

**Proceeding of the Tourism Development Centre International
Conference (TDCIC 2019)**

Theme

***Sustainable Tourism Development in Disaster Prone
Destinations***

**Bukittinggi, West Sumatra
1-2 October 2019**

Editors

Ma'ruf

Sri Oktavia

Sari Lenggogeni

**Tourism Development Centre
Andalas University**

 **sciendoo**

2020

Organizing Committee

Conference Chair: *Ma'ruf*
Conference Co-Chair: *Sri Oktavia*
Treasurer: *Sari Surya*
Committee Members
Donny Eros
Eka Mariyanti
Firman Syukri Pribadi
Heru Aulia Azman
Eri Besra

Steering Committee

Rector of Andalas University
Director of Research and Community Development Andalas University

Scientific Committee

Vitria Ariani (Faculty of Tourism Bina Nusantara University)
Md. Wasiul Islam (Khulna University, Bangladesh)
Sheena Bidin (University Putra Malaysia, Malaysia)
Hamed Mohammed Almuhrzi (College of Applied Science, Sultanate of Oman)
Hayato Nagai (Wakayama University, Japan)
Kuan Huei – Lee (Singapore Institute of Technology, Singapore)
Hiroaki Saito (Ritsumeikan University, Japan)
Eri Besra (Andalas University)
Verinita (Andalas University)

Reviewers

Sari Lenggogeni (Andalas University)
Hafiz Rahman (Andalas University)
Maya Damayanti (University of Diponegoro)
Lynn I Cheng (National Dong Hwa University, Taiwan)
Heru Aulia Azman (Dharma Andalas University)
Emil Juvan (University of Primorska, Slovenia)

© Copyright by Tourism Development Center
Andalas University 2020

Publisher



www.sciencedo.com

ISBN: 978-83-957204-0-6
DOI: 10.2478/9788395720406-fm

Preface

Dear Participants, Colleagues, and Friends,

It is a great pleasure to introduce the Tourism Development International Conference (TDCIC), held on October 1-2, 2019, in the beautiful city of Bukittinggi. We want to thank all of the participants for their presence at the conference.

The purpose of TDCIC is to bring together researchers and practitioners interested in tourism. Particularly concerning sustainable and disaster issues faced by the industry. This proceeding presents four tracks focusing on three main topics and one particular topic, namely: Track 1. Tourism Industry, Organization, and Behaviour, Track 2. Tourism Risk and Disaster, Track 3. Sustainable Tourism, and Track 4. Special Topic.

We want to take this opportunity to express our sincere appreciation to Keynote speaker, Prof. Noel Scott, our invited speakers, Dr. Lynn I-Ling CHEN and Dr. Haryadi B. Sukamdani. We want to thank Governor and Vice Governor of West Sumatra, Rector of Andalas University, Director of Research Andalas University, and Major of Bukittinggi. To our sponsors: Government of West Sumatra, Government of Bukittinggi, Government of Solok Regency, LIKI, Garuda Indonesia, and Studio Pagi. Our special appreciation goes to our scientific committee members, the plenary session organizers, and special interest group discussion sessions. Finally, we would like to express our sincere appreciation to authors and attendees whose contributions and efforts have made great success possible. We do hope that all participants enjoyed their attendance at the TDCIC 2019!

