East Asian Journal of Multidisciplinary Research

ISSN 2828-1519 (Online)
DOI Prefix 10.55927

Editorial Team

Advisory:

Genesis Sembiring Depari Director Formosa Publisher

Editor in Chief:
Nia D Simanjuntak of Formosa Publisher

Editor Board:
Dr. Aaron Raymond See of Southern Taiwan University of Science and Technology, Taiwan
Wisuwat Wannamakok Ph.D of Graduate School, Dusit Thani College, Bangkok, Thailand
Assoc.Prof. Dr. Hery Winoto Tj, SE., MM., CPHR., CHCP-A. of Krida Wacana Christian University, Indonesia
Lê Thị Bích Ngọc, Ph.D of National Economics University Hanoi, Vietnam
Kattareeya Prompreing, Ph.D of Rajamangala University of Technology Lanna, Thailand
Lusius Sinurat, SS, M.Hum of Pena Sinergi, Indonesia
Dr. Uma Shankar Yadav of Motilal Nehru National Institute of Technology Allahabad Pryagraj, India
Dr. Kamran Abdullayev of Institute of Economics of Azerbaijan National Academy of Sciences, Azerbaijan
I Gusti Agung Musa Budidarma, PhD of Universitas Klabat, Indonesia
Dr. Lanita Winata of Griffith University, Australia
Dr. Cris Norman P. Olipas of Nueva Ecija University of Science and Technology, Philippines
Vinay Singh of UPES, India
Professor Dr. Chung Jee Fenn of Head of Research Centre, Global Schools Group
Ms. K. Shanmugapriya of Vellore Institute Of Technology, Vellore, India
Dr muhammad nur abdi SE MM of Dosen tetap prodi manajemen universitas muhammadiyah makassar

Reviewer Team:
Dr.Nhatphaphat Juicharoen, DBA, Sukhothai Thammathirat Open University, Thailand
Charli Sitinjak, Ph.D, Universitas STEKOM, Indonesia
Dr. Djone Georges Nicolas, M. Th, Sekolah Tinggi Teologi Katharos Indonesia Bekasi, Indonesia
Dr. Rahul kanaoujiya, Department of Chemistry, University of Allahabad, Prayagraj, India
Dr. Janes Sinaga, S. Th, M. Fil, Sekolah Tinggi Teologi Widya Agape
Nedy S. Coldovero, Capiz State University, Philippines
Pardomuan Robinson Sihombing, SST, M.Stat,C.PS, BPS-Statistics Indonesia

Administration:
Dilla Puspita Anggreani S.Pd of Formosa Publisher

Address:
PT. FORMOSA CENDEKIA GLOBAL
Jl. Sutomo Ujung No.28 D, Durian, Kecamatan Medan Timur, Kota Medan, Sumatera Utara 20235, Indonesia.
Website: http://formosapublisher.org
Phone: +62 877-1388-1007
Email: admin@formosapublisher.org

East Asian Journal of Multidisciplinary Research

ISSN 2828-1519 (Online)
DOI Prefix 10.55927

Table of Contents

Vol. 4 No. 6 June 2025

Editorial Team
Content
Editorial

Organizational Justice Among Multinational Company Employees: How Empowering Leadership, Employee Engagement and Employee Retention Affect Employee Well-Being 2365-2384
M Yusuf Alfian Rendra Anggoro KR

The Lived Experiences of Maritime Cadets: Applying Master Class Knowledge in Real-World Shipboard Operations 2385-2400
Roy Cristopher Amarado Devota

Economic Viability of Onion Dehydrator and Granulator Machine for Small-Scale Farmers in Occidental Mindoro: Cost-Benefit Analysis 2401-2420
Estifhane T. Lagmay

Exploring Diverse Factors Affecting Teachers in Teaching Multi-Grade Classes 2421-2436
Rose Marie C. Rayas, Henry R. Inciso, Kirsten Julia B. Servano, Jovelyn M. Ranille, Rose Anne S. Sumeguin, Monica G. Espiritu

Exploring the Strategies Employed in the Reading Remedial Program 2437-2450
Laurence Angelo T. Terencio, Josafat M. Abuyen, Marvin L. Padrigano, Judy Ann S. Daga, Jeanine H. Celis

Exploring the Relationship Between Personality Traits and Online Experiences of Graduate School Students at Wenzhou University 2451-2466
Feng Yuanyuan, Elmer Eligio

Exploring the Lived Experiences of Teachers in the 'Drop Everything and Read' Implementation 2467-2482
Marwene Q. Naparate, Marlon S. Yauna, Rosalyn A. Macasojot, Lynie R. Garcia, Angel E. Balbuena

Cost and Feasibility Analysis of Corn Farming on Replanted Oil Palm Land in Jorong Giri Maju 2483-2496
Andre Geovano, Gusriati, Herda Gusvita, Mahmud, Jhon Rinaldo

Temperature Controlled Rice Hull Charcoal Stove and the Traditional Charcoal Stove: A Comparative Study 2497-2512
Anne A. Natividad

