

# 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)



ISSN 2319-8028

# IJBMI

## Volume 9 - Issue 9 - Ser. 3 - September - 2020



# International Journal of Business and Management Invention

e-ISSN : 2319-8028

p-ISSN : 2319-801X

## Contents :

<b>Influence of Dividend Payout Ratio, Risk (Beta), Sales Growth, and Big Four on Earnings Management in Agricultural Sector Companies Listed in Indonesia Stock Exchange</b> Hasnidar , Doddy Adhimursandi , Michael Hadjaat	<b>01-09</b>
<b>Analysis of the Problems and Countermeasures in the Recruitment of Enterprises</b> Wu Qi	<b>10-13</b>
<b>Cooperation to Cartelisation: Anti-Competitive Behaviour in Cement Industry in India</b> Mahima V. Tiwari , Dr. Sanjeev Gupta	<b>14-19</b>
<b>The Influence of Transformational Leadership on Affective Commitment and Job Satisfaction and Employee Performance of PT. PLN (Persero) ULTG Samarinda</b> Vinardo Priyadi Rahman, Tetra Hidayati, Irsan Tricahyadinata	<b>20-26</b>
<b>The Influence of Foreign Director on Firm Value with Debt Policy as an Intervening: A Study in Manufacturing Companies in Indonesia</b> Agustina Ratna Dwiati	<b>27-34</b>
<b>An Introduction: Accounting Standard for Business Enterprises No. 16 - Government grants</b> Sanping Liu	<b>35-38</b>
<b>Research on the Service Quality of Grandma's Home</b> Hao Wang	<b>39-43</b>
<b>Impact of SHGS Training On Women Entrepreneurship</b> Dr.Kamala Suganthi, Ms. Manjula Shekar	<b>44-47</b>
<b>Knowledge Sharing Analysis Process Toward Company Innovation Capability (Case Study Bpd East Java Jakarta Branch)</b> Risa Nurisawati	<b>48-55</b>
<b>The Mindful Marketer</b> Dr. Mangesh Prasad Kasbekar Ph.D.	<b>56-57</b>

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

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