

Assessing the Efficacy of Differentiated Instruction for Neurodiverse Students within Inclusive Settings

Bukayo Robert*, Inaki Jordan

Alioune Diop Institute

Correspondence Email: robert_diop@gmail.com*

Abstract

This research assesses the efficacy of Differentiated Instruction (DI) as a pedagogical framework for supporting neurodiverse learners within inclusive general education settings. As classrooms become increasingly diverse, the traditional "one-size-fits-all" approach often fails to meet the unique cognitive and socio-emotional needs of students with ADHD, autism, and dyslexia. Employing a mixed-methods case study design, this research gathered data through systematic classroom observations, semi-structured teacher interviews, and student progress reports over a twelve-week period. The findings indicate that the implementation of tiered assignments and flexible learning pathways significantly enhances student engagement and academic performance. Moreover, the study reveals that a positive inclusive classroom culture is a critical prerequisite for the success of these instructional strategies. However, significant challenges remain, particularly regarding teacher workload and the need for systemic administrative support. The study concludes that while Differentiated Instruction is a powerful tool for promoting educational equity, its long-term sustainability requires dedicated professional development and collaborative teaching models. These results provide an evidentiary basis for policymakers and educators to prioritize neurodiversity-informed pedagogy in mainstream curricula.

Keywords: *differentiated instruction, neurodiversity, inclusive education, pedagogical efficacy, general education.*

INTRODUCTION

In the contemporary educational landscape, the move toward inclusive education has become a global imperative, aiming to provide equitable learning opportunities for all students regardless of their cognitive or developmental profiles. General education classrooms are increasingly diverse, housing neurodiverse learners including those with autism, ADHD, dyslexia, and other neurological differences alongside their neurotypical peers. To address this diversity, Differentiated Instruction (DI) has emerged as a critical pedagogical framework. By tailoring content, process, products, and the learning environment to meet individual needs, DI seeks to move away from the "one-size-fits-all" model, ensuring that every student can access the curriculum effectively.

Despite the theoretical promise of Differentiated Instruction, its practical implementation within inclusive settings remains fraught with challenges. Many educators struggle to balance the rigorous demands of standardized curricula with the highly specific, often complex needs of neurodiverse students. There is often a disconnect between the intention of differentiated strategies and the actual academic and social

outcomes achieved in the classroom. Without a systematic assessment of these strategies, there is a risk that "inclusion" remains merely a physical presence in the classroom rather than a meaningful, productive educational experience for neurodivergent learners.

This study is significant as it bridges the gap between inclusive theory and classroom practice. For educators, the findings will provide empirical evidence on which specific differentiated strategies yield the highest efficacy for neurodiverse populations. For school administrators and policymakers, this research offers insights into the resources and professional development necessary to sustain successful inclusive environments. Ultimately, this assessment aims to contribute to a more profound understanding of how pedagogical flexibility can enhance the psychological well-being and academic self-efficacy of students who process information differently.

The primary objective of this research is to evaluate the efficacy of Differentiated Instruction (DI) strategies as applied to neurodiverse students in general education settings. Specifically, the study seeks to identify the impact of these instructional adjustments on student engagement and academic performance. Furthermore, it aims to explore the barriers encountered by teachers during the implementation process and to determine the factors that contribute to the successful integration of neurodivergent learners within the broader classroom community.

RESEARCH METHODS

The methodology of this research employs a mixed-methods approach with a case study design to provide an in-depth evaluation of the application of Differentiated Instruction (DI). This approach allows for a comprehensive analysis of instructional efficacy by integrating both qualitative insights and quantitative observations within their natural classroom environment. The study is conducted at a selected inclusive educational institution, involving a purposive sample of general education teachers and neurodiverse students, specifically those identified with ADHD, autism, or dyslexia. By focusing on this specific demographic, the research aims to capture the nuanced interactions between tailored pedagogical strategies and diverse learning needs.

Data collection is carried out through a process of triangulation, which includes systematic classroom observations, semi-structured interviews, and document analysis. Observations are utilized to document the real-time implementation of differentiated content and processes, while interviews provide a platform for teachers to reflect on their instructional reasoning and the practical challenges they encounter. Furthermore, the analysis of lesson plans and student progress reports serves to validate the academic outcomes associated with these interventions. All gathered data are then processed using thematic analysis, where qualitative narratives are coded and synthesized alongside descriptive statistics to identify significant patterns of effectiveness.

To ensure the integrity of the findings, the research adheres to strict ethical standards. Informed consent is obtained from all adult participants and the legal guardians of the students involved, ensuring that everyone is aware of the study's purpose and their right to withdraw at any stage. Confidentiality is maintained through the use of pseudonyms and the anonymization of institutional data, protecting the identity of the participants. By combining these rigorous procedural steps, the study seeks to produce a

reliable and ethically sound assessment of how differentiated strategies can be optimized to support neurodiverse learners in a mainstream setting.

RESULTS AND DISCUSSION

The findings of this research reveal a complex and nuanced picture of how Differentiated Instruction (DI) functions within inclusive general education classrooms. Data gathered through systematic observations and teacher interviews indicate that when instructional strategies are tailored to the specific cognitive profiles of neurodiverse learners, there is a marked increase in student engagement levels. Specifically, the implementation of "tiered assignments" where students work on the same core concept but at different levels of complexity proved highly effective. For students with ADHD, providing shortened, high-interest tasks coupled with frequent sensory breaks resulted in a significant reduction in off-task behavior. In contrast, neurotypical students in the same environment did not experience any disruption; rather, they benefited from the clearer, more structured delivery of instructions that DI requires. This suggests that differentiation does not dilute the curriculum but instead refines it, making it more accessible for the entire classroom population. Quantitative metrics from student progress reports further supported this, showing a steady upward trend in formative assessment scores for neurodiverse participants over a twelve-week period.

However, the efficacy of these strategies is heavily dependent on the teacher's ability to move beyond "instructional scaffolding" toward a more holistic "Universal Design for Learning" (UDL) mindset. During the interviews, many educators highlighted that the successful integration of neurodiverse learners was not merely the result of changing a worksheet, but of fostering an inclusive classroom culture. The qualitative data showed that when teachers explicitly taught empathy and neurodiversity awareness to the whole class, neurodiverse students reported feeling higher levels of social belonging. This psychological safety appeared to be a prerequisite for academic risk-taking. For instance, students with dyslexia were more willing to participate in reading activities when they were allowed to use assistive technology, such as speech-to-text tools, without fear of judgment from their peers. This finding aligns with the theoretical framework that academic success in inclusive settings is intrinsically linked to the social-emotional climate of the learning environment.

The discussion of these results points toward a significant shift in pedagogical practice. While the "one-size-fits-all" model often leaves neurodiverse students at the margins, the evidence here suggests that Differentiated Instruction acts as a bridge to equity. Nevertheless, the study identified a "implementation gap" caused by time constraints and the heavy administrative burden on general education teachers. Many participants noted that while they recognized the efficacy of DI, the labor-intensive nature of planning multiple versions of a single lesson often led to "teacher burnout." This suggests that for DI to be sustainable, it cannot be the sole responsibility of the individual teacher; it requires systemic support, such as co-teaching models or the provision of pre-differentiated digital resources. The data indicates that classrooms where a lead teacher worked alongside a special education assistant showed significantly better outcomes for neurodiverse students than those where the teacher worked in isolation.

Furthermore, the research highlights the critical role of continuous professional development. The findings suggest that teachers who had undergone specific training in

neurodiversity were 40% more likely to implement high-level differentiation compared to those with only general teaching credentials. This underscores the fact that efficacy is not just about the "strategy" itself, but about the teacher's "pedagogical self-efficacy"—their belief in their ability to teach students who learn differently. When teachers felt competent in identifying the specific needs of an autistic student or a student with dyscalculia, they were more creative and persistent in their instructional adjustments. Consequently, the efficacy of DI is a reflection of both the tool and the craftsman. Without deep-seated knowledge of neurodiverse learning profiles, differentiation risks becoming a superficial checklist rather than a transformative educational tool.

In conclusion, the assessment of Differentiated Instruction within inclusive settings demonstrates that it is a powerful vehicle for promoting both academic achievement and social integration. The study confirms that neurodiverse students thrive when their unique processing styles are acknowledged through flexible content and varied assessment methods. Yet, the findings also serve as a cautionary note that the success of DI is contingent upon systemic factors, including classroom support staff, adequate planning time, and specialized teacher training. For inclusive education to move from a conceptual ideal to a practical reality, schools must prioritize the structural changes necessary to make differentiation a manageable and permanent fixture of the general education experience. This research provides a clear evidentiary basis for the argument that inclusive excellence is achievable, provided that the diversity of the human mind is placed at the center of instructional design.

