020/



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Dear Sty Flosia:

Some of you are assigned as season chairs of the 🤁 North American Conference on Industrial Engineering and Operations Management in Deboth Michigan, 154 on August 16-14 2020. You can check it from updated program to Nove November and program-det ni 2000 and if assigned session chairs are unable to serve as a session chair, let us know

Session chairs will conditable the coron presentations. Each bedraidal speaker will have "Q win for presentation and 3 min for CEA. Please prepare your presentation that was as that you presentation by completed within 15 min including questions and arranges. You will be starting your screen in grown if you are not familiar with zoom, you can get create an account and see from travels. Journ finds will be sent to registered participants only. Please to not share zoom finds with others. Registered participants will receive zoon Tinks few days before the 2021 **EOM** Dietroit Conference.

If you did not register the conference pet or make any arrangement, please complete your registration to, Joh 31, 2021. Then it would be easier for us to send zoon finis. Here is the finit in milite registration into Swaw collection conf EURaterderlades de 70-r l'Asyl V

Professor Reimer and Cappendale so much for completing your registration to help us for our smooth operations of the virtual conference via zoom. If you are paying your registration fee atlantation may please let us know. We will take a note of it.

We encourage students, researchers, facults and industry professionals to juin the conference even with pager abstract or preventation. Each perdicipant will get an attendance conflicte. We can provide a special discounted rate for students to attend the event. without any submissions or presentations. We have a full process for 5 days from 6 are to 10 pm. We had to spread the time since we have participation from none than 50 countries.

Find operfalstatills due to Juli 37 (22). Then we will start address eview comments to improve your page or elastracy with each EW format. He need NS floot version of the paper so that EDM Publication Team can exist it. EUM team may ask to revise the paper even after conference during publication to satisfy Scopus and other indusing.

Again if you need a formal acceptance letter or invitation letter, please contact Dr. Taufiq at info@exmosclety.org.

Thenk you so much for your participation and support

Page 15

Don and Ahad

On behalf of the Organizing Committee

Sth NA EON Debot Conference, August 10-14, 2020

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- Keynote <u>Into Terrescial, prolistral/2018 encial</u>
- Gotal Engineering Education http://emissolei.com/detni/2/C/fobball-engineering-education/
- Gobal Business Management Education http://europoiets.org/de/mit/2007/pdme/
- Industry Solutions and Industry 4.1 http://www.solution.com/solutions/solutions/



IEOM Detroit 2020 Conference <norephy@xcdsystem.com>

Mon. Jul 27, 2020, 8:33 PM 👌



100 *

Dear Sty Rosta.

Congratulations! We are pleased to inform you that the ECM program and publication team has accepted your paper (D 736: Application of Talent Management through Employee Competence in State-Owned Enterprises for presentation and publication team has accepted your paper (D 736: Application of Talent Management through Employee Competence in State-Owned Enterprises for presentation and publication team has accepted your paper (D 736: Application of Talent Management through Employee Competence in State-Owned Enterprises for presentation at the 5th North American Conference will be in initial using zoom. The feedback from the reviewing process is available by logging into the ECM 2020 Detroit submission system. https://www.accepted.ncom/ECM/labstractindex.cim/TD=Misg/Ray. Full papers are subject to double peer review. Accepted full papers will be indexed in SCOPUS and EBSCO. Papers will be added in the IECOM Forefrond Publication Database.