Ma'ruf – Chairman TDCIC 2019

Sri Oktavia – Vice-Chairman TDCIC 2019

Sari Lenggogeni – Director of TDC

Table of Contents

| | |
|---|------------|
| STEERING COMMITTEE | I |
| SCIENTIFIC COMMITTEE | I |
| REVIEWERS | I |
| PREFACE | II |
| TABLE OF CONTENTS..... | III |
| TRACK 1. TOURISM INDUSTRY, ORGANIZATION AND BEHAVIOUR | 1 |
| IMPROVING SECURITY OFFICERS’ ABILITY IN ENGLISH BY USING E-MODULE APPLICATION BASED ON ESP TO SUPPORT HALAL TOURISM IN WEST SUMATRA, INDONESIA | 1 |
| <i>Yosa Novia Dewi^{1a}, Yenni Rozimela², M. Zaim³, Khidayatul Munawwaroh⁴,</i> | <i>1</i> |
| <i>Cintya Nurika Irma⁵</i> | <i>1</i> |
| THE ROLE OF GASTRONOMIC TOURISM EDUCATION IN SUSTAINING MALAYSIAN HERITAGE FOOD | 14 |
| <i>Mohd Nor Ahmar bin Mohd Sanip^{1a}, Ramlee Mustapha²</i> | <i>14</i> |
| ANALYSIS OF EMPLOYEE EMOTIONAL COMPETENCE AND PERCEIVED JUSTICE TOWARD CUSTOMERS SATISFACTION: INDONESIAN HOTEL INDUSTRY | 25 |
| <i>Aliyya Kezia Putri¹, Yeshika Alversia^{2a}.....</i> | <i>25</i> |
| EXAMINING PUSH-PULL MOTIVATION AND TRAVEL INTENTION FOR POTENTIAL TRAVELERS IN INDONESIA USING THEORY OF PLANNED BEHAVIOUR | 38 |
| <i>Najla Salsabila¹, Yeshika Alversia^{2a}</i> | <i>38</i> |
| TAX POLICY DESIGN FOR HOMESTAY IN TOURISM VILLAGE: SUPPLY SIDE TAX POLICY PERSPECTIVES | 49 |
| <i>Haula Rosdiana^{1a}, Ayat Taufik Arevin², Lucas Filberto Sardjono³</i> | <i>49</i> |
| WHY TAX INCENTIVES NEEDED TO DEVELOP HOMESTAY INDUSTRY IN TOURIST VILLAGE: A QUINTUPLE HELIX PERSPECTIVE | 56 |
| <i>Haula Rosdiana^{1a}, Ayat Taufik Arevin², Murwendah³</i> | <i>56</i> |
| INSTAGRAMABLE TOURISM ATTRACTION: NATURAL OR ARTIFICIAL? | 62 |
| <i>Astri Yuza Sari^{1a}, Okki Trinanda².....</i> | <i>62</i> |
| THE ROLE OF PHILOXENIA AND VALUE CO-CREATION ON RE-VISIT INTENTION..... | 73 |
| <i>Okki Trinanda^{1a}, Astri Yuza Sari².....</i> | <i>73</i> |
| DEVELOPING MOBILE GIS APPLICATION FOR RELIGIOUS TOURISM AND ITS PROPONENT IN BUKITTINGGI CITY..... | 82 |
| <i>Surya Afnarius^{1a}, Fitri Yuliani², Fajril Akbar³</i> | <i>82</i> |
| CAUSALITY OF TOURIST UTILITY AND TOURISM EXPENSE IN THE TOURISM OBJECT OF PADANG CITY: (SIMULTANEOUS EQUATION MODEL APPROACH) | 91 |
| <i>Hasdi Aimon^{1a}, Dewi Zaini Putri², Hari Setia Putra³</i> | <i>91</i> |