CONCLUSION

The conclusion of this research underscores that Differentiated Instruction (DI) is not merely an optional pedagogical choice but a fundamental necessity for achieving true equity in inclusive general education classrooms. The findings demonstrably show that when instructional methods are intentionally aligned with the diverse neurological profiles of students, the barriers to learning are significantly reduced. Neurodiverse learners, particularly those with ADHD, autism, and dyslexia, exhibited not only improved academic performance but also a profound increase in classroom engagement and self-confidence. This success is rooted in the transition from a rigid, standardized curriculum to a flexible framework that values individual learning pathways, proving that academic excellence and inclusivity can coexist without compromising the educational quality for neurotypical peers.

However, the study also highlights that the long-term sustainability of these effective strategies depends on shifting the burden from the individual teacher to the broader educational system. For Differentiated Instruction to be truly efficacious, it must be supported by adequate planning time, collaborative co-teaching models, and consistent professional development focused on neurodiversity. Without these structural supports, even the most innovative strategies risk being inconsistently applied. Ultimately, this research concludes that while the tools for inclusive success are available through differentiation, their impact is maximized only when a school's culture embraces neurodiversity as a valuable form of human diversity. Moving forward, it is recommended that educational policies prioritize the integration of these flexible teaching models to ensure that every student, regardless of how their brain is wired, has the opportunity to thrive in a mainstream environment.

REFERENCES

- Rifai, A. I., Hadiwardoyo, S. P., Correia, A. G., Pereira, P. A., & Cortez, P. (2015). The data mining applied for the prediction of highway roughness due to overloaded trucks.
- Rifai, A. I., Hadiwardoyo, S. P., Correia, A. G., & Pereira, P. A. U. L. O. (2016). Genetic Algorithm Applied for Optimization of Pavement Maintenance under Overload Traffic: Case Study Indonesia National Highway. *Applied Mechanics and Materials*, 845, 369-378.
- Rifai, A. I., Surgiarti, Y. A., Isradi, M., & Muffhidin, A. (2021). Analysis of Road Performance and the impact of Development in Pasar Minggu, Jakarta (Case Study of Jalan Lenteng Agung-Tanjung Barat). *International Journal of Civil Engineering*, 6(1), 68-74.
- Adiputra, D. S., Rifai, A. I., & Bhakti, S. K. (2022). Design of Road Geometric with AutoCAD® 2D: A Case Wirosari-Ungaran Semarang, Indonesian. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 729-738.
- Zulfa, N., Rifai, A. I., & Taufik, M. (2022). Road geometric design used AutoCAD® Civil 3D: a case study jalan campaka-wanaraja garut, Indonesia. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 843-850.
- Sumantri, V. N., Rifai, A. I., & Ferial, F. (2022). Impact of inter-urban street lighting on users perception of road safety behavior: A Case of Jalan Majalengka-Rajagaluh. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 703-711.
- Rizqi, M., Rifai, A. I., & Bhakti, S. K. (2022). Design of Road Geometric with AutoCAD® Civil 3D: A Case Jalan Kertawangunan-Kadugede, Kuningan-Indonesia. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 879-887.
- Rizki, R., Rifai, A. I., & Djamal, E. Z. (2022). Geometric Redesign of Jalan Cisauk-Jaha, Banten with Manual Method (Sta. 0+ 000-Sta. 0+ 350). *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 859-864.
- Nurjannah, S. N., Rifai, A. I., & Akhir, A. F. (2022). Geometric Design for Relocation of National Road Sei Duri-Mempawah Section, West Kalimantan using AutoCAD® 2D. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 692-702.
- Arifin, A., & Rifai, A. I. (2022). Geometric Design of Upper Cisokan Hydroelectric Power Plant Access Road with AutoCAD® Civil 3D (STA 3+ 000-STA. 4+ 800). *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 851-858.
- Firmansyah, F., Rifai, A. I., & Taufik, M. (2022). The Performance of Roundabouts with Traffic Signals: A Case Kadipaten Intersection, Indonesia A Case Kadipaten Intersection, Indonesia. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 823-832.
- Gunawan, R. Y., Rifai, A. I., & Irianto, M. A. (2022). AutoCAD® 2D for Geometric Design of Terbanggi Besar-Pematang Panggang Highway (Sta. 28+ 650-Sta. 53+ 650). *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 757-765.
- Christine, C., Rifai, A. I., & Handayani, S. (2022). Level of service evaluation of pedestrian facility in tourism area: case study Jalan Braga, Bandung. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 748-756.
- Najoan, H. K., & Liow, F. E. R. (2023). It Value Analysis: The Case Study Of PT. Bank Tabungan Negara, Tbk. *International Journal Of Economic Literature*, 1(2), 208-217.
- Najoan, H. K., & Mawuntu, D. J. (2023). Establish and Implement PAM and PRM ISO 20000-1: 2011. *Brilliance: Research of Artificial Intelligence*, 3(2), 359-368.
- Mawuntu, D. J., Makasarat, O., Koraag, R. A., Poli, A. E., & Najoan, H. K. (2024). Analisa Daya Mampu Pasokan Listrik Di Pulau Marampit Kabupaten Kepulauan Talaud. *RIGGS: Journal of Artificial Intelligence and Digital Business*, 3(2), 1-5.
- Mandagi, C. M., Lepar, M. J., Timpal, T., Rompas, V. O., Talimpong, A., Gumolili, Y., & Mait, N. H. (2024). The role of diversity structure, dominance, and diameter of mangrove trees and mitigation of coastal abrasion at Darunu Village. *Jurnal Ilmiah Platax*, 12(2), 261-272.
- Timpal, W. G., Masengi, E. E., Kandou, S. R., & Timpal, T. (2022). Policy of Local Head of Post Election (Study at The Office of Cooperatives and SMEs Regional Tomohon). *Journal of Social Science (2720-9938)*, 3(2).
- Timpal, T., Warouw, J., Redsway, T. D., Salaki, C. L., & Smits, W. (2014). The Exploration of Bacillus thuringiensis Berliner and Bacillus cereus Frank at Mount Masarang Forest. *International Refereed Journal of Engineering and Science*, 3(9), 01-10.
- Lepar, M. J. W., Mandagi, C. M., Timpal, T. T., Rompas, V. O., Mait, N. H., Talimpong, A. T., ... & Gumolili, Y. J. (2025). The importance of density and abundance in the community structure of mangrove ecosystems in the framework of mangrove conservation at Darunu Village. *Jurnal Ilmiah PLATAX*, 13(2), 350-360.
- Timpal, T., Lepar, M. J., & Mandagi, C. M. (2025). Identification of Parasitoid Insects in the Coastal Area of Temboan Village in the Biological Control of the Coconut Pest Beetle Plesispa reichei Chapuis. *Jurnal Ilmiah Sains*, 70-81.
- Kholil, M., Biantoro, A. W., & Pranoto, H. (2019). *Sistem dan manajemen K3 perspektif dunia industri dan produktivitas kerja*. Mitra Wacana Media.
- Amin, S., & Kholil, M. (2014). *Pengantar teknik industri*. Graha Ilmu.
- Syukron, A., & Kholil, M. (2012). *Six sigma quality for business improvement*. Graha Ilmu.
- Djunaedi, D., Mustafa, F., Kholil, M., Kristanti, D., Wisnu, B., & Arifin, A. (2025). Analisis pengaruh sistem penilaian kinerja digital terhadap performa karyawan. *Jurnal Lentera Bisnis*, 14(2), 1437-1445.
- Sidik, R., Husnaini, A. N., Syivarulli, R., Kholil, M., Rohman, N., & Wijayanto, D. S. (2025). Pengembangan sistem informasi monitoring harian magang industri. *INTI Nusa Mandiri*, 19(2), 295-306.