Pet Owners' Pain Points as Basis for an Introduction of a Digital Pet Care Platform in Palawan 2513-2530
Ruben Josef Emmanuel B. Abao

East Asian Journal of Multidisciplinary Research

ISSN 2828-1519 (Online)
DOI Prefix 10.55927

Hybrid Seaweed Mechanized Chopper-Extractor in San Jose, Occidental Mindoro: Basis for an Enhanced Technology 2531-2550
Grymon P. Calitang

Teachers' Sentiments on the Implementation of Deped Matatag Curriculum 2551-2568
Ma. Alma C. Dadul, Rey G. Labutap, Nijelyn B. Pag-Arigon, Kierra Joy D. Dacuno, Ma. Diana R. Biasong

Enhancing Physical Education Learning Through AI-Based Education in the PGSD Program at the Open University in the Digital Era 2569-2580
Mudayat, Ichwan, A.A Ketut Budiastara, Hasbi Asyhari, Martha Betaubun, Dilli Dwi Kuswoyo

The Development of Busy Book Educational Media to Improve Numeracy Skills Among 7-Year-Old Students 2581-2590
A.A Ketut Budiastara, Ichwan, Mudayat, Martha Betaubun, Syahruddin, Dilli Dwi Kuswoyo

Analysis of Effectiveness and Challenges in Planning and Procurement of Drugs Through E-Purchasing at the Pharmacy Installation of Mimika Regency, Central Papua Province 2591-2606
Yusri Dahlan, Sarce Makaba, Agus Zainuri, Semuel Piter Irab, Yacob Ruru, Rosmin M. Tingginehe

The Impact of Catch-Up Fridays (DEAR) Drop Everything and Read Program to The Reading Performance of The Learners In Cogon Elementary School 2607-2626
Sharamie T. Mastore, Roselle M. Abrenica, Janna Joyce P. Alamodin, Leslie S. Cabario, Lady Anne G. Edaniol

Deped Teachers' Narratives on the Art of Questioning Strategies 2627-2646
Diane Rose M. Somoray, Jengkie L. Odiong, Arianne Mae C. Napuran, Mary Rose B. Rebayno, Dimple H. Orocay

Parents' Perspective on Multi-Grade Teaching in Tubabao Island's Elementary Education 2647-2662
Rosalinda O. Candilosas, Donna Rose O. Gutierrez, Cristine Rose B. Elipe, Arianne Mae S. Barbo, Emelyn D. Abud

Anxiety Management in a Christian Perspective: The Implications of CBT and Biblical Principles in Mental Health 2663-2680
Yosua Arianto Sonaru,Victor Deak

Digital Transformation and Accounting Integrity: Harmonization of Moral Ethics and Accountability 2681-2694
Setia Budi Kurniawan, Etty Harya Ningsi, Langgeng Prayitno Utomo, Retna Safriliana, Prihat Assih

Digital Public Sphere and Political Participation:Muhammadiyah Cadres in Surakarta 2695-2706
Haryono Wahyudiyanto, Pawito, Mahendra Wijaya

East Asian Journal of Multidisciplinary Research

ISSN 2828-1519 (Online)
DOI Prefix 10.55927

Ono Niha Mines Gold in Sihayo: Nias Community Migration in Mandailing Natal DistrictYears 1980-2000 2707-2720
Rosnaubah Harahap, Budi Agustono, Nuhung

Analyzing the Differences in Consumer Satisfaction Between Millennials and Generation Z Regarding Local and Korean Beauty Products in East Java 2721-2734
Bellananda Charisma Adesyafira, Reiga Ritomiea Ariescy

The Influence of Employee Quality, Non-Physical Work Environment and Discipline on Employee Performance at Class IIB Muara Bulian Penitentiary 2735-2754
Putri Ramadhani, Sumarni, Dwi Kurniawan

Exploring the Interactive Marketing Strategies on Gen Z's Buying Decisions in Social Commerce 2755-2766
Nifta Dwi Ramadani, Wilma Cordelia Izaak

The Influence Of Utilitarian Value And Hedonic Value On Purchase Decision Of Asus Laptop In Surabaya 2767-2780
Urdana Chesta Adabi P, Hery Pudjoprastyono

Factors Driving Consumer Purchase Decisions of Lazada Users in Surabaya 2781-2792
Genni Sanita Rahma, Wilma Cordelia Izaak

From Balance and Growth to Loyalty: The Role of Job Satisfaction Among Teachers 2793-2810
Reni, Sri Wahyulina, Armi Sulthon Fauzi

The Influence of Organizational Culture, Communication, and Motivation on Employee Performance at PDAM Surya Sembada Surabaya City 2811-2820
Rina Andriani, Sulastri Irbayuni

Analysis of Rural and Urban Land and Building Tax Billing Based on Mayor Regulation Number 63 of 2017 at the Regional Revenue Agency of Bitung City 2821-2830
Yumisia Vanda Honandar, Jessy D. L. Warongan, Sonny Pangerapan