| | |
|--|------------|
| TRACK 2. TOURISM RISK AND DISASTER | 99 |
| STUDY OF COMMUNITY RESILIENCE IN THE NORTH LOMBOK TOURISM REGION IN DEALING WITH EARTHQUAKE DISASTERS | 99 |
| <i>Saraswati Saraswati^{1a}, Nurul Inayah², Ernawati Hendrakusumah³</i> | <i>99</i> |
| RESPONSIBILITY HOTELS AND AIRLINES DURING NATURAL DISASTERS IN THE TOURIST DESTINATION AREA | 107 |
| <i>T. Keizerina Devi Azwar^{1a}, Jelly Leviza²</i> | <i>107</i> |
| DETERMINATION OF INUNDATION ZONE USING ARTIFICIAL INTELLIGENCE AS A BASIS FOR INFRASTRUCTURE DEVELOPMENT IN SPECIAL ECONOMIC AREAS OF TANJUNG LESUNG BANTEN | 115 |
| <i>Naomi Oktavianti^{1a}, Muhammad Rizqy Septyandy², Tito Latif Indra³</i> | <i>115</i> |
| POST-EARTHQUAKE IMPACT, PREPAREDNESS OF MEGATHRUST EARTHQUAKE, AND MINANGKABAU ENTREPRENEURSHIP | 127 |
| <i>Donard Games^{1a}</i> | <i>127</i> |
| WERE THEY HAPPY? TOURISTS WITH HEALTH PROBLEM EMOTIONS WHEN PLANNING A TRIP TO DISASTER PRONE DESTINATIONS..... | 133 |
| <i>Sari Lenggogeni^{1a}, Mohammad Rizki Akbar²</i> | <i>133</i> |
| TRACK 3. SUSTAINABLE TOURISM..... | 142 |
| TOURISM SOLID WASTE MANAGEMENT SYSTEM: AN INVESTIGATION TO SUPPORT SUSTAINABLE TOURISM IN BUKITTINGGI | 142 |
| <i>Rizki Aziz^{1a}, Karina Muharani Jefri²</i> | <i>142</i> |
| LOCAL WISDOM IN SPATIAL PLANNING FOR RURAL TOURISM DEVELOPMENT | 154 |
| <i>Harne Julianti Tou^{1a}, Melinda Noer², Helmi³, Sari Lenggogeni⁴.....</i> | <i>154</i> |
| ANALYSIS RECYCLING OF FOOD WASTE RESTAURANT IN PADANG CITY | 162 |
| <i>Yommi Dewilda^{1a}, Rizki Aziz², Mhd. Fauzi³.....</i> | <i>162</i> |
| EXPLORING COMMUNITY BASED TOURISM AMONG SEMAI COMMUNITY AT MUALIM DISTRICT PERAK | 172 |
| <i>Haliza Mohd Said^{1a}, Salbiah Abd Rahman², Samiah Rashid Ali³</i> | <i>172</i> |
| THE MUSLIM TRAVELLER'S DESTINATION CHOICE..... | 184 |
| <i>Dessy Kurnia Sari^{1a}, Khairul Warisin², Donard Games³.....</i> | <i>184</i> |
| ISLAMIC ORGANIZATIONAL CULTURE AND SPIRITUAL LEADERSHIP IN SUPPORTING SHARIA HOTEL PERFORMANCE..... | 192 |
| <i>Eka Mariyanti^{1a}, Nor Azilah Husin², Sari Lenggogeni³</i> | <i>192</i> |
| CONSERVING DRAGONFLY NATURAL HABITAT IN ANDALAS UNIVERSITY CAMPUS COMPLEX TO DEVELOP A SUSTAINABLE THEMATIC ECOTOURISM..... | 207 |
| <i>Muhammad Nazri Janra^{1a}, Henny Herwina²</i> | <i>207</i> |
| HALAL TOURISM DEVELOPMENT IN WEST SUMATERA | 221 |
| <i>Rozalinda^{1a}, Nurhasnah², Roni Andespa³.....</i> | <i>221</i> |