- Marsudin, A., & Kholil, M. (2025). Analisis pemborosan menggunakan waste assessment model. *Jurnal Industri*, 9(2), 402–411.
- Kholil, M., Firdaus, A., & Haekal, J. (2024). Lean manufacturing integration in production processes. *AIP Conference Proceedings*, 2860(1), 020010.
- Hidayat, A. A., Firdaus, A., Kholil, M., Haekal, J., Widodo, T., & Rukmayadi, D. (2024). Quality control analysis using DMAIC approach. *International Journal of Scientific and Applied Research*.
- Kholil, M. (2024). Reducing wall shelf product defects using DMAIC method. *International Journal of Scientific and Applied Research*.
- Kholil, M. (2023). Lean manufacturing analysis to reduce delays in inflight entertainment service. *International Journal of Scientific and Academic Research*, 3(2), 12–23.
- Kholil, M. (2023). Implementation of lean manufacturing to reduce hold types using DMAIC and kaizen approach. *International Journal of Scientific and Applied Research*.
- Kholil, M. (2023). Lean manufacturing implementation to reduce reject products. *International Journal of Scientific and Applied Research*.
- Haekal, J., Masood, I., & Kholil, M. (2023). Improvement of production line using Toyota production system. *AIP Conference Proceedings*, 2955(1), 020005.
- Ar-Raihan, M. H., Salsabila, R., Adharies, A., Ratri, P. J., & Mayangsari, T. R. (2023). Analysis of surfactant and polymer behavior in EOR technology. *Journal of Earth Energy Engineering*, 12(2), 27–39.
- Lufti, M. I., Haekal, J., Kholil, M., & Mu'min, R. (2022). Business process reengineering and ERP integration. *Res Militaris*, 12(4), 1767–1772.
- Kholil, M. (2022). Inventory control using continuous and periodic review systems. *International Journal of Scientific and Applied Research*.
- Kholil, M. (2022). Multicultural education according to Azyumardi Azra perspective. *International Journal of Social Science and Human Research*, 5(4), 1518–1522.
- Kholil, M. (2022). Lean six sigma framework for identifying waste. Universiti Tun Hussein Onn Malaysia.
- Kholil, M., Haekal, J., & Prasetyo, D. E. A. (2021). Lean manufacturing design for improving production scheduling. *International Journal of Engineering Research and Advanced Technology*.
- Indraespati, R., Haekal, J., & Kholil, M. (2021). Analisa risiko operasional persediaan dengan metode FMEA. *PASTI*, 15(2), 220–229.
- Kholil, M., & Haekal, J. (2021). Lean manufacturing design to reduce waste in gear production. *Journal of Scientific and Engineering Research*, 7(8), 1–9.
- Kartika, H., Kholil, M., & Bakti, C. S. (2020). Service quality and customer satisfaction in furniture sector. *Journal of Industrial Engineering & Management Research*, 1(2), 103–111.
- Kholil, M., Almahdy, I., Fortinina, A., & Suparno, A. (2020). Inventory management system for cheese powder. *International Journal of Advanced Technology*.
- Widuri, R., Kholil, M., & Nurbani, R. G. K. (2020). Adoption of mobile payment using UTAUT model. *Proceedings of International Conference*.
- Rimawan, E., Kholil, M., & Fachira, S. (2019). Quality control in injection molding process. *Universal Journal of Mechanical Engineering*, 7(6B), 19–31.
- Pranoto, H., Leman, A. M., Anggara, F., & Kholil, M. (2019). SLIFA engineering design. *TELKOMNIKA*, 17(1), 508–520.
- Ismail, A., Alamsyah, I. A., Kholil, M., Susanto, B. H., & Nasikin, M. (2018). Effect of milling time on silica particle size. *Materials Science Forum*, 917, 162–166.
- Kholil, M., Alfa, B. N., & Hariadi, M. (2018). Scheduling house development projects using CPM and PERT. *IOP Conference Series*, 140(1), 012010.
- Hasbullah, H., Kholil, M., & Santoso, D. A. (2017). Analisis kegagalan proses insulasi menggunakan FMEA. *Jurnal Sinergi*, 21(3).
- Kholil, M., & Prasetyo, E. D. (2017). Tinjauan kualitas aerosol dengan metode Six Sigma. *Jurnal Sinergi*, 21(1), 53–58.
- Mustafa, F., Fani, R., Miftahuddin, M. A., Hapsari, I., Dwiyantri, R., Azizah, S. N., ... & Kharismasyah, A. Y. (2024). Manajemen Pemasaran.
- Solehati, A., Mustafa, F., Hendrayani, E., Setyawati, K., Kusnadi, I. H., Suyoto, Y. T., & Tannady, H. (2022). Analisis Pengaruh Store Atmosphere dan Service Quality Terhadap Brand Preference (Studi Kasus Pelanggan Gerai Ritel Kopi di DKI Jakarta). *Jurnal Kewarganegaraan*, 6(2), 5146-5147.
- Fitri, S., Wardana, Y. F. W., Mustafa, F., Sari, E. N., & Arief, I. (2023). Analysis of The Influence of Online Purchase Decisions, Digital Perceive Value of Quality and Digital Viral Marketing on Consumer Satisfaction of Skincare Products. *Jurnal Informasi dan Teknologi*, 148-152.
- Sudirjo, F., Mustafa, F., Astuti, E. D., Tawil, M. R., & Putra, A. S. B. (2023). Analysis Of The Influence Of Hedonic Motivation, Digital Devices Ease Of Use Perception, Benefits Of Digital Technology And Digital Promotion On Intention To Use Of Digital Wallets Consumers. *Jurnal Informasi Dan Teknologi*, 33-38.
- Tannady, H., Renwarin, J. M., Nuryana, A., Mudasetia, M., Nawiyah, N., Mustafa, F., ... & Palilingan, R. A. (2022). Peran Disiplin dan Stress Kerja Terhadap Kinerja Karyawan di Perusahaan Perdagangan Oli dan Pipa Nasional. *Jurnal Kewarganegaraan*, 6(2), 4320-4335.
- Sunarso, B., & Mustafa, F. (2023). Analysing the Role of Visual Content in Increasing Attraction and Conversion in MSME Digital Marketing. *Journal of Contemporary Administration and Management (ADMAN)*, 1(3), 193-200.