Please note the following points for full paper preparation:

- 1. The abstract is limited to 200 words which should not be numbered. The final version should be in MS Word format with conference header, hoster and EOM quidelines.
- 2. Authors MUST follow the 2020 IEOM Detroit Paper Template which can be found in the website http://eomsociety.org/detroit/2020/authors/
- 3. Author bia(s) of 150 words or less should be included at the end of the paper.
- 4. Final paper should be submitted by July 30, 2020.
- 5. Author(s) should register for the 2020 EOM Detroit conference by July 30, 2020. In order far your paper to be included in the program and proceedings, at least one author must register. Please complete your registration payment online: https://www.xcdsystem.com/EOM/adendee/index.cim/ID=r1Asq1Y

Registration Fees

- · Professional (member): US\$ 200
- Professional (Non-Member): US\$ 250
- · Student (member): US\$ 100
- Student (Non-member): US\$ 125
- · Each Additional Paper: US\$ 50

The Conference Registration Fee includes the following:

- · Conference Technical Sessions
- · Keynote Presentations
- Global Engineering Education Sessions
- · Global Business Management Education Session
- · Industry Solutions Sessions
- Industry 4.0 Sessions
- . Participation and Presentation CERTIFICATE

Dear Sny Rosita.

Comprehations! We are pleased to inform you that the ECMI program and publication team has accepted your paper (ID 742: Commitment, Satisfaction and Nativation in Improving Organizational Officenship Behavior and its Impact on Lecturer Performance in Higher Education for presentation and publication We look invived to your presentation at the 5th North American Conference on Industrial Engineering and Operations Management in Detroit, Michigan, USA during August 10-14, 2021. Due to the current pendemic, the conference will be in virtual using zoom. The feedback from the reviewing process is available by Agging into the ECMI 2020 Detroit submission system. https://www.xodsystem.com/ECMI abstractingles.cdm?**D=Mica/Say, Full papers are subject to double peer review. Accepted full papers will be indexed in SCOPUS and EBSCO. Papers will be added in the IECMI Forefront Publication Database.

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Please note the following points for full paper preparation:

- 1. The abstract is limited to 200 words which should not be numbered. The final version should be in WS Word format with conference header footer and EOM guidelines.
- 2. Authors WUST follow the 2020 ECMI Detroit Paper Template which can be found in the website http://www.society.org/iden/0202/authors.
- 3. Author bio(s) of 158 words or less should be included at the end of the paper.
- 4 Final paper should be submitted by July 30, 2020.
- 5. Author(s) should register for the 2020 EOM Detroit conference by July 30, 2021, in order for your pager to be included in the program and proceedings, at least one author must register. Please complete your registration payment unline https://www.uctsystem.com/ECMI attended index.ctm?IC=11App119.

Registration Fees

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- · Professional Non-Member; US\$ 250
- · Student imember): US\$ 100
- . Sudent (Non-member): US\$ 125
- Each Additional Paper, US\$ 50

The Conference Registration Fee includes the following:

- Conference Technical Sessions
- Keynote Presentations
- · Global Engineering Education Sessions
- · Global Business Management Education Session
- Industry Solutions Sessions
- Industry 4.0 Sessions



EOM Detroit 2020 morephylacologister com-

to me y

Sat, Oct 31, 2020, 12:24 PM 🛕 🛕

Dear Sily Absita.

We hope you are doing well: EOM Publication Team has completed the 9th NA Detroit Conference with sequntial page numbers. Could you check your papers or abstracts - http://econosciets.org/detroit/COS/(proceedings). This will be your last chance to update anything before sending to indexing in Scopus. EBSCO and EOM Forethord. Google scholars will get it from online as well.

Let us know if there is any issue.

Thank you for your support of completing Detroit proceedings.

Thanks

EOW Publication Team

You are invited to join 11th annual Singapore conference, March 9-11, 2020. Due to the global pandemic, we are mosting planning for virtual. Still you can submit papers or abstracts for Singapore conference. Thanks for your support for EOM. If you do not have an EOM Student Chapter or local chapter we encourage you to open an ECOM chapter for your institute and only country. You can do some virtual activities during the current pandemic. See details in the website for chapters—into Newmoodsky professor in the part of the country of the current pandemic.

