

VOL 8 NO 2 2019

IJRBS

RESEARCH IN BUSINESS & SOCIAL SCIENCE

International Journal

2147-4478



Center for Strategic Studies in Business and Finance

Research in Business and Social Science

Peer-reviewed International Journal- IJRBS 2147-4478

Volume: 8 Number: 2 Year:2019

Quarterly



www.ssbfnet.com/ojs

RESEARCH IN BUSINESS AND SOCIAL SCIENCE- IJRBS ®

Peer-reviewed International Journal

Vol. 8 No. 2 2019 ISSN: 2147-4478

Issued quarterly

Editor-in-Chief

Cemal Zehir, Yıldız Technical University, Istanbul, Turkey

Associate Editors

Ozlem Olgu Akdeniz, *Manchester* Metropolitan University, UK Ulas Akkucuk, *Bogazici University*, İstanbul, Turkey

International Advisory

Angela M. Capodivacca, Yale University, United States
Cuneyt M. Yenigun, Sultan Qaboos University, Oman
Dursun Delen, Oklahoma State University, United States
Ekrem Tatoglu, Bahçeşehir University, Turkey
Ihsan Isik, Rowan University, NJ, United States
Nicholas Apergis, University of Piraeus, Greece
Yutaka Matsushita, Kanazawa Institute of Technology, Ishikawa, Japan

Editorial Board Members

Engin Sorhun, 29 Mayis University, Turkey
Hiroaki Ohno, Department of Economics, Meiji Gakuin University, Japan
Jorge Ruiz-Menjivar, University of Florida, United States
Martie Gillen, University of Florida, United States
Michael S. Gutter, University of Florida, United States
Nihat Alayoglu, Istanbul Medipol Universitesi, Turkey
Ramesh Chandra Das, Katwa College, India
William R. DiPietro, Daemen College, Amherst, New York, United States
Yiannis Anagnostopoulos, Kingston University Business School, United Kingdom
Zeynep Copur, Hacettepe University, Ankara, Turkey

Executive Director

Umit Hacioglu, Assoc Prof. Istanbul Medipol University, İstanbul, Turkey

Assistant Editor

Fatih Pınarbasi, İstanbul Medipol University, İstanbul, Turkey

Authors submitting articles for publication warrant that the work is not an infringement of any existing copyright and will indemnify the publisher against any breach of such warranty. For ease of dissemination and to ensure proper policing of use, papers and contributions become the legal copyright of the publisher unless otherwise agreed.

Journal is available online and all manuscripts should be submitted at www.ssbfnet.com/ojs

Journal is supported by the School of Business, Istanbul Medipol University, Bussecon International Academy and Center for Strategic Studies in Business and Finance



International Journal of Research in Business and Social Science (2147- 4478), Vol 8 No 2, 2019

DOI: https://doi.org/10.20525/ijrbs.v8i2 Published: 2019-04-01

Articles

Analysis of Regional Income Convergence in Turkey

Hakkı Kutay Bolkol

01-28

Likelihood of Auditor Switching: Evidence for Indonesia

Hadri Kusuma, Diana Farida

29-40

The Impact of Internal Control on the Profitability of Microfinance Institutions in Senegal

Gnilane Ndiaye, Cheng BO, V. V. Azenga, Juniter Kwamboka

41-51

<u>Design of Excellent Service Model on Department of Population and Civil Registration In City of Metro, Indonesia</u>

M. Yusuf Sulfarano Barusman, Margono Margono, Appin Purisky Redaputri

52-60

The Integration of Entrepreneurship Education in to Ethiopian Universities Formal Curriculum

Wudu Melese Tarekegne, Alebachew Hailu Gelaneh, Mr

61-73

Pay for Performance (Pfp) Increasing Creativity Through Intrinsic Motivation

Sidra Rehman, Ms, Hafiz Muhammad Shahrukh, Ayesha Mansha Virk, Dr. Mattiullah Butt

74-90

Improving Ergonomic Conditions at Hospitality Industry

Mune Mogol Sever

91-101

Human Resource Management Practices and Its Effects on Job Satisfaction Levels of Employees: An

Analysis on the Selected SMEs in the Iron & Steel Industry of Erbil KRI

Khurram Sultan, Goran Ismael, Omar Mohammad, Safin Abas, Muhammad Abdulla

102-112

Authors are kindly requested to read carefully the Guidelines amended with detailed methodological instructions

GUIDELINES FOR AUTHORS

Journal is an international peer reviewed journal open to scientists from all over the world in different fields of economic theory, economic policy and related research. IJRBS is published in English quarterly.

