

# 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

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**NEW NORMAL: DIGITAL TRANSFORMATION**

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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  
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## IEOM Detroit 2020 Conference

You are editing Paper / Abstract: 736

Click here if you are finished  
editing your Co-Authors [↗ \(abstract.cfm?abdone=1&id=263390\)](http://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

**Andang Fazri**

Fakultas Ekonomi dan Bisnis Universitas Jambi, Jambi

Indonesia

Fazri@gmail.com

Make Primary Presenter

Remove Author

## Add New Author

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.

4.

**IEOM** Detroit 2020  
Paper / Abstract  
Received - Co-Author



Eksternal

Kotak Masuk



IEOM Detr... 21/7/2020



kepada saya ▾

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](mailto:ikhsan.setiawan@narotama.ac.id)





## IEOM Detroit 2020 Paper / Abstract Received - Co-Author External Inbox 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](mailto:ikhsan.setiawan@narotama.ac.id)

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

Your login information is:

Email: [sry\\_rosita@unj.ac.id](mailto:sry_rosita@unj.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](mailto:info@ieomsociety.org)

**The 5<sup>th</sup> 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/>

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

**IEOM Detroit 2020** <noreply@xrcsystem.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: 742

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

Primary Author Name: Muhammad Ikhwan Setiawan

Primary Author Email: [ikhwan.setiawan@narotama.ac.id](mailto:ikhwan.setiawan@narotama.ac.id)

\*\*\*

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

Your login information is:

Email: [sry\\_rosita@unja.ac.id](mailto: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](mailto:info@ieomsociety.org)

The 5<sup>th</sup> 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/>



## Session Chairs Assigned – 2020 IEOM Detroit Conference, August 10-14, 2020

External



IEOM Detroit 2020 <ieom@icdsystem.com>

Sat, Jul 25, 2020, 1:44 PM



to me

Dear Sir/ Madam,

Some of you are assigned as session chairs of the 4<sup>th</sup> 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 zoom presentations. Each technical speaker will have 12 min for presentation and 3 min for Q&A. Please prepare your presentation that way so that your presentation be completed within 15 min including questions and answers. You will be sharing your screen via zoom. If you are not familiar with zoom, you can get create an account and see how it works. **Zoom links will be sent to registered participants only.** Please do not share zoom links with others. Registered participants will receive zoom links few days before the 2020 IEOM Detroit Conference.

If you did not register the conference yet or make any arrangement, please complete your registration by July 30, 2020. Then it would be easier for us to send zoom links. Here is the link for online registration: <https://www.icdsystem.com/IEOM/detroit/index.cfm?ID=145417>

Professor Raimar and I appreciate 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 alternative way, please let us know. We will take a note of it.

We encourage students, researchers, faculty and industry professionals to join the conference even with paper, abstract or presentation. Each participant will get an attendance certificate. We can provide a special discounted rate for students to attend the event without any submissions or presentations. We have a full program for 5 days from 8 am to 10 pm. We had to spread the time since we have participation from more than 50 countries.

Final paper/abstract is due by July 30, 2020. Then we will start adding page numbers and upload in the conference proceedings - <http://ieomsociety.org/detroit2020/proceedings>. Please make sure to address review comments to improve your paper or abstract with exact IEOM format. We need MS Word version of the paper so that IEOM Publication Team can edit it. IEOM team may ask to revise the paper even after conference during publication to satisfy Scopus and other indexing.

Again if you need a formal acceptance letter or invitation letter, please contact Dr. Taufiq at [info@ieomsociety.org](mailto:info@ieomsociety.org)

Thank you so much for your participation and support.

Regards,

Den and Akmal

On behalf of the Organizing Committee

8th NA IEOM Detroit Conference, August 10-14, 2020

Conference Website: <http://www.ieomsociety.org/detroit2020/>

[info@ieomsociety.org](mailto:info@ieomsociety.org)

### Useful Links

- Program - <http://www.ieomsociety.org/program-detroit2020.pdf>
- Keynote - <http://ieomsociety.org/detroit2020/keynote>
- Global Engineering Education - <http://ieomsociety.org/detroit2020/global-engineering-education/>
- Global Business Management Education - <http://ieomsociety.org/detroit2020/gbme/>
- Industry Solutions and Industry 4.0 - <http://ieomsociety.org/detroit2020/industry-solutions/>

## Paper Acceptance - 2020 IEOM Detroit Conference

External Inbox x



IEOM Detroit 2020 Conference <noreply@icdsystem.com>

Mon, Jul 27, 2020, 8:33 PM



to me

Dear Sry Rosita:

Congratulations! We are pleased to inform you that the **IEOM** program and publication team has accepted your paper (ID 736: Application of Talent Management through Employee Competence in State-Owned Enterprises 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.icdsystem.com/IEOM/abstract/index.cfm?ID=IM67key>. 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 Forefront** 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, footer and **IEOM** guidelines.
2. Authors **MUST** follow the 2020 **IEOM** Detroit Paper Template which can be found in the website - <http://ieomssociety.org/detroit2020/authors/>
3. Author bio(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 **IEOM** Detroit conference by July 30, 2020. In order for your paper to be included in the program and proceedings, at least one author must register. Please complete your registration payment online: <https://www.icdsystem.com/IEOM/attendee/index.cfm?ID=1A9q1V>

### 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**

to me ▾

Dear Sri Roshita

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.icdsystem.com/IEOM/abstract/index.cfm?ID=1067&aj>. 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 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 MS Word format with conference header, footer and **IEOM** guidelines.
2. Authors MUST follow the 2020 **IEOM** Detroit Paper Template which can be found in the website - <http://icomsociety.org/detroit2020/authors/>
3. Author bio(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 **IEOM** Detroit conference by July 30, 2020. In order for your paper to be included in the program and proceedings, at least one author must register. Please complete your registration payment online: <https://www.icdsystem.com/IEOM/attendee/index.cfm?ID=114&aj11>

#### 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

## 5th NA IECOM Detroit Proceedings Complete

[External](#)[Index](#)

IECOM Detroit 2020 <noreply@icodsystem.com>

Sat, Oct 31, 2020, 12:24 PM



to me ▾

Dear Sny Riosla:

We hope you are doing well. IECOM Publication Team has completed the 5th NA-Detroit Conference with sequential page numbers. Could you check your papers or abstracts - <http://ieomsociety.org/detroit2020/proceedings/>. This will be your last chance to update anything before sending to indexing in Scopus, EBSCO and IECOM Forefront. 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

IECOM Publication Team

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You are invited to join 11th annual Singapore conference, March 9-11, 2021. Due to the global pandemic, we are mostly planning for virtual. Still you can submit papers or abstracts for Singapore conference. Thanks for your support for IECOM. If you do not have an IECOM Student Chapter or local chapter, we encourage you to open an IECOM chapter for your institute and city/country. You can do some virtual activities during the current pandemic. See details in the website for chapters - <http://ieomsociety.org/ieom/chapters/>.

11<sup>th</sup> Annual International Conference on Industrial Engineering and Operations Management, Singapore, March 9-11, 2021 - <http://ieomsociety.org/singapore2021/>

- Committee - <http://ieomsociety.org/singapore2021/committee/>
- Keynote - <http://ieomsociety.org/singapore2021/keynote/>
- IECOM Global Business Management Education - <http://ieomsociety.org/singapore2021/global-business-management-education/>
- IECOM Global Engineering Education - <http://ieomsociety.org/singapore2021/global-engineering-education/>
- Industry 4.0 - <http://ieomsociety.org/singapore2021/industry-solutions/>
- Panels - <http://ieomsociety.org/singapore2021/panels/>
- Registration - <http://ieomsociety.org/singapore2021/registration/>
- Authors/Submissions <http://ieomsociety.org/singapore2021/authors/>

## Session Chairs

Assigned – 2020 IEOM

Detroit Conference, ☆  
August 10-14, 2020

Eksternal

Kotak Masuk



IEOM Det... 25/7/2020



kepada saya ▾

Dear Sry Rosita:

Some of you are assigned as session chairs of the 5<sup>th</sup> 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 room presentations. Each technical

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

Eksternal

Kotak Masuk

 IEOM Detr... 4/8/2020 ↩ ⋮  
kepada saya ▾

Dear Sry Rosita:

We hope you are doing well.

You can download an **updated program**  
from here:

<http://www.ieomsociety.org/program-detroit2020.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 ☆

Kotak Masuk

 IEOM Detr... 7/8/2020 ↩ ⋮  
kepada saya ▾

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  
time



06:16 ... 67%



ieom



Diteruskan

PROCEEDING SCOPUS  
Proceedings of the  
International Conference on  
Industrial Engineering and  
Operations Management  
ISSN 21698767  
Conference Proceeding  
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Certification, SIEMENS  
Ingenuity for life, Valeo  
Publisher **IEOM** Society  
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Sambutlah Google  
Drive – Satu tempat ...

Google Drive merupakan ...  
drive.google.com

11/07/2020 17:51:38 SRY

ROSITA, S.E., M.M.