| | |
|--|------------|
| TRACK 4. SPECIAL TOPICS | 234 |
| SHARIA SUPERVISORY BOARD (SSB) FUNCTION SUPERVISION IN THE APPLICATION OF TABARRU' CONCEPT IN SHARIA INSURANCE IN INDONESIA | 234 |
| <i>Wetria Fauzi^{1a}</i> | <i>234</i> |
| LEGAL ANALYSIS THE 16TH ECONOMIC POLICY PACKAGE ABOUT THE RELAXATION OF NEGATIVE INVESTMENT LIST TO THE DEVELOPMENT OF THE TOURISM INDUSTRY IN INDONESIA..... | 244 |
| <i>Upita Anggunsuri^{1a}</i> | <i>244</i> |
| THE INFLUENCE OF COMPUTERIZED TESTING METHODS IN SELECTION PROCESS ON EMPLOYEE'S PERFORMANCE AT WEST SUMATERA PROVINCE GOVERNMENT | 254 |
| <i>Hendra Lukito^{1a}, Harif Amali Rivai²</i> | <i>254</i> |
| EXPLORING DEVELOPMENT OF INDIGENOUS ENTREPRENEURSHIP AMONG THE SEMAI COMMUNITY AT BATANG PADANG DISTRICT PERAK, MALAYSIA..... | 269 |
| <i>Salbiah Abd Rahman^{1a}, Haliza Mohd Said², Samiah Rashid Ali³</i> | <i>269</i> |
| IN-GAME FACTORS AND TECHNOLOGY ACCEPTANCE FACTORS IN INCREASING INTENTION TO PLAY ONLINE GAME | 281 |
| <i>Wahyu Rafdinal^{1a}, Agri Qisthi².....</i> | <i>281</i> |

DOI: 10.2478/9788395720406-toc



Tourism Development Centre International Conference (TDCIC), October 2019

Local Wisdom in Spatial Planning for Rural Tourism Development

Harne Julianti Tou^{1a}, Melinda Noer², Helmi³, Sari Lenggogeni⁴

¹Doctoral Student, Agricultural Sciences Study Program, Andalas University, Padang, Indonesia

^{2,3}Department of Agricultural Socioeconomics, Faculty of Agriculture,
Andalas University, Padang, Indonesia

⁴Department of Management, Faculty of Economics, University of Andalas, Padang, Indonesia

a) Corresponding author: iyun_tou@yahoo.com

Abstract

The purposes of rural tourism are to enjoy the countryside, do activities, and learn cultures and customs commonly practiced by villagers. The local cultures and customs that villagers have are interesting things to be learned by special interest tourists. Those cultures and customs will be used as a tourist attraction. To be able to accommodate existing tourist activities in the countryside, space management is needed. Spatial arrangements that do not pay attention to the environment and local culture will result in environmental damage and space clutter. Therefore, in the use of village space as a tourist area, it is necessary to pay attention and maintain local customs and values and the environment so that there is no significant land-use change in the development of rural tourism. This paper discusses the importance of local wisdom using in spatial planning in the development of rural tourism. This paper concludes that the value of local wisdom that is still embedded and carried out in several regions in Indonesia is an important thing that must be done in spatial planning for rural tourism development.

Keywords: Local Wisdom. Spatial Planning, Rural Tourism

DOI: 10.2478/9788395720406-018

© 2020 H.J. Tou. This is an open access article licensed under the Creative Commons AttributionNonCommercial-NoDerivs License (<http://creativecommons.org/licenses/by-nc-nd/4.0/>)

1. Introduction

Local wisdom is part of the culture of a society and unseparated from the community itself. Practical knowledge or traditional wisdom is popularly known as local cultural wisdom, local genius, local knowledge system, indigenous knowledge etc. [11]. Local wisdom systems are reflected in local knowledge, and technological systems in various fields predominantly include traditional values that emerge from how they carry out the principles of conservation, management and exploitation of natural resources [10]. Local wisdom is usually passed down from generation to generation through word of mouth. This local wisdom is usually the tourist attraction of an area. Local wisdom that is usually a tourist attracted to is in the form of cultures, such as art and ritual.

This paper will try to explain about local wisdom related to spatial planning in several regions in Indonesia, as well as local wisdom related to environmental preservation. From the collaboration of local wisdom that exists between spatial arrangement in a macro region in Indonesia and the values of local wisdom that exist in environmental conservation can be used as a basis for spatial planning in the development of rural tourism. So that spatial planning in developing rural tourism pays attention to aspects of local wisdom.