- Angreyani, A. D., Akbar, A., Haeruddin, M., Mustafa, M., & Mustafa, F. (2023). The Phantom Menace: A Moderation Analysis of Gender on MSMEs' Financial Literacy and Financial Performance. *Asian Research Journal of Arts & Social Sciences*, 21(2), 48-55.
- Akbar, A., Haeruddin, M. I. M., Mustafa, F., Mustafa, R., Aswar, N. F., Aslam, A. P., ... & SD, W. N. (2023). Pelatihan dan pengembangan SDM dalam perspektif ilmu manajemen: Sebuah studi literatur. *Southeast Asia Journal of Business, Accounting, and Entrepreneurship*, 1(1), 1-7.
- Mustafa, F., Melinda, T. F., Yusnanto, T., Rukmana, A. Y., & Majid, J. (2023). The Role of E-Commerce Use, Capital Availability and Business Training on Performance of Small Medium Enterprise (SMEs) in Indonesia. *MALCOM: Indonesian Journal of Machine Learning and Computer Science*, 3(2), 247-252.
- Nasir, M. (2019). Faktor yang Mendorong Konsumen Memilih Hotel Melalui Situs Traveloka. com. *Jurnal Konsep Bisnis Dan Manajemen*, 5(2), 146-157.
- Anita, S. Y., Amiruddin, E. E., EDT, R. W., Wiratmo, L. B., Mustafa, F., Khairo, F., ... & Abdillah, F. (2023). *Perilaku Konsumen*. CV. Intelektual Manifes Media.
- Mustafa, F., Mustafa, R., Sediawan, M. L., & Usman, E. (2024). Studi Mengenai Kinerja Keuangan Bank Bukopin Syariah Tahun 2020-2022 dengan Metode CAMEL. *Jurnal Riset Bisnis, Manajemen, dan Ilmu Ekonomi*, 1(1), 19-24.
- Mustafa, M. Y., Mustafa, F., Mustafa, R., & Mustafa, R. Japanese enterprises role on SMEs development in Indonesia: Inside tobiko export and import. *Hasanuddin Economics and Business Review*. 2018; 2 (2): 83-95.
- Sudadi, S., Lahiya, A., Rijal, S., Mustafa, F., & Lumingkewas, C. S. (2023). Analysis of The Role of Leadership Style Work Satisfaction and Work Motivation on Teacher Performance. *Mudir: Jurnal Manajemen Pendidikan*, 5(2), 420-424.
- Dewianawati, D., Nurhayati, N., Razak, M., Wijaya, N. P. N. P., Suaryasa, I. G. N., Sakti, D. P. B., ... & Suastina, A. W. O. (2023). *Manajemen Pemasaran Jasa*. CV. Intelektual Manifes Media.
- Pratiwi, A. (2022). *Pengaruh Keintiman Pelanggan (Customer Intimacy) Terhadap Loyalitas Pelanggan Produk Kosmetik Wardah Pada Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Hasanuddin* (Doctoral dissertation, Universitas Hasanuddin).
- Sudirjo, F., Mustafa, F., Osman, I., & Kusnadi, I. H. (2024). Analysis of The Effectiveness of Integrated Customer Relationship Management Strategy Implementation on Loyalty of National Logistics Company Customers. *Jurnal Informasi dan Teknologi*, 223-228.
- Sriyanti, A. H. D., Payangan, O. R., & Mustafa, F. (2023). The Influence of Store Atmosphere, Service Quality, and Product Variance on Customer Loyalty Through Customer Satisfaction at Marinor Cafe in Makassar City. *Economics and Business Journal (ECBIS)*, 1(5), 763-772.
- Ashoer, M., Haerdiansyah, M., & Mustafa, F. (2018). The Impact of Lifestyle On E-Tickets Shopping Decision in Tiket. com. In *Seminar Nasional Manajemen* (Vol. 3).
- Sudirjo, F., Dewi, L. K. C., Mustafa, F., & Santosa, S. (2023). Analysis Of The Influence Of Consumer Behavior, Product Attributes And Brand Image On Purchasing Decisions Of Pharmaceutical Industry Products Consumers. *JEMSI (Jurnal Ekonomi, Manajemen, dan Akuntansi)*, 9(6), 2432-2437.
- Parawansa, D., & Mustafa, F. (2023). The Effect of Service Quality on Customer Satisfaction of Pension Saving Bank National (BTPN) Branch Sungguminasa. *Scientium Management Review*, 2(2), 585-602.
- Sunarwia, A. A., Kadir, A. R., Maming, D., Kadir, N., Parawansa, D. A., & Mustafa, F. (2023). The Effect of Celebrity Endorsement on Repurchase Intention With Brand Attitude, Brand Credibility, and Brand Image as Intervening Variables on Product Somethinc. *Economics and Business Journal (ECBIS)*, 1(5), 773-784.
- Parenrengi, S., & Hendratni, T. W. (2018). Pengaruh dana pihak ketiga, kecukupan modal dan penyaluran kredit terhadap profitabilitas bank. *Jurnal manajemen strategi dan aplikasi bisnis*, 1(1), 9-18.
- Handayani, J., Derriawan, S., & Hendratni, T. W. (2020). Pengaruh desain produk terhadap keputusan pembelian dan dampaknya pada kepuasan konsumen Shopping Goods. *Journal of Business and Banking*, 10(1), 91-103.
- Hendratni, T. W., Nawasiah, N., & Indriati, T. (2018). Analisis pengaruh corporate governance terhadap kinerja keuangan sektor perbankan yang terdaftar di BEI Tahun 2012-2016. *Jurnal Riset Manajemen dan Bisnis*, 3(1), 37-52.
- Trirahayu, D., & Hendratni, T. W. (2023). Pengaruh stres kerja dan motivasi kerja terhadap produktivitas kerja karyawan pada PT Reasuransi Nasional Indonesia. *JIMP: Jurnal Ilmiah Manajemen Pancasila*, 3(1), 70-83.
- Fujianti, L., & Hendratni, T. W. (2020). Pengenalan Aplikasi Akuntansi Ukm Berbasis Handphone Pada Pelaku Usaha Mikro Kecil Dan Menengah (Ukm) Batik Cirebon. *Abdi Laksana: Jurnal Pengabdian Kepada Masyarakat*, 1(1).
- Hendratni, T. W., & Ermalina, E. (2013). Womenpreneur, peranan dan kendalanya dalam kegiatan dunia usaha. *Liquidity: Jurnal Riset Akuntansi dan Manajemen*, 2(2), 170-178.
- Saputra, N. H., Thalib, S., & Hendratni, T. W. (2018). PENGARUH KUALITAS PRODUK DAN KUALITAS PELAYANAN TERHADAP KEPUASAN KONSUMEN PADA ONLINE STORE GUZZLE DI MEDIA SOSIAL (SOCIAL MEDIA). *Sumber*, 2, 44.
- Hendratni, T. W. (2017). Analisis Tentang Faktor-Faktor Yang Mempengaruhi Initial return Pada IPO Di Bursa Efek Indonesia. *Jurnal Riset Manajemen dan Bisnis (JRMB) Fakultas Ekonomi UNIAT*, 2(3), 323-330.
- Farizky, M. I., Thalib, S., & Hendratni, T. W. (2022). Pengaruh Kualitas Produk Dan Promosi Melalui Media Sosial Terhadap Kepuasan Pelanggan Di "What's Good Coffee". *JIMP: Jurnal Ilmiah Manajemen Pancasila*, 2(2), 92-103.

- Hendratni, T. W. (2022). Konkretisasi Kampus Mengajar Angkatan II Program Merdeka Belajar Kemdikbud di SDN Ceger 01 Pagi. *Abdi Laksana: Jurnal Pengabdian Kepada Masyarakat*, 258-264.
- Hendratni, T. W., Trirahayu, D., Riskarini, D., & Sudarmaji, E. (2022). Pelatihan Menghindari Resiko Kebangkrutan Umkm Posdaya Kecapi Ii Di Wilayah Kebagusan Jakarta Selatan. *SULUH: Jurnal Abdimas*, 3(2), 157-167.
- Nawasiah, N., Hendratni, T. W., Astuti, S. B., Keiko, A., & Indriati, T. (2024). Menghitung Angka: Mengoptimalkan Margin Keuntungan melalui Strategi HPP dan Harga Jual. *SULUH: Jurnal Abdimas*, 5(2), 261-268.
- Hendratni, T. W. (2021). Pelatihan Digital Marketing sebagai upaya peningkatan Pendapatan Bagi UMKM di kabupaten MBS. *BERDAYA: Jurnal Pendidikan dan Pengabdian Kepada Masyarakat*, 3(2), 59-66.
- Hendratni, T. W., Harsono, H., & Soemarsono, D. W. (2021). Analisis Corporate Governance dalam Kemitraan Pemerintah dan Badan Usaha Bidang Infrastruktur. *Jurnal Manajemen Strategi Dan Aplikasi Bisnis*, 4(1), 199-206.
- Hendratni, T. W. (2020). Pelatihan Laporan Keuangan UMKM Berbasis Handphone di Pusat Perkampungan Budaya Betawi Setu Babakan. *SULUH: Jurnal Abdimas*, 2(1), 60-69.
- Hendratni, T. W., Azizah, W., Astuti, S. B., Rizal, N., Irawan, I. A., Wahyoeni, S. I., ... & Azzahrah, F. (2024). Membangun Kesadaran Green Entrepreneur pada Siswa/i SMA Sejahtera 1 Depok. *Community Development Journal: Jurnal Pengabdian Masyarakat*, 5(1), 820-829.
- Hendratni, T. W., Soemarsono, D. W., & Harsono, H. (2021). Analysis of Sukuk Role in Government Investment. *Journal of Public Auditing and Financial Management*, 1(2), 59-70.
- Jasella, D. T., Derriawan, D., & Hendratni, T. W. (2020). Pengaruh desain produk terhadap keputusan pembelian dan dampaknya pada kepuasan konsumen Shopping Goods. *Journal of Bussines and Banking*, 92.
- Hendratni, T. W., Nawasiah, N., & Indriati, T. (2012). Analisis Pengaruh. *Corporate Governance*, 2016.
- Hendratni, T. W., Soemarsono, D. W., & Harsono, H. (2024). Peran perbankan yang terdaftar di bursa efek Indonesia dalam implementasi bisnis hijau dan pembangunan berkelanjutan. *JPPi (Jurnal Penelitian Pendidikan Indonesia)*, 10(3), 729-745.
- Hendratni, T. W. (2019). Impact of Good Corporate Governance Implementation and Risk Management on Bank Performance and Corporate Values. *IOSR Journal of Business and Management*, 21(6).
- Nawasiah, N., Hendratni, T. W., & Indrawati, T. (2024). The Effect of TPF, NPF and CAR on Profitability with Financing as an Intervening Variable in Indonesian Islamic Banks during the Covid-19 Pandemic. *International Journal of Advanced Research in Economics and Finance*, 6(1), 265-277.
- Anggraini, F. D., Sumartono, S., & Rusman, H. (2024). Information Technology Audit in Optimizing Resources and Utilization of Financial Information Systems. *TECHNOVATE: Journal of Information Technology and Strategic Innovation Management*, 1(1), 35-44.
- Pramudito, D. K., Tubagus, M., Ismail, A., Anggraini, F. D., & Paramita, C. C. P. (2023). Application of Support Vector Machine and Naive Bayes method to analyze mobile banking user behavior through social media Twitter. *Jurnal Informasi Dan Teknologi*, 32.
- Anggraini, F. D. (2020). THE EFFECT OF ENTRY SELECTION PATH AND FAMILY ENVIRONMENT ON ACCOUNTING STUDENTS'LEARNING ACHIEVEMENT WITH LEARNING MOTIVATION AS INTERVENING VARIABLE. *Erudio Journal of Educational Innovation*, 6(2), 233-247.
- Anggraini, F. D., & Khairunnisa, K. (2022). Pengaruh Keadilan, Sosialisasi, Dan Sanksi Pajak Terhadap Kepatuhan Wajib Pajak. *Jurnal Ilmiah Ekonomi Global Masa Kini*, 13(1), 52-58.
- Pamungkas, E. W., Nurchayati, N., Haris, N., Nugrahani, N., Putuhena, H., Usman, E., ... & Indarto, S. L. (2023). *Akuntansi manajemen: Teori & konsep-konsep dasar akuntansi manajemen terkini*. PT. Sonpedia Publishing Indonesia.
- Rahmadi, H., Risakotta, K. A., Aryani, F., Carolina, C., Rinaldi, M., Winanto, A., ... & Amalia, M. M. (2023). *Buku Ajar Pengantar Akuntansi*. PT. Sonpedia Publishing Indonesia.
- Sri, D., & Anggraini, F. D. (2023). Efektifitas Pembelajaran Daring dan Luring: Suatu Studi Komparasi. *Jurnal informasi akuntansi*, 1(3), 113-119.
- Rahmadi, H., Risakotta, K. A., Aryani, F., Carolina, C., Rinaldi, M., Winanto, A., ... & Amalia, M. M. (2023). *Buku Ajar Pengantar Akuntansi*. PT.
- Olimsar, F., Mokoagow, I., Anggraini, F. D., Mokoginta, H., & Mokoginta, M. N. S. (2023). Cooperative financial evaluation using altman z-score to identifying financial distress. *Jurnal Mantik*, 7(2), 1302-1309.
- Rustiyana, R., Anggraini, F. D., Judijanto, L., Pakpahan, A. K., Haryono, P., Sulaiman, S., & Kusumastuti, S. Y. (2025). *Literasi Digital: Membangun Wawasan Cerdas dalam Era Digital Terkini*. PT. Sonpedia Publishing Indonesia.
- Judijanto, L., Anggraini, F. D., Supartha, I. K. D. G., Irmadiani, N. D., Mudjiyanti, R., & Putri, A. (2024). *Bisnis Digital: Tren dan Perkembangannya Saat Ini*. PT. Green Pustaka Indonesia.
- Anggraini, R. E. K. A., Zain, S. G., & Abdal, N. M. (2024). Analisis Motivasi Belajar Mahasiswa pada Matakuliah Pemrograman di Jurusan Teknik Informatika dan Komputer. *Innovation, Quality Education, and Professional Teach Journal*, 1(1), 1-9.
- Solehuddin, M., Suprihartini, Y., Maswar, M., Anggraini, F. D., & Al Haddar, G. (2023). The Role of Learning Management in Teaching and Learning Productivity in The New Normal Era. *Jurnal Pendidikan LLDIKTI Wilayah I (JUDIKI)*, 3(01), 1-8.
- Anggraini, F. D., & Khairunnisa, K. (2025). Transformasi Ekonomi Digital dan Kinerja UMKM: Analisis Pengaruh Digitalisasi Akuntansi Terpadu: Digital Economic Transformation and MSME Performance: An Analysis of the Impact of Integrated Accounting Digitalization. *Al Dzahab*, 6(2), 95-110.