UNIVERSITAS JAMBI

081274876900

[sry\\_rosita@unja.ac.id](mailto:sry_rosita@unja.ac.id)

PRESENTER SCOPUS

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

[https://drive.google.com/open?id=1Xp7nqkOy-F9qDmti6\\_Wv3HZJs-\\_2WDdv](https://drive.google.com/open?id=1Xp7nqkOy-F9qDmti6_Wv3HZJs-_2WDdv)

11/07/2020 17:57:44 SRY

ROSITA. S.E., M.M.

UNIVERSITAS JAMBI

081274876900

[sry\\_rosita@unja.ac.id](mailto:sry_rosita@unja.ac.id)

PRESENTER SCOPUS

06:08 69%



Day 2 – 5th North  
American **IEOM**  
Society International  
Conference, Detroit,  
Michigan, USA, August  
10-14, 2020 **Eksternal**



Kotak Masuk

Best Track Papers and  
Awards Ceremony  
Presentation - 5th  
NA **IEOM** Detroit  
Conference **Eksternal**



Kotak Masuk



IEOM Detr... 11/8/2020  
kepada saya ▾



IEOM Det... 15/8/2020  
kepada saya ▾



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 learning experience and networking.

5th NA **IEOM** Conference Awards Ceremony Presentation can be found here - <http://ieomsociety.org/awards-presentation-2020-detroit.pdf>

Invitation to attend the  
Awards Ceremony -  
5th North American  
IEOM Conference



Eksternal

Kotak Masuk



IEOM Det... 15/8/2020  
kepada saya ▾



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.

Thank You for  
Attending Detroit  
IEOM Society  
Conference Eksternal



Kotak Masuk



IEOM Det... 21/8/2020  
kepada saya ▾



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:**



#### Join our Cloud HD Video Meeting

Zoom is the leader in modern enterprise video communications, with an easy, reliable cloud platform for video and audio conferencing, chat, and webinars across mobile, desktop, and room systems. Zoom Rooms is the us02web.zoom.us

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



### Join our Cloud HD Video Meeting

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- Zoom Meeting Room 1 - <https://us02web.zoom.us/j/85164870204/>
- Zoom Meeting Room 2 - <https://us02web.zoom.us/j/88410518257>
- Zoom Meeting room 3 - <https://us02web.zoom.us/j/89921047786>

06:38 ✓✓

➤ Diteruskan

on  
id  
SA



### Proceedings | Detroit 2020

[ieomsociety.org](http://ieomsociety.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.

06:39 ✓✓



Application of Talent Management through Employee Competence in State Owned...

IEOM Detroit 2020

[youtube.com](https://www.youtube.com)

<https://youtu.be/Xg4llgCkKvM>

06:42 ✓✓

➤ Diteruskan

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 ✓✓

➤ Diteruskan

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



<https://youtu.be/Xg4llgCkKvM> 06.42 ✓✓

➡ Diteruskan

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 ✓✓

➡ Diteruskan

ID 742 Commitment, Satisfaction and Motivation in Improving Organizational Citizenship Behavior and Its Impact on Lecturer Performance in Higher Education  
Sry Rosita, Musnaini, and Dian Mala Fithriani, Fakultas Ekonomi dan Bisnis, Universitas Jambi, Jambi 06.42 ✓✓

➡ Diteruskan

Session Chair: Muhammad Ikhsan Setiawan, Narotama University, Surabaya, East Java, Indonesia 06.42 ✓✓

➡ Diteruskan

7:00 pm – 10:00 pm, THURSDAY Entrepreneurship and Innovation Room 4 06.42 ✓✓

➡ Diteruskan

presentation 06.42 ✓✓

➡ Diteruskan

7PM KAMIS DETROIT  
6pagi JUMAT surabaya 06.42 ✓✓



Commitment, Satisfaction, Motivation, in improving OCB and its impact on Lecture...  
IEOM detroit 2020  
youtube.com

[https://youtu.be/L759h\\_K5Ttw](https://youtu.be/L759h_K5Ttw) 06.42 ✓✓

➡ Diteruskan

7:00 pm – 10:00 pm (Thursday) Technical Presentations - Zoom meeting rooms 2 and 3 (Meeting room 4 will be combined with meeting room 3) 06.43 ✓✓

➡ Diteruskan



Join our Cloud HD Video Meeting

Zoom is the leader in modern enterprise video communications, with an easy, reliable cloud platform for video

➤ Diteruskan

zoom

### Join our Cloud HD Video Meeting

Zoom is the leader in modern enterprise video communications, with an easy, reliable cloud platform for video and audio conferencing, chat, and webinars across mobile, desktop, and room systems. Zoom Rooms is the us02web.zoom.us

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

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