Editorial Procedure

The Associatate Editors receive all manuscripts at www.ssbfnet.com/ojs.

After initial review of the manuscripts, Editor-in-Chief assignes reviewers from Review Board for the assessment process, and in case of the specific content of the text, to external experts as well.

After evaluation, Editor- in-Chief proposes Editorial decisions for further actions including:

- (a) which manuscript, if necessary, should be returned to the author with suggestions, comments and recommendations for improvement, primarily methodological presentation of research materials,
- (b) which manuscripts could be sent to peer-review process,
- (c) which manuscripts should be rejected because of the reasons as follows:
 - o The subject matter does not meet the required scientific level,
 - o The article with a similar topic has already been published by the same author;
 - The subject matter does not meet the criteria of the Journal, especially if:
 - the content is beyond the concept of scientific publishing orientation of the Journal (distinguished by the relevant databases) and does not meet international scientific and methodological standards that the Journal must comply with

If an article is not accepted, the Editorial Board sends a notification to the author, but the manuscript is not returned.

If the manuscript is improved adequately, it is sent to two reviewers for extramural review.

If the manuscript is considered for publishing, the author will receive *the Authorship Statement (Copyright Assignment Form)*, which should be filled in, signed and returned to the editor. In this way the authors confirm the originality of the article and validity of authorship.

In order to avoid withdrawing the paper until it is published or rejected, by signing the Authorship Statement, the authors assert compliance with the review process.

Review Process

All manuscripts submitted for publication in *IJRBS* are double-blind reviewed by two academics appointed by the Editorial board: one from the Society for the Study of Business and Finance and one from abroad.

Reviewers stay anonymous for the authors and so do the authors for the reviewers. The reviewers are asked to apply highest international standards in their assessment of the submitted work. Reviewers receive an article and a *Reviewer Evaluation Form* with instructions how to fill it in. If the article does not fulfill the primary criteria of originality and relevance to the subject, it should not be accepted.

The categories in which articles, if judged positively, might be classified are:

Original scientific paper is a scientific paper that includes new results based on the research. The information given in the article can be verified by:

- a) Reproducing methodological procedure and obtain the same/similar results or with tolerable degree of mistakes as estimated by the author himself;
- b) Repeating the author's observations and judge his analyses;
- c) Checking the author's analyses and deduction on which the author's analyses are based.

Preliminary communication is an article that includes at least one or more pieces of scientific information, but does not include the necessary details to check the scientific cognition.

Conference paper is an article that deals with the author's presentation at a conference, and has not been previously published as a full text.

Review article is an article that analyzes a special scientific problem already dealt with in published scientific works, but his approach is original and new.

Professional paper is an article that deals with specific problems in some professional areas.

After receiving the reviews, the Editorial Board will give clear general instructions to the author for further work on the manuscript. The comments and suggestions made by the reviewers should be addressed and closely followed by the author prior to final recommendation on acceptance or rejection made by the Editorial Board.

Only manuscripts with two positive reviews are published. After completion of peer review and amendment of the text of the accepted articles by the authors and editors, Editor-in-chief, proposes the sequence of accepted papers in the table of contents.

Criteria for the order are:

- (1) Categorization according to the degree of scientific excellence,
- (2) In case of two different levels of categorization of a particular article by reviewers, Editor- in- Chief proposes a decision to the Editorial Board, and as a rule, in favour of the author, i.e. a higher category,
- (3) Appreciation of topical issues, authors and common interest of the Journal taking into account the competitiveness at the same level of scientific excellence (category).

ORGANIZATION OF THE MANUSCRIPT

The manuscript should include the research aim and tasks, with detailed methodology, the research objective, achieved results and findings, conclusions and a list of references.

