



COMMUNICATION
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16-18 JUNE 2023 - USA

Certificate of Participation

Samuel PD ANANTADJAYA

has participated and presented his/her paper entitled

Diversity on Productivity: Anything for Efficiency & Effectiveness?

In the 6th **“International CEO (Communication, Economics, Organization) Social Sciences Congress (CEO SSC)”**

held on **16-18 June 2023** in **Acacia University – (Host University for 6th CEO Congress), Arizona-United State of America** in collaboration with IPMI International Business School (Host University for 5th CEO Congress), Mohanlal Sukhadia University (Host University for 4th CEO Congress), Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University (Host University for 3rd CEO Congress), International Gorazde University (Host University for 1st CEO Congress), Nişantaşı University, University of Prizren, Cyprus West University, Central Asian American University, Insec, NCM Publishing, CEO Tekmer, Universitas Bhayangkara, Knowledge Laboratory, Universitas Ghara Karya and Ostim Technical University with

464 participants from 31 countries.

Dr. Maurey Blake Bond
Vice President

Acacia University Professional
Development (AUPD), Arizona, USA.



Prof. Ir. M. Aman Wirakartakusumah,
Rector of IPMI International Business
School (Sekolah Tinggi Manajemen
IPMI), Indonesia, Chair

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Certificate of Participation

Irma M NAWANGWULAN

has participated and presented his/her paper entitled

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Social Sciences Congress
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Samuel PD ANANTADJAYA, Irma M NAWANGWULAN

Thank you for submitting your abstract entitled “**Diversity on Productivity: Anything for Efficiency & Effectiveness?**” for presentation at the **6. International CEO** Communication, Economics, Organization & **Social Sciences Congress** organized by Acacia University, IPMI International Business School, Mohanlal Sukhadia University, Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University, International Gorazde University, Nişantaşı University, University of Prizren, Cyprus West University, Central Asian American University, Insec, NCM Publishing, CEO Tekmer, Universitas Bhayangkara and Ostim Technical University.

We are pleased to inform you that the abstract you have submitted has now been **accepted by the referee committee** to be presented at the **6. International CEO Congress** and to be published in congress book with international ISBN. **You are invited to honor the congress** that will be held **online** participation on **June 16-18, 2023 in United States of America.**

We look forward to meeting you at the conference.

Kerim KARADAL
Coordinator of the Congress



CEO Congress

June 17, 2023 - Session 14: 16-18 PM

Chair: Assistant Professor Melde Almeida & Dr. Hacı Ahmet Çakır

Presenting Irma M Nawangwulan

Paper **Diversity on Productivity: Anything for Efficiency & Effectiveness?**

DIVERSITY ON PRODUCTIVITY: ANYTHING FOR EFFICIENCY & EFFECTIVENESS?
 RAQUEL ED. ANASTASIOVA
 IMA M. NAWANGWULAN
 International University, Indonesia

I. Introduction

- Organizational goals are often the focus of efficiency and effectiveness.
- The higher levels of efficiency and effectiveness lead to higher bottom-line.
- Organizations can have more optimal settings and decisions.
- Higher retained earnings means that firms developed stronger brands.
- This paper set the organizational under values.
- Decisions rarely are rational. Employees are loyal.
- Employee loyalty creates productivity.

II. Literature Review

Diversity (Age, Gender, Ethnicity, Blood Type, Marital Status, Experience, Education, Residence) → Quality of HR (Knowledge, Skills, Ability) → Loyalty (Obedience, Responsibility, Dedication, Integrity) → Productivity (Efficiency, Effectiveness)

Methodology

- This study relied on the previous research and assumptions.
- Online questionnaire distributed in social media and direct email, a total of 200 responses in the GMS are included in this study.
- Random Sample Size Calculation:
 - 200 total samples
 - 10% error
 - 95% confidence
- The sampling method uses **purposive sampling** was used to start establishing connection with the Indonesian expatriates.
 - Non-rolling sampling

III. Data Description

Expatriate	Details	Notes	No. of Respondents
Sampling - Cluster	Region	Midland	
	All respondents	Midland	
	Non-rolling sampling	South	
	throughout 2023 study	West	
Total Samples			

The questionnaire consists of employee diversity (age, gender, ethnicity, blood type, experience, education, residence), quality of human resources (knowledge, attitude), employee loyalty (obedience, responsibility, dedication, integrity) and productivity (efficiency, effectiveness).

V. Conclusion and Recommendations

- The role of employee diversity leads a vital role in pushing forward the quality of HR, employee loyalty and productivity.
- The sets of theories are providing the relationships among the variables.
- The positive relationships and impact.
- The statistical test analysis and statistical review cannot to suggest the above evidence.
- Future studies:
 - more potential respondents to expand more levels into particular variables.
 - the negative employment process of the national process of gender.
 - the greater levels involving diversity.