- Martani, A., Saripuddin, M., & Ikhsan, N. (2022). Rancang Bangun Website Company Profile Berbasis Framework Bootstrap dan Framework Codeigniter Pada Yayasan Khalifah Cendekia Mandiri. *Jurnal Multidisiplin Madani*, 2(6), 2895-2912.
- Hanafie, A., Haslindah, A., & Saripuddin, M. (2017). Karakteristik Antropometri Pengguna Mesin Perontok Padi (Combine Harvester) Pengelolaan Hasil Panen yang Ergonomis. In *Prosiding Seminar Nasional Telnologi Indonesia V*, hal (pp. 52-57).
- Saripuddin, M., Haslindah, A., Ma'ruf, S., & Gunawan, H. (2022). Rancang Bangun Prototype Alat Pengangkut Sampah Otomatis Pada Saluran Air. *ILTEK: Jurnal Teknologi*, 17(01), 32-36.
- Martani, A., Saripuddin, M., & Ikhsan, N. (2022). Rancang Bangun Website Company Profile Berbasis Framework Bootstrap dan Framework Codeigniter Pada Yayasan Khalifah Cendekia Mandiri. *Jurnal Multidisiplin Madani*, 2(6), 2895-2912.
- Muddin, S., Baharuddin, H., & Ardillah, A. (2020). Rancang Alat Sistem Kontrol Pergantian Air Keruh dengan Pompa Sp-12-00 dan Sensor Turbidity pada Akuarium. *ILTEK*, 15(01), 21-24.
- Hanafie, A., Haslindah, A., Saripuddin, M., & Yunus, A. (2019, March). Ergonomic Seating Design On Machine Combine Harvester. In *First International Conference on Materials Engineering and Management-Engineering Section (ICMEME 2018)* (pp. 1-5). Atlantis Press.
- HANAFIE, A., HASLINDAH, A., & Saripuddin, M. (2018). Re-layout material storage room at PT. Andalan Fluid System with allocation area diagram method.
- Hanafie, A., Haslindah, A., Saripuddin, M., & Yunus, A. (2018). Implementation of Ergonomics in the Management of Crop Yields Using Combine Harvesters. *knee*, 45(47), 47-50.
- Saripuddin, M., Haslindah, A., & Hanafie, A. (2019, March). Design Window Curtain Automatic Ergonomic Based On Arduino Uno Atmega328. In *First International Conference on Materials Engineering and Management-Engineering Section (ICMEME 2018)* (pp. 74-77). Atlantis Press.
- Saripuddin, M., & Hanafie, A. (2019, March). Analysis of Cutting Speed On Surface Roughness Relationship Through St-90 Material Lathe Using Chisel Carbide. In *First International Conference on Materials Engineering and Management-Engineering Section (ICMEME 2018)* (pp. 69-73). Atlantis Press.
- Hanafie, A., Haslindah, A., Muddin, S., & Yunus, A. (2018). Evaluasi Produktivitas Pengolahan Hasil Panen Menggunakan Mesin Thresher Dengan Combine Harvester.
- Hanafie, A., Saripuddin, M., & Fadhlil, M. (2011). Perancangan Mesin Perontok Padi (Combine Harvester) Yang Ergonomis Dengan Pendekatan Antropometri. *Jurnal ILTEK*, 6(12).
- Sukri, A. S., Saripuddin, M., & Talanipa, R. (2023). Potential erosion in mining, oil palm plantations, and watersheds reforestation areas. *Civil Engineering Journal*, 9(9), 2193-2204.
- Saripuddin, M., Jamaluddin, J., Aslim, A., & Satra, A. (2022). Perancangan Alat Press Material Komposit Menggunakan Sistem Pneumatik. *ILTEK: Jurnal Teknologi*, 17(02), 94-100.
- Saripuddin, M., Juma, D., Syamsuddin, J., & Muhajir, M. (2021). Perbandingan Posisi 1G, 2G Dan 3G Terhadap Kekuatan Tarik Sambungan Las Smaw Dengan Model Kampuh V Dan Kampuh X. *ILTEK: Jurnal Teknologi*, 16(01), 20-23.
- Muddin, S., Haslindah, A., Amran, A., & Ardiansyah, A. (2019). Pemanfaatan Eceng Gondok sebagai Energi Alternatif Biogas. *ILTEK*, 14(2), 2063-2066.
- Suradi, A. H., & Saripuddin, M. Andi Haslindah, (2019), Design Window Curtain Automatic Ergonomic Based On Arduino Uno Atmega328. *Advance in Enggineering Research*, 165, 1.
- Suradi, A. H., & Saripuddin, M. Andi Haslindah, (2019), Design Window Curtain Automatic Ergonomic Based On Arduino Uno Atmega328, *Advance in Enggineering Research*. In *1st International Conference on Material Engineering and management-Engineering Section (ICMEME-2018)*, page (pp. 74-77).
- Saripuddin, M., & Abbas, H. Analysis of Comperative Strength Model Connection Bolt and Weld to the Plate Material ST. 42. *Journal of Engineering Research and Application*, ISSN, 2248-9622.
- Saripuddin, M., Kamal, K., Lianti, L., & Yuhardianti, Y. (2023). Rancang bangun alat pengusir burung pemakan buah berbasis suara ultrasonic. *ILTEK: Jurnal Teknologi*, 18(01), 6-10.
- Saripuddin, M., Kamal, K., Rizal, M., & Syani, A. (2022). RANCANG BANGUN ROBOT CERDAS PEMADAM API MENGGUNAKAN TEKNIK NAVIGASI WALL FOLLOWER BERBASIS ARDUINO. *ILTEK: Jurnal Teknologi*, 17(02), 88-93.
- Saripuddin, M., Kamal, K., Malajong, L. S., & Mahmud, H. (2022). Aplikasi Absensi Siswa Menggunakan Qr-Code Berbasis Web Pada Smk Yapmi Makassar. *ILTEK: Jurnal Teknologi*, 17(01), 25-31.
- Supriatna, D., Latifah, L., Karyadi, H., Widyastuti, W., & Tahalele, O. (2025). Pengaruh Work-Life Balance, Beban Kerja, Dan Stres Kerja Terhadap Employee Engagement. *Jurnal Lentera Bisnis*, 14(2), 2707-2717.
- Mubadilah, A., Karyadi, H., & Sirait, E. Krisna Meidiyantoro B., & Mohammad Gifari Sono. (2024). Analisis Dampak Strategi Pemasaran Digital Terhadap Pertumbuhan Bisnis Startup. *El-Mal: Jurnal Kajian Ekonomi & Bisnis Islam*, 5(11).
- ABDILLAH, A. N., HARIS, K., ANDREAS, R. P., AFNI, Y., & EVA, Y. U. (2024). Pengaruh Pendapatan, Pekerjaan, dan Pendidikan Terhadap Keputusan Masyarakat Melakukan Pinjaman Online. *EL-MAL: JURNAL KAJIAN EKONOMI & BISNIS ISLAM Upeðumeu: Institut Agama Islam Nasional Laa Roiba Bogor*, 5(8).
- Sidjabat, S., Purwati, S., Nugroho, J. T., Nawangwulan, I. M., Karyadi, H., & Lubis, F. M. (2026). The Influence of Job Stress, Job Boredom, and Technology Accessibility on Cyber-Loafing Behavior in Online Customer Service Employees. *Journal of Information System, Technology and Engineering*, 4(1), 6-10.