11th Annual International Conference on Industrial Engineering and Operations Wanagement, Singapore, March 9-11, 2021 - http://eomsociety.org/singapore/2021/

- Comite-htp://emsude/.org/sespors201/comite/
- Keynote http://econscriets.org/singapore2021/keynote/
- EON Global Business Management Education http://eurosciets.grossingapore/121/datai-business-management-education/
- Industry 4.0 http://econscolers.org/singepone2021/industry-solutions/
- Panels http://ieonszciety.ordsingspore2021/panels
- Registration http://eorrooxiety.org/singapore2021/registration/
- Authors Submissions http://eorroaciety.org/singapore/2021/authors/

Session Chairs

Assigned – 2020 IEOM Detroit Conference. August 10-14, 2020



Eksternal Kotak Masuk



Dear Sry Rosita:

Some of you are assigned as session chairs of the 5th North American Conference on Industrial Engineering and Operations Management in Detroit, Michigan, USA on August 10-14, 2020. You can check it from updated program: http://www.ieomsociety.org/ program-detroit2020.pdf. If assigned session chairs are unable to serve as a session chair, let us know.

Session chairs will coordinate the

Updated program,
zoom links and
freezing program
schedule – 2020 IEOM ☆
Detroit Conference,
August 10-14, 2020

Eksternal

Kotak Masuk



Dear Sry Rosita:

We hope you are doing well.

You can download an *updated program* from here:

http://www.ieomsociety.org/programdetroit2020.pdf. Please check carefully about your presentation time and date. All times are in USA Eastern Time. Zoom Meeting Room
Links - 5th North
American Detroit
Conference, August
10-14, 2020 (Eksternal)
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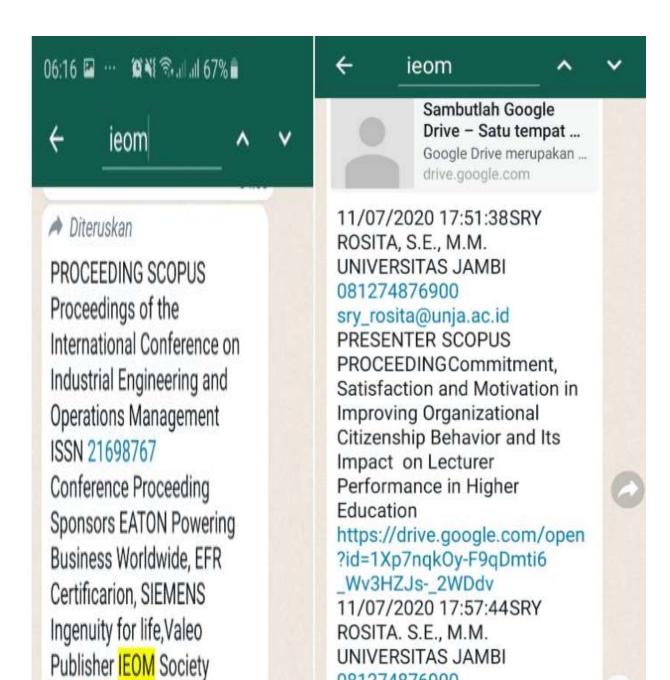
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Dear Sry Rosita:

Dear Participant:

Dr. Taufiq has sent Zoom Meeting
Links for Room 1, Room 2, and Room 3
only to the registered participants.
Please check out the program for your
time slot and join the respective Room
on time. Hope you will find 2020 IEOM
Detroit Conference as a value added
event and productive professional



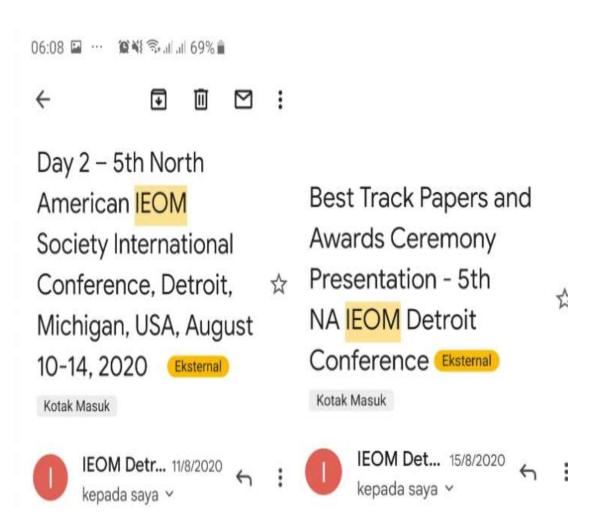
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sry_rosita@unja.ac.id