The authors of the manuscript should conform to the format and documentation requirements that are given below:

The separate page should contain: the article title, the author's full name, academic affiliation (title, institution, scientific field), telephone, fax, e-mail address and personal website. If there are more authors than one, full names, respective affiliations and addresses of co-authors should be clearly stated. Authors' academic affiliation should be in English.

The first page should contain: the article title, abstract, JEL classification and key words in the language of the article. At the end of the article all data should be also in English.

Main body of the text should contain: introduction, headings, footnotes, references, tables, figures, conclusions and bibliography.

Technical Requirements

The manuscript submitted for publication should be in Microsoft Word between 6,000 and 10,000 words in length (16-20 A4 size pages), printed in 12 point Times New Roman, single-spaced, justified and without any special styling.

Should a word, a phrase or a sentence be highlighted, italic can be used and never bold.

After receiving the editorial decision, Associate Editor will send a template for your consideration.

In case the paper exceeds the normal length, the Editors' consent for its publication is needed.

JEL classification should be suggested by the authors themselves according to the classification available on the Journal of Economic Literature website: http://www.aeaweb.org/journal/jel_class_system.html

Footnotes could be used only as an additional explanatory section of the text and should be numbered consecutively in Arabic numerals.

Section Headings (from Introduction to Conclusions) must be short, clearly defined and bear Arabic numerals. If there are subsection headings they are outline numbered (e.g. 1; 1.1.; 2.; 2.1.; 2.1.1. etc.)

All tables and figures should bear Arabic numerals and must have captions. Tables set in MS Word may be included in the text.

Note: If MS Excel or other programs are used for tables, figures or illustrations make sure to enclose them as a separate file on disk, separately from the text.

Before submission of the manuscript, the authors of the manuscript are advised to conform to the format and documentation requirements.

TEXT ORGANIZATION AND STYLE

Authors should apply scientific methodology in presenting the contents of their papers complying with the standards of scientific publications ("APA Style").

This implies the procedure as follows:

(1) *Title and the content of the paper:*

The title is not supposed to contain words such as "analysis", "methods" and similar.

The content is divided into sections as follows:

- ➤ *Abstract* below the title
- > Kev words
- > JEL classification
- 1. Introduction
- 2. Literature Review
- 3. *Methodology/ method/model/conception of analysis* (the second section)
- 4. Empirical data (documentation background) and analysis (the third section)
- 5. Results and discussion (the fourth section)
- 6. *Conclusions* (the last section).
- (2) The content of some parts of the material presented:
- a. Abstract up to 100-250 words must contain:
- Research objective
- Method/Model/ Conception of analysis
- Main findings and results of research (analysis)
- The underlined conclusion of research

The abstract should not be written in paragraphs

- b. Key words should disclose the essence of the article (up to 5 key words)
- c. *JEL classification* –the author should classify the subject matter of his article according to the code of The Journal of Economic Literature (JEL)
- d. *Introduction* defines the problem and the subject matter of the research referring to recent bibliography and findings. However, these can more specifically be dealt with in the second section *Literature review*. The last part of the introduction is reserved for setting the hypothesis of the research that will be later on analyzed at the beginning of the conclusions. Finally, Introduction ends up by giving clues of the organisation of the text.
- e. *Literature review* appropriate the recent literature and the results have to be observed.
- f. Methodology/ method/model/conception of analysis usually in the second section of the paper, method/model/conception of the analysis should be transparently presented and pointed out in case of the research results being subjected to re-testing by interested researchers which is one of the fundamental principles of the scientific methodology).
- g. Empirical data and analysis contain documentation background and the results of the analysis
- h. Results and discussion explain results, especially their economic significance and messages
- e. *Conclusions* is not supposed to be a summary! Conclusions are the author's original thoughts and evaluation of the obtained results including the items as follows:
- Explanation of the working hypothesis proved or not proved;

- Assessment of the results of research/analysis with the focus on what can be classified as a new contribution to science:
- Attention drawn to research limitations and problems;
- Guidelines to future research;
- Assessment of institutional-systemic implications of the results obtained by the research (suggestions and recommendations for changes of economic system, economic and financial policy, development policy, instruments, measurements or similar).
- (3) References should include only the titles (sources) that have been referred to and quoted in the paper

OUICK FORMATS

Authored books:

Author(s) name(s) [Last, initials]. (date). Title. Location [City, State or country]: Publisher.