The Effect of Social Media and Event Facilities on Visitor Satisfaction at the Sunday Race Event at Mandalika Kuta Circuit 2831-2842
Bintang Syukurillah,RusminahHS

Customer Experience in Culinary Business: A Bibliometric Analysis of Trends and Themes 2843-2860
Tegar Feriantoro, Tony Wijaya, Endang Mulyani

East Asian Journal of Multidisciplinary Research

ISSN 2828-1519 (Online)
DOI Prefix 10.55927

Manten Kopi Tradition as a Cultural Asset in Coffee Marketing: A Phenomenological Study for Sales Optimization and Customer Engagement 2861-2872
Diana Elvianita Martanti

The Role of Tax Volunteers as Moderators of Tax Morals and Implementation E-Filling on Individual Taxpayer Compliance in Blitar 2873-2884
Ratna Dwi Mei Wulandari, Prof. Dr. Dwi Orbaningsih, Umi Muawanah

Analysis of the Influence of Lifestyle on Customer Loyalty with the Mediation of Customer Behavior and Financial Inclusion (A Study on Female Workers Generation Z Fintech Users in Indonesia) : A Conceptual Paper 2885-2896
Lathifa Nabila Wahyuzi, Agus Maolana Hidayat, Arry Widodo, Nurafni Rubiyanti

The Effect of Work Characteristics on Proactive Behavior Among Health Service Worker: The Mediating Role of Motivational State and Moderating Role of Organizational Cultural Values 2897-2916
Diana Melisa, Rino

Developing a New Asset Management Module in MyERP Plus System: Business Process Analysis and Modeling Study 2917-2928
Wahyu Tri Utami, Jaswadi, Nur Indah Riwajanti

Factors Affecting Labor Mobility Indonesia in 2022 2929-2946
Nur Ayu Sulistiyaningsih, Kukuh Arisetyawan, Uswatun Nurul Afifah

Balancing Work and Turnover Intention: How OrganisationalAttachment Mediates Employee Exit Decisions in a Marine Affairs Government Agency 2947-2966
Suci Elfira Ramadhani, Djoko Suprayetno

Analysis of Factors Causing Staff Turnover Levels Against Retention Strategies at PT Bumitama Gunajaya Agro 2967-2984
Mohammad Rizky Ilham Makky, Muhammad Bakr Muhlison

Customer Satisfaction and Customer Retention on Indonesian E-Commerce Sites: Role of Utilitarian Value and Hedonic Value 2985-2998
Tri Yulistyawati Evelina, Ayu Sulasari, Sanita Dhakirah,Ludfi Djajanto,Tirto Unarto, Ita Rifiani Permatasari

The Influence of Hard Skills andOrganizational Experience on Student Work Readiness Through Work Motivation as an Intervening Variable 2999-3020
Sintia Maroyya Dalifa, Andriyastuti Suratman, Trias Setiawati

The Effect of Customer experience and Artificial Intelligence (AI) Personalization on Lazada Customer Loyalty in Surabaya 3021-3036
Adia Hilar Hilabi, Zawawi

The Effect of System Digitization, Flexible Work Arrangements, Work-Life Balance on Female Employee Performance: The Mediating Role of Job Satsifaction 3037-3052
Intan Lailya Afwa, Anita Silvianita, Alex Winarno

East Asian Journal of Multidisciplinary Research

ISSN 2828-1519 (Online)
DOI Prefix 10.55927

Editorial

Vol. 4 No. 6 June 2025

The East Asian Journal of Multidisciplinary Research (EAJMR) stands as a scholarly platform dedicated to advancing research that spans diverse disciplines, fostering an academic space where complex, cross-field questions are explored and interdisciplinary approaches are encouraged. In a world where the boundaries of knowledge are continually expanding, EAJMR recognizes the importance of multifaceted perspectives and collaborative research to address the intricate issues of our time.

Since its inception, EAJMR has upheld a commitment to scholarly rigor and open access, providing researchers and practitioners with free and immediate access to research findings. This commitment not only supports a more inclusive dissemination of knowledge but also aligns with our mission to contribute to academic growth and innovation across East Asia and beyond. Our contributors include academics, practitioners, and experts whose work bridges theory and practice, with the potential to drive impactful change across disciplines and communities.

Each edition of EAJMR brings together original research articles, reviews, and methodological insights from a broad array of fields such as social sciences, technology, education, humanities, and environmental studies. By promoting both depth and breadth in academic inquiry, EAJMR serves as a resource for professionals, scholars, and students who seek a richer understanding of the multifaceted challenges and opportunities in today's globalized context.

In closing, we extend our gratitude to the researchers, reviewers, and editorial board members whose dedication and expertise make each publication possible. Together, we look forward to fostering an environment of collaborative learning and impactful research through each issue of EAJMR.

Happy reading

Professor Jen Peng Huang, Ph.D
Editor in Chief