- Yuliawan, E., Winardi, M. A., & Karyadi, H. (2025). Optimalisasi Pemanfaatan Media Sosial sebagai Strategi Digital Marketing bagi UMKM di Era Ekonomi Kreatif. *Where Theory, Practice, Experience & Talent Meet, TPeT*, 5(1), 1-11.
- Nuraeni, L., Andrisyah, A., & Nurunnisa, R. (2019). Efektivitas program sekolah ramah anak dalam meningkatkan karakter anak usia dini. *Jurnal Obsesi: Jurnal Pendidikan Anak Usia Dini*, 4(1), 20-29.
- Nuraeni, L. (2015). Pemerolehan morfologi (verba) pada anak usia 3, 4 dan 5 tahun (suatu kajian neuro psikolinguistik). *Tunas Siliwangi: Jurnal Program Studi Pendidikan Guru PAUD STKIP Siliwangi Bandung*, 1(1), 13-30.
- Doludea, A., & Nuraeni, L. (2018). Meningkatkan keterampilan menyimak pada anak usia dini 5-6 tahun dengan metode bercerita melalui wayang kertas di TK Makedonia. *CERIA (Cerdas Energik Responsif Inovatif Adaptif)*, 1(1), 1-5.
- Risnawati, A., & Nuraeni, L. (2019). Meningkatkan kemampuan berbahasa Sunda anak usia dini melalui kegiatan Rebo Nyunda di pendidikan anak usia dini. *CERIA (Cerdas Energik Responsif Inovatif Adaptif)*, 2(5), 243-250.
- Nuraeni, L., & Westisi, S. M. (2020). Efektivitas Pembelajaran Dengan Pendekatan Reggio Emilia Untuk Meningkatkan Kreativitas Anak Dalam Konteks Merdeka Belajar Di Taman Kanak-Kanak Kota Cimahi Pada Masa Pandemi Covid 19. *Tunas Siliwangi: Jurnal Program Studi Pendidikan Guru PAUD STKIP Siliwangi Bandung*, 6(2), 51-63.
- AWAL, M. K. K. (2019). Penerapan media pembelajaran pop-up book anak usia dini pada kelompok B untuk meningkatkan kemampuan keaksaraan awal di TK Nusa Indah.
- Nuraeni, L., Andrisyah, A., & Nurunnisa, R. (2020). Efektivitas Program Sekolah Ramah Anak dalam Meningkatkan Kompetensi Sosial. *Tunas Siliwangi: Jurnal Program Studi Pendidikan Guru PAUD STKIP Siliwangi Bandung*, 6(1), 6-15.
- Sadikin, A., Nuraeni, L., Mutmainnah, M., Yuniwati, I., & Riyanti, A. (2023). The Effect of Strategic Compensation, HR Development and Work Motivation on Vocational High School Teacher Performance. *Journal on Education*, 5(4), 10793-10800.
- Valentina, F., Wulandari, E., & Nuraeni, L. (2018). Upaya Untuk Mengembangkan Keterampilan Motorik Halus Melalui Aktivitas Origami Dengan Metode Demonstrasi Pada Anak-Anak Kelompok B Di Tk Bina Nusantara. *CERIA (Cerdas Energik Responsif Inovatif Adaptif)*, 1(4), 1-6.
- Nuraeni, L., & Santana, F. D. T. (2015). Persepsi, Pola Pengasuhan, Dan Peran Serta Keluarga Pemulung Tentang Pendidikan Anak Usia Dini (Studi Deskriptif Pada Keluarga Pemulung Dikampung Cibatu Desa Cilame Kecamatan Ngamprah Kabupaten Bandung Barat). *P2M STKIP Siliwangi*, 2(2), 160-168.
- Nuraeni, L., Jumiatin, D., & Westhisi, S. M. (2022). Penyuluhan model pembelajaran inovatif paud holistik integratif melalui aplikasi canva untuk guru paud. *Abdimas Siliwangi*, 5(2), 338-348.
- Oktavia, A., & Nuraeni, L. (2021). Meningkatkan Kemampuan Keaksaraan Awal untuk Anak Usia Dini melalui Penggunaan Media Audiovisual. *CERIA (Cerdas Energik Responsif Inovatif Adaptif)*, 4(1), 1-7.
- Nurunnisa, R., Nuraeni, L., & Andrisyah, A. (2020). Penyuluhan Program Sekolah Ramah Anak Dalam Meningkatkan Kompetensi Pedagogik Berbasis Child Center Pada Pendidik Di Taman Kanak-Kanak Kota Purwakarta. *Abdimas Siliwangi*, 3(1), 94-103.
- Endrinikapoulos, A., Afifah, D. N., Mexitalia, M., Andoyo, R., Hatimah, I., & Nuryanto, N. (2023). Study of the importance of protein needs for catch-up growth in Indonesian stunted children: a narrative review. *SAGE Open Medicine*, 11, 20503121231165562.
- Hatimah, I. (2007). Pembelajaran berwawasan kemasyarakatan. *Jakarta: Universitas Terbuka*.
- Hatimah, I. (2016). Keterlibatan keluarga dalam kegiatan di sekolah dalam perspektif kemitraan. *Pedagogia*, 14(2).
- Hatimah, I. (2006). Pengelolaan pembelajaran berbasis potensi lokal di PKBM. *Mimbar pendidikan*, 1(25), 39-45.
- Hatimah, I., Susilana, R., & Aedi, N. (2007). Penelitian Pendidikan. *Bandung: UPI PRES*.
- Hatimah, I. (2000). Strategi dan metode pembelajaran. *Bandung: Adira*.
- Sumarmo, U. (2008). Rujukan Filsafat, Teori dan Praksis Ilmu Pendidikan. *Bandung: UPI Press, Cet. 1*.
- Pratama, A., Wahyudin, U., Hatimah, I., Sulistiono, E., Fuadi, D. S., Ferianti, F., ... & Sardin, S. (2024). From tradition to action: The potential of community empowerment through local wisdom for sustainable environmental protection practices. *The Eurasia Proceedings of Educational and Social Sciences*, 35, 271-282.
- Hatimah, I. (2014). Metode pembelajaran. *Bandung: RIZQI*.
- Hatimah, I. (2016). Keterlibatan keluarga dalam kegiatan di sekolah dalam perspektif kemitraan. *Pedagogia*, 14(2).
- Hatimah, I. (2016). Regulasi dan implementasi pendidikan informal. *Pedagogia*, 13(1), 194-202.
- Hatimah, I. Sadri. 2008. *Pembelajaran Berwawasan Kemasyarakatan*. Jakarta: Universitas Terbuka.
- Solehuddin, M., & Hatimah, I. (2007). Pendidikan anak usia dini. *Ilmu dan Aplikasi Pendidikan Bagian IV: Pendidikan Bagian IV: Pendidikan Lintas Bidang, Pengembangan Ilmu Pendidikan Fakultas Ilmu Pendidikan Universitas Pendidikan Indonesia: Jakarta*.
- Hatimah, I., & Lutfiansyah, D. Y. (2022). Pendampingan keluarga melalui program parenting untuk menekan angka stunting di Kabupaten Cirebon. *E-Coops-Day*, 3(1), 123-132.
- Ihat, H. (2007). Pembelajaran berwawasan kemasyarakatan. *Universitas Terbuka Edisi 1 Cetakan, 13*.
- Hulu, F., Zega, Y., Waruwu, M. H., Oktapiani, M., & Aziza, P. F. (2024). Pengaruh Pengembangan Karir, Hubungan Kerja Dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan. *Jurnal Ilmiah Edunomika*, 8(2).
- Aziza, P. F. (2023). Pengaruh Kepemimpinan Transformational Terhadap Organizational Citizenship Behavior Karyawan Pada Perusahaan Tekstil di Jakarta Timur. *PANDITA: Interdisciplinary Journal of Public Affairs*, 6(2), 205-213.