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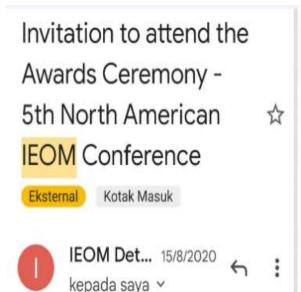
Dear Sry Rosita:

Thank you so much for attending the first day of the 2020 IEOM Detroit Conference. We have a great start with opening keynotes from Dr. Donna Bell from Ford Motor Company and Dr. Jiju Antony from Heriot-Watt University, UK. Lean Six Sigma panel session was a great contributor. Technical sessions

Dear Sry Rosita:

We hope, you have enjoyed the conference and have a great leanring experience and networking.

5th NA IEOM Conference Awards Ceremony Presentation can be found here - http://ieomsociety.org/awardspresentation-2020-detroit.pdf



Dear Sry Rosita,

Award winners names of the 5th North American IEOM Conference, USA, August 10-14, 2020 will be announced in the "Awards Ceremony - Virtual" scheduled to be held from 4:00 to 6:00 PM in Zoom Room 1. Link: https://us02web.zoom.us/j/85164870204/

All our participants are invited to attend the Ceremony.



August 20, 2020

Greetings Detroit IEOM Society Conference attendees:

On behalf of the IEOM Society Global Council and the Conference Organizing Committee, we would like to thank you for participating in this international virtual event. Last week the IEOM Society community was engaged in the first international virtual event in its history. We were overwhelmed by the support and participation in this global

Congratulations! We are pleased to inform you that the IEOM program and publication team has accepted your paper (ID 742: Commitment, Satisfaction and Motivation in Improving Organizational Citizenship Behavior and Its Impact on Lecturer Performance in Higher Education for presentation and publication We look forward to your presentation at the 5th North American Conference on Industrial Engineering and Operations Management in Detroit, Michigan, USA during August 10-14, 2020. Due to the current pandemic, the conference will be in virtual using zoom. The feedback from the reviewing process is available by logging into the IEOM 2020 Detroit submission system:

https://www.xcdsystem.com/ IEOM/abstract/index.cfm?ID= M6q7kay. Full papers are subject to double peer review. Accepted full papers will be indexed in SCOPUS and EBSCO. Papers will be added in the IEOM

Friday, August 14, 2020, 9:30 - 11:00 am, USA Eastern Time for Keynote

8:30 pm Jakarta time, 7:30 pm Dhaka time, 7:00 pm New Delhi time, 6:30 pm Pakistan Time, 5:30 pm Dubai Time, 4:30 pm Istanbul time, 3:30 pm Johannesburg time, 2:30 pm London/Morocco time, 9:30 am New York time, 10:30 am, Sao Paulo / Rio time, and 9:30 pm Beijing /Malaysia time

9:40 - 10:20 am: Friday Keynote I:

Chris Stevens

VP of Industry Verticals Siemens Digital Industries Software Troy, Michigan

John Burns

Director of Sales, Automotive and Transportation Siemens Digital Industries Software Troy, Michigan

10:20 - 11:00 am: Friday Keynote II:



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Keynote Zoom Link for 5th North American IEOM Society International Conference, Detroit, Michigan, USA, August 10-14, 2020

Keynote Zoom Link - https://us02web.zoom.us/j/85164870204/

Dear IEOM Student Chapter Advisors, Officers and Members:

The IEOM Organizing Committee of the 2020 IEOM Detroit Conference is giving access for keynote presentations for the next three days to IEOM Student Chapter Advisors, Officers and Members. You can use above zoom link. Please do not share links to anyone. This is mainly to support our IEOM Chapters.