2 Research Method

The method underpinning this paper is a systematic review of the literature. A general approach to literature review involves structured techniques for data collection and analysis [11]. A systematic review is a rigorous review of all quality and relevant literature to answer the research objectives formulated previously [18]. This method identifies, evaluates, and interprets all findings on a research topic based on a literature review conducted [19]. Thus, it can build the desired conceptual, theoretical framework under the study [18]. The approach used to discuss the conceptual approach is discussed by linking the concept of rural tourism, local wisdom, and local wisdom in spatial planning.

3. Results and Discussion

This section will explain the development of rural tourism, the values of local wisdom, and local wisdom in spatial planning. So, it is formulated about local wisdom in spatial planning for rural tourism development.

3.1 Rural Tourism Development

The concept of Rural tourism includes villages that refer to landscapes (whether in the form of mountains, lakes/rivers, and forests), rural heritage (such as its romanticism, architecture, distinctive industries, history, castles, and villages), rural activities (such as fishing, hunting, etc.) and rural life which includes handicrafts,

special foods, regional events, and regional arts [8]. These four elements will form a rural tourism community. Rural tourism includes agriculture-based holidays and includes special interest holidays, nature and ecotourism based holidays, walking, cycling, hiking and riding holidays, adventure, sports and health tourism, hunting and fishing, educational trips, arts, heritage and historic recreation, festivals and events, food and wine tours, cultural and social experiences and in several ethnic tourism areas [10]. Rural tourism provides two important impacts, namely economic and social benefits for rural areas. And rural tourism is an effective way to save natural values, culture, and traditions [15]

3.2 Values of Local Wisdom

Local wisdom is a form of knowledge, belief, understanding or perception along with customary customs or ethics that guide human behavior in ecological and systemic life (Pesurnay, 2018). Local wisdom is a way or strategy of the community in dealing with their physical, ecological, social, cultural and economic environment that lasts long [2]. This lengthy process of evolution will lead to the emergence of crystallized value systems in the form of general laws, beliefs and local culture [17] that form the stock of knowledge and practices seen as wise and wise towards their various environments [2]. Thus, substantial local wisdom is the norm practiced in a faithfully believed society and becomes a reference in their daily lives. Meanwhile, local wisdom, according to Indonesian Law No. 32 is the noble values that apply in the life order of the community to, among others, protect and manage the environment in a sustainable manner [16].

To conclude, the local wisdom referred to in this study are local (local) ideas that are wise, full of wisdom, of good value, embedded and followed by members of the community [7],[14]. Local wisdom involves two elements: values and practice. Valuable practices include rituals and daily activities [6]. Forms of local wisdom in the community can be values, norms, beliefs, and special rules [6]. To conclude, local wisdom is the values or norms that are good in a society that is formed in undergoing the dynamics of community life will be the management of existing natural resources, especially space, which lasted for a long time for generations. Local wisdom can be in the form of culture, beliefs, and customary law in the community that they believe in and live up to and become a reference for their lives. Thus local wisdom involves two elements: values and practice. Value practices include rituals and daily activities. For more details can be explained in the following picture:

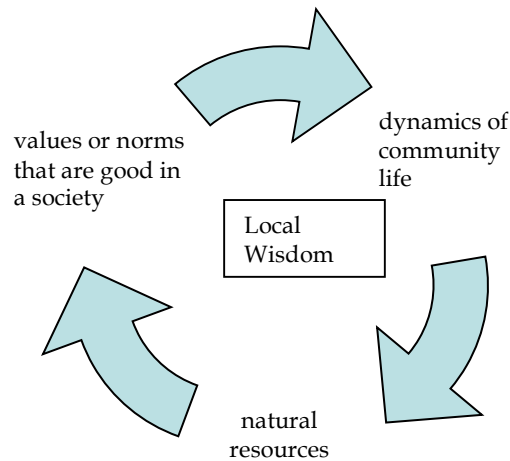


Figure 1. Dimensions of Local Wisdom

The local wisdom values that can be deduced from several communities in Indonesia are:

1. The value of togetherness in solving problems in the form of mutual cooperation carried out by residents is seen in the Merti tradition in Jogjakarta, Central Java and East Java [7].
2. The value of preserving nature or natural resources both for forest and for agricultural areas is evident from the tradition of the mongso pronoto in Javanese tribes (Central Java, East Java, Yogyakarta), Sundanese (West Java), Bali (called "Kerta Masa") , South Sumatra is known as "Kean"; Nyabuk gunung tradition in Central Java, East Java, Yogyakarta, West Java (known as "ngais gunung"), Bali (known as "sengkedan"); pahomba larangan in the community of East Sumba, East Nusa Tenggara; the Pikukuh tradition of the Baduy tribe; Tadisi Subak in the Balinese community; the tradition of the Susuk Wangan community in Central Java; Tomanuru tradition or Karampua Community around Lore Lindu National Park in Central Sulawesi; Parak tradition in West Sumatra; The tradition of perladangan gilir balik of the Bantian Dayak Tribe in East Kalimantan [7]

For more details, it can be seen in the following table related to the value of local wisdom contained in the traditions of some people in Indonesia.

Table 1. Variables and Values of Local Wisdom from Some Community Traditions in Indonesia

| No | Local Wisdom Variable | Indicator of Local Wisdom | The Value of Local Wisdom | Tradition |
|----|-----------------------|---|--|---------------------------------|
| A. | Human Resources | Mutual cooperation | Togetherness in solving problems | Merti desa |
| B. | Agriculture | Make a terrace in the fields | Efforts to conserve land to avoid erosion | Nyabuk Gunung |
| | | Dateing system for farming | Adjustment to climate and weather in order to maintain the balance of nature | Pranoto Mongso |
| | | Time and yield restrictions | Keep natural resources from being exploited. | Pahomba, larangan |
| | | Prohibition of Use of Chemical Technology | Keeping natural resources from being polluted. | Pikukuh Suku baduy |
| | | Paddy drainage system | Equitable water for agriculture | Subak |
| C. | Forestry | Clean the waterways | Conserve mountain water sources | Susuk Wangan |
| | | Protect the forest | Protecting the forest | Tomanuru atau Karampua, Baparak |
| | | Forest use regulation | Protecting the forest | Perladangan Gilir Balik |

Table 1 shows that wisdom is essential because it contains values or norms that continue to be inherited through the traditions that exist in these areas to preserve and preserve the environment and nature in the area. The value of local-based local wisdom is used as a basis for spatial planning local wisdom in several regions in Indonesia. The spatial arrangement based on local wisdom considers the level of importance of space and based on height.

3.3 Local Wisdom in spatial planning

Local wisdom related to spatial arrangements in several tribes in Indonesia shows that the Indonesian people have used spatial arrangements to support their lives. The following are some of the spatial arrangements in an area in several regions in Indonesia:

1. Kampung Naga, Tasikmalaya. The area is divided into three zones. The first zone is the sacred area, a place of sacred forest that is conserved by custom. The second zone is a clean area or residential area. The third zone is a dirty area, a place for bathing, washing, pond, and cattle shed [13], [4].
2. Baduy, South Banten. The area is traditionally divided into zones based on its sacredness. The area of leuweung gede/leuweung deposited, Pusaka Buana, Cikeusik and Sasaka Domas in Cibeo are considered by the Baduy as the most sacred and used only for annual pilgrimages. The outer zone is also considered sacred, namely the Inner Baduy area, for settling and living in the Inner Baduy or

Baduy Jero or Urang Girang in Cikeusik, Cibeo and Cikartawarna. The outside again, in the form of the Outer Baduy Area, inhabited by Outer Baduy people (Urang Baduy Panamping), is considered less sacred. Meanwhile, the outermost part of the Baduy region is a buffer zone, namely the Dangka Region, which is an enclave area in Muslim villages, neighboring Baduy.