- Mardiani, E., Haryaka, U., Aziza, F., Salabi, A., & Wibowo, T. S. (2024). The Influence Of Work Competence On Work Productivity With Work Motivation As A Moderating Variable. *JURNAL ILMIAH EDUNOMIKA*, 8(1).
- Aziza, P. F., & Widiastuti, I. (2024). Conflict Management Strategies in Improving the Performance of The Educational Personnel Team At Semarang State University. *Social Sciences Journal*, 136-142.
- Naningsih, N., Handayani, S., Yuniningsih, T., Suriadi, S., Sangkala, M., Kasmawaru, K., ... & Abaharis, H. (2023). Msdm (Sdm Era Digital). *Msdm (Sdm Era Digital)*.
- Loen, M., Nurlatifah, S., Damayanti, E., Aziza, P. F., & Pramitasari, A. (2025). PENINGKATAN KESADARAN DAN DETEKSI DINI PENURUNAN FUNGSI KOGNITIF PADA LANSIA: EDUKASI DEMENSIA DAN DELIRIUM DI KOMUNITAS. *SIKAMA: Sinergi Akademisi dan Masyarakat*, 3(2), 89-100.
- Rudianto, R., Munawaroh, M., Laksana, A., Kenedi, K., Ardiyansah, A., Pramitasari, A., ... & Fatoni, A. (2025). Transformasi Digital di Pesantren: Kolaborasi Pengabdian Masyarakat Menuju Pesantren Cerdas. *WINDRADI: Jurnal Pengabdian Masyarakat*, 3(1), 62-71.
- Pramitasari, A., Ningsih, S., Setyawati, K., & Aziza, P. F. (2025). Pemberdayaan Masyarakat Melalui Pelatihan Pembuatan Sabun Colek Berbasis Ekonomi Rumah Tangga di Kelurahan Duren Jaya. *WINDRADI: Jurnal Pengabdian Masyarakat*, 3(2), 103-113.
- Hariyadi, A. R., Aziza, P. F., Starkova, D., Ningsih, S., Setyawati, K., Yani, I., ... & Sulasih, E. S. (2025). Pemberdayaan Masyarakat dalam Pengelolaan Sampah Rumah Tangga Berkelanjutan melalui Kolaborasi Pengabdian Masyarakat Internasional Indonesia-Rusia. *SIKAMA: Sinergi Akademisi dan Masyarakat*, 3(2), 122-131.
- Hariyadi, A. R., Johardi, A., Ningsih, S., Supriyatno, B., Aziza, P. F., Setyawati, K., ... & Cori, C. (2025). PENGABDIAN MASYARAKAT INTERNASIONAL MELALUI SEMINAR HYBRID BERBASIS MIRRORING CLASS DALAM FESTIVAL BUDAYA INDONESIA-RUSIA. *SIKAMA: Sinergi Akademisi dan Masyarakat*, 3(2), 111-121.
- Hulu, F., Zega, Y., Waruwu, M. H., Oktapiani, M., & Aziza, P. F. (2024). Pengaruh Pengembangan Karir, Hubungan Kerja Dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan. *Jurnal Ilmiah Edunomika*, 8(2).
- Aziza, P. F. (2023). Pengaruh Kepemimpinan Transformasional Terhadap Organizational Citizenship Behavior Karyawan Pada Perusahaan Tekstil di Jakarta Timur. *PANDITA: Interdisciplinary Journal of Public Affairs*, 6(2), 205-213.
- Mardiani, E., Haryaka, U., Aziza, F., Salabi, A., & Wibowo, T. S. (2024). The Influence Of Work Competence On Work Productivity With Work Motivation As A Moderating Variable. *JURNAL ILMIAH EDUNOMIKA*, 8(1).
- Aziza, P. F., & Widiastuti, I. (2024). Conflict Management Strategies in Improving the Performance of The Educational Personnel Team At Semarang State University. *Social Sciences Journal*, 136-142.
- Naningsih, N., Handayani, S., Yuniningsih, T., Suriadi, S., Sangkala, M., Kasmawaru, K., ... & Abaharis, H. (2023). Msdm (Sdm Era Digital). *Msdm (Sdm Era Digital)*.
- Loen, M., Nurlatifah, S., Damayanti, E., Aziza, P. F., & Pramitasari, A. (2025). PENINGKATAN KESADARAN DAN DETEKSI DINI PENURUNAN FUNGSI KOGNITIF PADA LANSIA: EDUKASI DEMENSIA DAN DELIRIUM DI KOMUNITAS. *SIKAMA: Sinergi Akademisi dan Masyarakat*, 3(2), 89-100.
- Rudianto, R., Munawaroh, M., Laksana, A., Kenedi, K., Ardiyansah, A., Pramitasari, A., ... & Fatoni, A. (2025). Transformasi Digital di Pesantren: Kolaborasi Pengabdian Masyarakat Menuju Pesantren Cerdas. *WINDRADI: Jurnal Pengabdian Masyarakat*, 3(1), 62-71.
- Pramitasari, A., Ningsih, S., Setyawati, K., & Aziza, P. F. (2025). Pemberdayaan Masyarakat Melalui Pelatihan Pembuatan Sabun Colek Berbasis Ekonomi Rumah Tangga di Kelurahan Duren Jaya. *WINDRADI: Jurnal Pengabdian Masyarakat*, 3(2), 103-113.
- Hariyadi, A. R., Aziza, P. F., Starkova, D., Ningsih, S., Setyawati, K., Yani, I., ... & Sulasih, E. S. (2025). Pemberdayaan Masyarakat dalam Pengelolaan Sampah Rumah Tangga Berkelanjutan melalui Kolaborasi Pengabdian Masyarakat Internasional Indonesia-Rusia. *SIKAMA: Sinergi Akademisi dan Masyarakat*, 3(2), 122-131.
- Hariyadi, A. R., Johardi, A., Ningsih, S., Supriyatno, B., Aziza, P. F., Setyawati, K., ... & Cori, C. (2025). PENGABDIAN MASYARAKAT INTERNASIONAL MELALUI SEMINAR HYBRID BERBASIS MIRRORING CLASS DALAM FESTIVAL BUDAYA INDONESIA-RUSIA. *SIKAMA: Sinergi Akademisi dan Masyarakat*, 3(2), 111-121.
- Aziza, P. F., Ardiyansah, A., Pramitasari, A., Permatasari, M., Rozikin, I., & Setyadin, Y. (2025). The Role of Green Competency Development in Enhancing Market Competitiveness among Employees in Ecotourism Industry: A Systematic Literature Review. *Journal of Indonesian Tourism and Development Studies*, 13(2), 41-50.
- Ardiyansah, A., Aziza, P. F., Setyawati, K., & Hariyadi, A. R. (2025). Model Tata Kelola Kawasan Pesisir: Strategi Pengelolaan Kawasan Pesisir Menuju Ekonomi Hijau di Kabupaten Gunung Kidul. *PANDITA: Interdisciplinary Journal of Public Affairs*, 8(2), 569-585.
- Aziza, P. F. (2025). Hilirisasi Parfum Nilam dan Sereh Wangi Menuju Pembangunan Berkelanjutan. *PANDITA: Interdisciplinary Journal of Public Affairs*, 8(2), 396-409.
- Aziza, P. F. (2025). Pemberdayaan Masyarakat melalui Edukasi Budidaya Cabai dengan Media Polybag di Kampung Pedurenan Kota Bekasi. *WINDRADI: Jurnal Pengabdian Masyarakat*, 3(1), 51-61.
- Aziza, P. F. (2025). *BUDAYA INKLUSIF: RAHASIA DI BALIK OCB YANG KUA*. LITERAPEDIA UTAMA PUBLISHING.
- Aziza, P. (2025). Peran Budaya Perusahaan dalam Mewujudkan Iklim Kerja Inklusif: Penguatan Kepemimpinan sebagai Penggerak Perubahan Organisasi. *ANTASENA: Governance and Innovation Journal*, 3(2), 311-326.
- Ningsih, S., Robb, U. B. I., Aziza, P. F., & Yani, I. (2024). Upaya Meminimalisir Angka Stunting di Desa Babakan Raden. *WINDRADI: Jurnal Pengabdian Masyarakat*, 2(2), 82-89.