Example:

Smith, J. (1994). Book. New York, NY: Publisher.

Article or chapter in a book:

Author(s) name(s) [Last, initials]. (date). Title of article or chapter. In [May or may not have editors] *Title of book*, (pp. xx-xx). Location [City, State or country]: Publisher.

Example:

Smith, J. (1994). Article title. In J. Smith (Ed.), Book title, (pp. 12-18). New York, NY: Publisher.

Magazines/Journals:

Author(s) name(s) [Last, initials]. (date). Title of article. Name of Publications, volume(issue), pages.

Smith, J. (1994). Article title. Magazine, 8(12), 14-26.

Conference Proceedings:

Author(s) names(s) [Last, initials]. (date). Title of paper. In *Proceedings of Name of Conference*, (pp. xx-xx). Location [City, State or country]: Publisher.

Example:

Smith, J. (1994). Paper title. In *Proceedings of the Conference*, (pp. 14-24). New York, NY: Publisher.

Proofreading

Authors are responsible for ensuring that their manuscripts are accurately typed before final submission. One set of proof will be sent to authors, if requested, before the final publication, which must be returned promptly.

Copyright

Articles submitted to the journal should be authentic and original contributions and should have never been published before in full text, nor be under consideration for any other publication at the same time.

Authors submitting articles for publication warrant that the work is not an infringement of any existing copyright and will indemnify the publisher against any breach of such warranty. For ease of dissemination and to ensure proper policing of use, papers and contributions become the legal copyright of the publisher unless otherwise agreed.

Submission of the Manuscript and Free Registration

All manuscripts should be submitted at www.ssbfnet.com/ojs

Tips for Register and Profile

The journal uses a registration system for all users involved in the editorial and publishing process. The journal's Privacy Policy applies to all registered users. Each registered user has a Profile, which can be edited or added after the user is logged in to the journal. The link for the Profile is found in the right-hand margin under User and on the User Home page.

For all users, there is an email update option, which results in the user being notified by email of each new issue's Table of Contents. For journals operating in more than one language, Reviewers can indicate in their Profile the languages in which they are comfortable reviewing submissions.

Why Register?

When you register the system creates a "User Home" page for you which make it easier to access your journals. You must register if you wish to submit a paper to any journal or if you will be a member of the editorial team (eg, editor, reviewer, proofreader) of any journal.

Some journals restrict access to some portions of their site unless you are registered.

Privacy Policy

The journal's privacy policy applies to all registered users. You can find more information on the journal's privacy policy in About the Journal.

How do I register?

You can register by clicking on "Log In" or "Register" on the site home page or on any journal's home page. Alternatively, you can ask a Journal Manager to register you. Contact information can be found in About the Journal.

Profile

You create a profile (including a username and password) when you register. You can edit your profile any time you are logged in. In the right navigation bar under the title "User", the link "My Profile" appears; click on that link and you are taken to your profile. Here you can change your contact information; reviewing interests, roles, and can manage email notifications for journals you have registered with.

The Journal is *peer-reviewed*The journal is *open-access* to full text. The journal is *Indexed and Registered in:*

ProQuest, DOAJ, RePEc, IDEAS, EDIRC, EconPapers, ASOS Index, OAISTER, PKP, Google Scholar, Rice Bibliography, AqEcon, WAICENTO, IndexCopernicus, Cabell's Directory

Member of Crossref

International Journal of Research in Business & Social Science

Quarterly

Publisher: Bussecon International Academy in collaboration with SSBFNET

Address: Istanbul Medipol University, School of Business, 4. Kat. Kavacik, Istanbul

Phone: +90 212 444 1 997

E-mail: editor@ssbfnet.com; editor@bussecon.com

Website: www.ssbfnet.com/ojs/