Day 3 - August 12 (Wednesday)

Keynote Speakers - Zoom Meeting Room 1

9:30 am – Conference Co-Chair Remarks – Dr. Wilkistar Otieno, Associate Professor and Chair Industrial & Manufacturing Engineering, University of Wisconsin-Milwaukee, USA

9:40 am – Keynote Speaker V: Cheryl Thompson, Founder and CEO, CADIA – Center for Automotive Diversity, Inclusion & Advancement, Detroit, Michigan

10:20 am – Keynote Speaker VI: Dr. Jeffrey Abell, Director, Manufacturing Systems Research Lab, Chief Scientist for Global Manufacturing, Global Research & Development, General Motors Company, Warren, Michigan Day 4 – August 13 (Thursday)

9:30 am – Conference Co-Chair Remarks – Dr. Muhammad Sohail Ahmed, Professor, Engineering Management, School of Engineering, Eastern Michigan University, Ypsilanti, MI, USA

9:40 am – Keynote Speaker VII: Dr. Kannan Govindan, Professor of Operations & Supply Chain Management and Head of the Center for Sustainable Supply Chain Engineering, University of Southern Denmark 10:20 am – Keynote Speaker VIII: Dr. Maria Jesus Saenz, Executive Director, MIT SCM Blended Master's Program AND Director, MIT Digital Supply Chain Transformation, MIT Center for Transportation and Logistics, Massachusetts Institute of Technology (MIT), Cambridge, Massachusetts, USA Day 5 – August 14 (Friday)

9:30 am – Conference Industry Co-Chair Remarks - Steven Sibrel, Senior Supplier Quality Manager, Harman International, Novi, Michigan, USA

9:40 am – Keynote Speaker IX:

Chris Stevens, VP of Industry Verticals, Siemens Digital Industries Software, Troy, MI

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- Zoom Meeting room 3 https://us02web.zoom.us/j/89921047786

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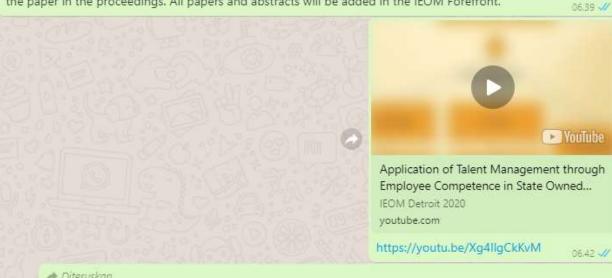
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Proceedings | Detroit 2020

eomsociety.org

IEOM Publication Team has started adding papers and abstracts on the proceedings page http://ieomsociety.org/detroit2020/proceedings/. This time we will add page numbers after completion of adding all papers and abstracts. Then all page number will be sequential with paper IDs. Then we will send all full papers for Scopus and EBSCO indexing. Please make sure to check that you have the corrected version of the paper in the proceedings. All papers and abstracts will be added in the IEOM Forefront.