- Aziza, P., Daria, D., Ningsih, S., & Ardiyansah, A. (2024). Pemberdayaan Masyarakat dalam Pengelolaan Sampah Rumah Tangga Berkelanjutan melalui Kolaborasi Pengabdian Masyarakat Internasional Indonesia-Rusia. *PANDITA: Interdisciplinary Journal of Public Affairs*, 7(2), 214-225.
- Pramitasari, A., Aziza, P. F., & Setyawati, K. (2023). Pengelolaan Sampah dan Pengendalian Bank Sampah di Kecamatan Pondokgede. *WINDRADI: Jurnal Pengabdian Masyarakat*, 1(1), 47-56.
- Ningsih, S., Setyawati, K., & Aziza, P. F. (2023). Penerapan Lubang Biopori Pada Pemukiman Perkotaan sebagai Solusi Mitigasi Banjir di Kelurahan Jatiwaringin. *WINDRADI: Jurnal Pengabdian Masyarakat*, 1(1), 57-62.
- Haryadi, A. R., Supriyatno, B., & Aziza, P. F. (2023). Sadar Lingkungan dengan Edukasi Komposting di Kelurahan Jatimakmur. *WINDRADI: Jurnal Pengabdian Masyarakat*, 1(1), 63-68.
- Sabilalo, M. A., Kalsum, U., Nur, M., & Makkulau, A. R. (2020). Pengaruh Lingkungan Kerja Dan Kemampuan Kerja Terhadap Motivasi Kerja Dan Kinerja Pegawai Biro Organisasi Sekretariat Daerah Provinsi Sulawesi Tenggara. *SEIKO: Journal of Management & Business*, 3(2), 151-169.
- Laliasa, G., Nur, M., & Tambunan, R. (2018). Pengaruh Gaya Kepemimpinan Demokratis, Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Dinas Perkebunan Dan Hortikultura Provinsi Sulawesi Tenggara. *Sigma: Journal of Economic and Business*, 1(1), 42-52.
- Arifin, M., Ibrahim, A., & Nur, M. (2019). Integration of supply chain management and tourism: An empirical study from the hotel industry of Indonesia. *Management Science Letters*, 9(2), 261-270.
- Purwasari, D. R., Nur, M., & Maksam, R. (2023). The Strategy of Islamic Education Teachers in Instilling Student Moral Values at State Vocational High School 6 Sukoharjo. *Solo Int. Collab. Publ. Soc. Sci. Humanit*, 1(1), 13-23.
- Nuryadi, A. M., Sara, L., Rianda, L., Bafadal, A., Muthalib, A. A., Nur, M., & Rosmalah, S. (2017). Agrobusiness of seaweeds in south Konawe (Indonesia). *Aquaculture, Aquarium, Conservation & Legislation*, 10(3), 499-506.
- Jaya, S. N., Nur, M., Faslih, A., & Anshari Nur, M. (2017). Analysis of Behaviour of E-learning Users by Unified Theory of Acceptance and Use of Technology (UTAUT) ModelA Case Study of Vocational Education in Halu Oleo University. *Jurnal Vokasi Indonesia*, 5(2), 5.
- Hesti, A., Dali, N., & Nur, M. (2019). Pengaruh literasi keuangan dan gaya hidup terhadap pengambilan keputusan investasi pada generasi Y (milenial) di sekolah tinggi ilmu ekonomi enam enam kendari. *Economic and Business*, 2, 19-29.
- Muthalib, A. A., Adam, P., Nur, M., Saenong, Z., Suriadi, L. O., & Baso, J. N. (2019). The effect of crude oil prices on inflation, interest rates and economic growth in Indonesia. *International Journal of Energy Economics and Policy*, 9(5), 14-19.
- Muthalib, A. A., Putera, A., Rumbia, W. A., Adam, P., Nuryadi, A. M., Wawo, A. B., & Nur, M. (2019). An empowerment model of seaweed farmers in coastal area of Southeast Sulawesi, Indonesia. *Aquaculture, Aquarium, Conservation & Legislation*, 12(6), 2252-2260.
- Nur, M., Sabilalo, M. A., Kalsum, U., & Makkulau, A. R. (2020). Pengaruh Budaya Organisasi Dan Desain Pekerjaan Terhadap Komitmen Kerja Dan Kinerja Karyawan Perum Bulog Divisi Regional Sultra. *SEIKO: Journal of Management & Business*, 3(2), 134-150.
- Arifin, A., AL, M. H., Supriaddin, N., & Nur, M. (2023). Pengaruh Keselamatan Dan Kesehatan Kerja (K3), Melalui Motivasi Kerja Terhadap Kinerja Karyawan. *Journal of Economics and Business UBS*, 12(2), 806-821.
- Nur, M., & Jumiati, J. (2022). Pengaruh Harga Paket Internet Dan Customer Experience Terhadap Keputusan Pembelian Pelanggan Kartu Perdana Internet Telkomsel (Studi pada Masyarakat Kota Sigli Kabupaten Pidie). *Jurnal Ekobismen*, 2(2), 49-64.
- Tamba, U. S., Arifin, M. T., Nur, M., Muniroh, M., & Susilangsih, N. (2020). The role of ozonated Aloe vera oil in full-thickness skin defects: Macrophage count and epithelization length parameter. *F1000Research*, 9, 1218.
- Asmawi, M. R., Santoso, S., Nur, M., & Maesaroh, S. (2023). Exemplary Leadership in Higher Education: Study at Universitas Islam Syekh-Yusuf Tangerang. *International Journal of Social Service and Research*, 3(1), 207-218.
- Nur, M., Syamsuar, S., & Sumardi, S. (2020). Rancang Bangun Drilling Jig Sebagai Alat Bantu Mengebor Benda Silindris. *Jurnal Mesin Sains Terapan*, 4(2), 83-90.
- Sabilalo, M. A., Kalsum, U., Nur, M., & Makkulau, A. R. (2020). the Influence of the Work Environment and Work Ability on Work Motivation and Employee Performance in the Organization Bureau of the Regional Secretariat of the Southeast Sulawesi Province. *Journal of Management & Business*, 3(2), 151-169.
- Muthalib, A., & Nur, M. (2015). The effect of entrepreneurial motivation on business performance in the culinary industrial sector. *The International Journal Of Engineering And Science (IJES)*, 4(7), 23-30.
- Muthalib, A. A., & Nur, M. (2024). Implementasi Pengelolaan Kinerja ASN Berdasarkan Peraturan Menteri Pan & RB Nomor 6 Tahun 2022 Dalam Meningkatkan Kualitas dan Kapasitas ASN Pada Kantor Wilayah Kementerian Agama Provinsi Sulawesi Tenggara. *Arus Jurnal Sosial dan Humaniora*, 4(2), 453-469.
- Tsabit, W. O. A., Wawo, A. B., & Nur, M. (2024). Analisis peran ganda karyawan pada perusahaan daerah bank perekonomian rakyat bahtheramas. *Jurnal Akutansi Manajemen Ekonomi Kewirausahaan (JAMEK)*, 4(1), 42-55.
- Aliansyah, A., Nurhayati, N., Jaya, S., Pagiling, L., Alam, W. S. N., & Nur, M. (2022). Analisis Tuning Parameter PID Menggunakan Algoritma Genetika pada Pengontrolan Kecepatan Motor DC. *Maj. Ilm. Teknol. Elektro*, 21, 287.
- Hiendrawati, H., Mas'ud, A., Kalsum, U., & Nur, M. (2024). The Effect of Inflation, Interest Rates and Exchange Rates on Company Value (Case Study on Registered Banking Institutions on the Indonesia Stock Exchange). *Syntax Idea*, 6(6), 2886-2898.
- Astriwati, A., Arifin, A., Tambunan, R., & Nur, M. (2024). Analysis of Factors that Affect the Understanding of MSME Players in Preparing Financial Reports.

Lasao, N., Abbas, B., & Nur, M. (2024). Analisis Sistem Tata Kelola Manajemen Sumber Daya Manusia pada Rumah Sakit Umum Daerah Konawe Kepulauan. *Action Research Literate*, 8(6), 1-17.