

# International Journal of Business and Management Invention

## International Editorial Board

- ❖ Dr. Sayed Mahdi Golestan Hashemi  
Head of the Iranian Research Center for Creatology, TRIZ & Innovation Science, Iran
- ❖ DR. Waspodo Tjipto Subroto, M.Pd  
State University of Surabaya, Indonesia
- ❖ DR. P. Malyadri  
Osmania University, India
- ❖ Dr. Makarand upadhyaya  
cba, jazan university, jazan , Saudi Arabia
- ❖ Dr. Krishnamurthy Prabhakar  
SRM University, India
- ❖ Dr. Joy Mukhopadhyay  
ISBR Bangalore, India
- ❖ Prof. Dr. Mohammed Galib Hussai  
Islamiah College, Vaniyambadi, India

Address: SC-89, Shastri Nagar,  
Ghaziabad, India  
Email: [ijbmi@invmails.com](mailto:ijbmi@invmails.com)  
Website: [www.ijbmi.org](http://www.ijbmi.org)



# IJBMI

Volume 8 - Issue 11 - Series. I (November - 2019)



## International Journal of Business and Management Invention

e-ISSN : 2319-8028

p-ISSN : 2319-801X

### Contents :

<b>A Critical Review on “The Relationship between HRM Practices and Employees’ Retention.”</b>	<b>01-11</b>
Syed Sadullah Hussainy	
<b>The Effect of Self-Efficacy, Achievement Motivation, Competence, and Training Participation on Organizational Learning and Career Development, and Its Impact on Lecturer Performance at PGRI Colleges in East Java Province</b>	<b>12-20</b>
Tri Achmad Budi Susilo, Ida Aju Brahmasari, Siti Mujanah, Sunu Priyawan	
<b>A Study on the Development of Entrepreneurial Skills among Students</b>	<b>21-25</b>
S.Nittiyasri, J.Kaviya, Dr. C.S.Vijaya	
<b>Research on Evolution of Conflict Reconciliation between Entrepreneurs and Investors Based on Grounded Theory</b>	<b>26-29</b>
Hui Huo	
<b>Organizational Performance in State-Owned Companies in Indonesia</b>	<b>30-39</b>
Sripeni Inten Cahyani, Willy Arafah, Yuzwar Z. Basri	
<b>Customer Reluctance to Use Banking Technologies</b>	<b>40-45</b>
C K Sunith	
<b>Four Factors of Company Transformation</b>	<b>46-48</b>
Xianxiao Zhou	
<b>The Important Role of Strategic Management Process in Cooperative Management in Indonesia Setting</b>	<b>49-59</b>
RD. Fredy Rante Taruk, Willy Arafah, Itjang D. Gunawan	
<b>Factors influencing Net Margin of Sharia Commercial Banks and Sharia Business Units in Indonesia</b>	<b>60-68</b>
Komarruzaman	
<b>Technical analysis to predict the future prices of ICICI bank</b>	<b>69-71</b>
Dr. Meenu Baliyan, Punjika Rathi	

Web : [www.ijbmi.org](http://www.ijbmi.org)

Email : [ijbmi@invmails.com](mailto:ijbmi@invmails.com)