In addition, almost every hill, both Inner Baduy and Outer Baduy, is also managed by a zoning system. The first zone, part of the valley valleys, used as settlements and village forests around settlements (dukuh overtime), which should not be opened as fields (huma). Baduy people also conserve forest areas along the river border. The second zone, above the settlement, is used for farming (Ngahuma) and a secondary forest site that is formerly a field / huma (reuma). Meanwhile, the third zone on the hilltops in the form of leuweung kolot is not allowed to be cut down [4]

3. Traditional villages in Bali. The Balinese people divide land use based on the level of sacredness. The upstream area is the highest area designated as a sacred area. While the lower area (teban) is the lowest level in the sanctity of land use. Utilization of space The upstream area is usually designated as a temple or place of worship, the middle area is a gathering place and settlements while the lower area is a place of business (agriculture) .
4. Aceh. Aceh people know Mukim as the lowest administrative area. Land use in Mukim makes mosques, commercial and social facilities in the center of Mukim. Whereas the residential area (Gampong) spreads alongside rice fields, ponds, grazing, gardens and forests [12].
5. Mandailing, North Sumatra. The division of space in one hectare in the Mandailing community consists of residential areas, paddy fields, swidden areas, forest areas and wilderness areas [5].
6. Minangkabau, West Sumatera. *“Basosok Bajurami, Bapandan Bakuburan, Balabuah Batapian, Bakorong Bakampung, Barumah Batanggo, Basawah Baladang dan Babalai Bamusajik”*
“Nan lurah tanami bambu, nan lereang tanami tabu, nan padek kaparumahan, nan gurun buek ka parak, nan bancah dibuek sawah, nan munggu kapakuburan, nan gauang ka tabek ikan, nan padang kapaimpauan, nan lambah kubangan kabau, nan rawang payo kaparanangan itia” [1],[3].

From the description above, it appears that if the regional spatial arrangements in several regions in Indonesia have been divided based on sanctity, land use functions and the height of the area which is undoubtedly related to the value of local wisdom they believe in managing the area as described in the previous section.

3.4 Local wisdom in spatial planning for rural tourism development

Based on the previous description, it can be seen that the division or use of space contained in several communities in Indonesia has been divided based on sacredness, land use functions, and the height of the area. This is based on the values of local wisdom they believe in. So that in spatial planning in rural tourism development must

pay attention to local wisdom in the area. As for attractions that might be developed in rural tourism while maintaining local wisdom that the community believes in carrying out the dynamics of their lives.

4. Conclusion

Spatial planning which is known so far often ignores local wisdom in an area. Whereas each region in Indonesia has its own uniqueness in carrying out the practice of regional spatial management, which aims to protect the environment and existing ecosystems. From this paper, it can be concluded that the value of local wisdom that is still embedded and carried out in several regions in Indonesia is an important thing that must be done in spatial planning for rural tourism development.