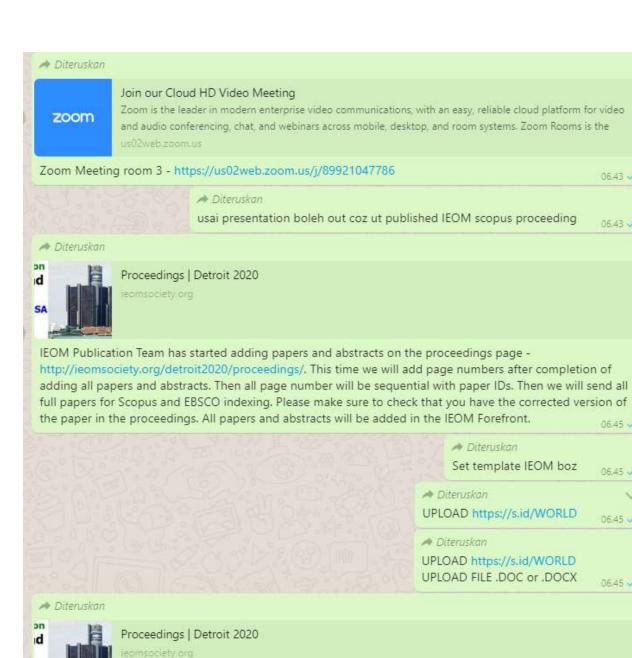
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ID 736 Application of Talent Management through Employee Competence in State-Owned Enterprises Sry Rosita, Sumarni, and Andang Fazri, Fakultas Ekonomi dan Bisnis, Universitas Jambi, Jambi 06.42 -//

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ID 742 Commitment, Satisfaction and Motivation in Improving Organizational Citizenship Behavior and Its Impact on Lecturer

Performance in Higher Education



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IEOM Publication Team has started adding papers and abstracts on the proceedings page http://ieomsociety.org/detroit2020/proceedings/. This time we will add page numbers after completion of adding all papers and abstracts. Then all page number will be sequential with paper IDs. Then we will send all full papers for Scopus and EBSCO indexing. Please make sure to check that you have the corrected version of the paper in the proceedings. All papers and abstracts will be added in the IEOM Forefront.

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Banyuwangi, East Java Province, Indonesia

ID 741 Classen Typology and Elasticity against Economic Growth (Case Study: Aceh)

Irham Iskandar, Bidang penelitian dan pengembangan, Aceh Province Regional Planning and Development Agency, Banda Aceh, Indonesia Murtala, Economics and business Department, Malikussaleh University, Lhokseumawe, Indonesian Sugiarto, Civil Engineering Department,

ID 742 Commitment, Satisfaction and Motivation in Improving Organizational Citizenship Behavior and Its Impact on Lecturer Performance in Higher Education

Universitas Syiah Kuala, Banda Aceh, Indonesian

Sry Rosita, Musnaini, and Dian Mala Fithriani, Fakultas Ekonomi dan Bisnis, Universitas Jambi, Jambi

ID 743 Learning Management: Identifying Learning Styles of Language Learners In Madrasah

Fathor Rozi, Muhammad Mushfi El Iq Bali, Sulton Firdaus, Muallim Wijaya, Rahmatul Aziz Al Mursyidi, Moh Wasil Haqiki, and Zainal Abidin,

ID 734 How to measure and improve process of Quality Care, Client/patient Complaint and Dissatisfaction in Healthcare Industry by Applying Agile Lean Six Sigma Methodology

Foad Hosseinkhanli Amor Health Services, Inc Brownsville Texas United States

ID 736 Application of Talent Management through Employee Competence in State-Owned Enterprises

Sry Rosita, Sumarni, and Andang Fazri, Fakultas Ekonomi dan Bisnis, Universitas Jambi, Jambi

ID 737 Synchronization Testing of Hybrid Generators (Solar and Wind) Based on DC – AC Inverters

Rimbawati, Electrical Engineering, Universitas Muhammadiyah Sumatera Utara, Medan, Indonesia

Mohammad Yusri, Social Political Science, Universitas Muhammadiyah Sumatera Utara, Medan, Indonesia

ID 738 Earning Management and Cash
Holding as Window Dressing Moderation for Past
Financial Performance with F-Score Analysis
(Studies non-banking sector companies in
Indonesia Capital Market)

Proceedings Papers
Uploaded - 2020

IEOM Detroit

Conference Eksternal

Kotak Masuk

IEOM Detr... 5/9/2020
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:

Dear Sry Rosita:

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