References

- [1] J. W. Situmorang, *Menguak Iklim Investasi Pasca Krisis*. Jakarta: Erlangga, 2011.
- [2] S. Sembiring, *Hukum Investasi Pembahasan Dilengkapi dengan Undang-Undang Nomor 25 Tahun 2007 Tentang Penanaman Modal*. Bandung: Nuansa Aulia, 2007.
- [3] H. Salim and B. Sutrisno, *Hukum Investasi Indonesia*. Jakarta: PT. Raja Grafindo Persada, 2012.
- [4] G. Kunjana, "Relaksasi DNI," *Investor Daily Indonesia*, Nov. 29, 2018. <https://investor.id/archive/relaksasi-dni> (accessed Sep. 08, 2019).
- [5] P. M. Marzuki, *PPenelitian Hukum*, 12th ed. Jakarta: Penerbit Kencana, 2016.
- [6] A. Ilmar, Aminuddin Ilmar, 2010, *Hukum Penanaman Modal di Indonesia*, Kencana, Jakarta, p 120. Jakarta: Kencana, 2010.
- [7] S. Suhardi, *Hukum Koperasi Usaha Mikro, Kecil, dan Menengah di Indonesia*. Jakarta: Akademika, 2012.
- [8] R. Fitriati, *Menguak Daya Saing UMKM Industri Kreatif*. Jakarta: Yayasan Obor, 2015.
- [9] S. Sulistiowati and P. Paripurna, "Mempertahankan Tujuan Investasi Dalam Mengendalikan Dominasi Kepemilikan Asing," *J. Din. Huk.*, vol. 14, no. 2, 2014.
- [10] B. Baedhowi, "Revitalisasi Sumber Daya Operatur dalam Rangka Meingkatkan Kualitas Layanan Publik," *J. Ilmu Adm. Dan Organ. Bisnis Dan Birokrasi*, vol. 15, no. 2.
- [11] B. K. Suthar, T. L. Chakravarthi, and S. Pradhan, "Impacts of Job Analysis on Organizational Performance: An Inquiry on Indian Public Sector Enterprises," *Procedia Econ. Finance*, vol. 11, pp. 166–181, Jan. 2014, doi: 10.1016/S2212-5671(14)00186-5.
- [12] V. Maltezou and G. Johnes, "It's been a long time: an analysis of job duration in two banks," *Evid.-Based HRM Glob. Forum Empir. Scholarsh.*, vol. 1, no. 2, pp. 130–146, Jan. 2013, doi: 10.1108/EBHRM-08-2012-0009.
- [13] I. Troshani, C. Jerram, and S. Rao Hill, "Exploring the public sector adoption of HRIS," *Ind. Manag. Data Syst.*, vol. 111, no. 3, pp. 470–488, Jan. 2011, doi: 10.1108/02635571111118314.
- [14] I. Altarawneh and Z. Al-Shqairat, "Human Resource Information Systems in Jordanian Universities," *Int. J. Bus. Manag.*, vol. 5, no. 10, p. p113, Sep. 2010, doi: 10.5539/ijbm.v5n10p113.

- [15] S. D. Gardner, D. P. Lepak, and K. M. Bartol, "Virtual HR: The impact of information technology on the human resource professional," *J. Vocat. Behav.*, vol. 63, no. 2, pp. 159-179, Oct. 2003, doi: 10.1016/S0001-8791(03)00039-3.
- [16] S. P. Robbins and T. Judge, *Organizational Behavior*. New Jersey: Pearson Prentice Hall, 2013.
- [17] J. Wungu, *Tingkat kanKinerja Perusahaan Anda dengan Merit System*. Jakarta: Pt. Raja Grafindo Persada, 2003.
- [18] R. A. Noe, J. R. Hollenbeck, P. M. Wright, and B. Gerhart, *Human Resources Management: Gaining a Competitive Advantage*, 7th ed. Singapore: McGraw-Hill International.
- [19] H. Siagian and E. Cahyono, "Analisis Website Quality, Trust dan Loyalty Pelanggan Online Shop," *J. Manaj. Pemasar.*, vol. 8, no. 2, Art. no. 2, Sep. 2014, doi: 10.9744/pemasaran.8.2.55-61.
- [20] H. Simamora, *Manajemen Sumber Daya Manusia*. Yogyakarta: STIE YKPN, 2004.
- [21] E. M. Rogers, *Diffusion of Innovations*. New York: The Free Press, 2003.
- [22] L. G. Tornatzky and K. J. Klein, "Innovation characteristics and innovation adoption-implementation: A meta-analysis of findings," *IEEE Trans. Eng. Manag.*, vol. EM-29, no. 1, pp. 28-45, Feb. 1982, doi: 10.1109/TEM.1982.6447463.
- [23] D. Remenyi, A. Money, and A. Twite, *A Guide to measuring and managing IT benefit*. Manchester: NCC Blackwell, 1991.
- [24] V. Kumar and D. Shah, "Building and sustaining profitable customer loyalty for the 21st century," *J. Retail.*, vol. 80, no. 4, pp. 317-329, Jan. 2004, doi: 10.1016/j.jretai.2004.10.007.