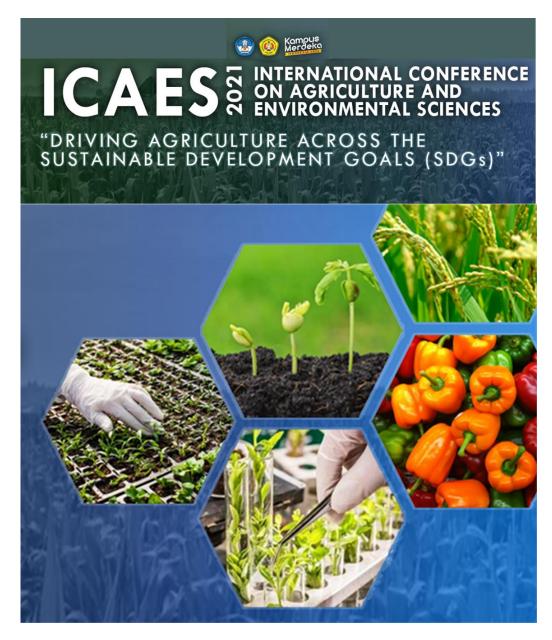
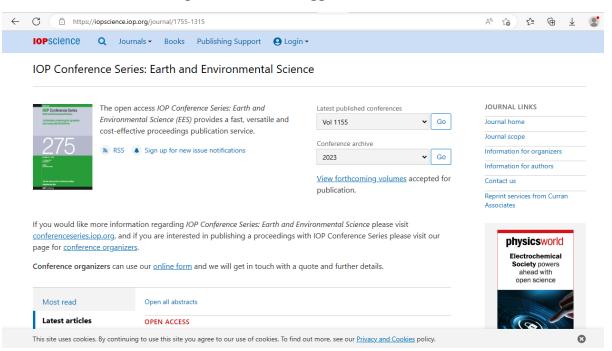
## Healthy organic coconut sugar powder business's development strategy: A case study at the Nira Perwira Cooperative, Purbalingga District, Central Java, Indonesia

Budi Dharmawan, Suyono, Agus Sutanto, Irene Kartika Wijayanti, Dindy Darmawati Putri



# 28. Healthy organic coconut sugar powder business's development strategy: A case study at the Nira Perwira Cooperative, Purbalingga District, Central Java, Indonesia





Home / Committes

## **Committes**

Steering Committee : Dr. Ir. Tri Mujoko, M.P.

Chairman : Dr. Ir. Rossyda Priyadharsini, M.P.

#### Secretary and Secretariat

- Head : Wahyu Santoso, S.P., M.P.
- Members :
- Mirza Andrian Syah, S.P., M.P.
- Safira Rizka Lestari, S.P., M.P.
- Wiga Fikri Destianisma, S.P.

Treasurer : Dr. Ir. Sri Wiyatiningsih, M.P.

### **Conference Schedule and Program**

- Head : Dr. Ir. Bakti Wisnu Wijayani, M.P.
- Members :
- IIs Purnamawati, S.P., M.Si.
- Dita Atasa, SP., MP.
- Laksmi Diana S.S., M.Pd.

#### **Editorial and Reviewer**

- Head : Dr. Ir. Makhziah, M.P.
- Members
- Ir. Kemal Wijaya, M.T.
- Saefurrohman, S.P., M.Sc.
- Ika Sari Tondang, S.P., M.Sc.
- Fitri Wijayanti, S.P., M.P.
- Puji Lestari Tarigan, S.P., M.Sc.
- Nisa Hafi Idhoh Fitriana, S.P., M.P.

### **Conference Meal**

- Dr. Ir. Ida Retno M. P.
- Dr. Ir. Penta Suryaminarsih, M.P.

## **Conference Equipment and Publication**

- Haidar Fari Aditya, S.P., M.P.
- Ramadhani Mahendra Kusuma S.P., M.P., M.Sc

## Web Developer and Article Submission System :

## Registration

**Important Dates:** 

<del>1st – 23rd August 2021</del> <del>15th September 2021</del> 30th September 2021: **Registration** 

<del>1st - 30th August 2021</del> <del>15th September 2021</del> 30th September 2021: **Abstract Submission** 

15th September 2021 5th October 2021: **Abstract Acceptance Announcement** 

15th - 20th October 2021 25th October 2021: Full Paper Submission and Registration Payment

27th October 2021 : Conference Date

### Links

Paper Submission Guidelines Download Paper Template (docx) Download Flyer (jpg)

**Publication & Indexing** 

# Table of contents

Volume 1131

## 2023

◆ Previous issue Next issue ▶

International Conference on Ecosystem, BioTechnology Agriculture and Environmental Science 2020 21/07/2020 - 23/07/2020 Virtual, Indonesia

Accepted papers received: 16 December 2022 Published online: 25 January 2023

Open all abstracts

Preface			
OPEN ACCESS			011001
Preface			
+ Open abstract	View article	PDF	
OPEN ACCESS			011002
Peer Review State	ement		
	View article	🔁 PDF	
Agriculture			
OPEN ACCESS			012001
Strengthening Far	mer Organization f	for Smallholder Farmers	
Dhina Mustikaningr	um		
	View article	PDF	
OPEN ACCESS			012002
Agronomic perfor dryland area	mance of F7 soybe	ean lines resistant to Soybean mosaic virus in the	
Wuye R. Andayanie,	, Praptiningsih G. Adi	nurani, Martin Lukito and Akas Y. Pulihasih	
	View article	🔁 PDF	
OPEN ACCESS			012003
e	e	ture Sustainable? (Case Study of Potassium Content	
in the Soil) This site uses cookie	es. By continuing to us	se this site you agree to our use of cookies. To find out more, ni, Syahrul Kurniawan and Christanti Agustina	8

	View article	PDF	
OPEN ACCESS			012004
	-	egy: Case Study of Mushroom and Freshwater Fish	012004
S Sutini, G Guniarti	, W Widiwurjani, Nor	a Augustien and Didik Utomo Pribadi	
	View article	🔁 PDF	
OPEN ACCESS			012005
Growth of Arenge	apinnata Seedlings	on Three Different Media	
Budi Prakoso and R	Widarawati		
	View article	🔁 PDF	
OPEN ACCESS			012006
		armers in Kedungrandu Village, Banyumas District	
		ojoko, Irene Kartika Eka Wijayanti, Adwi Herry Koesoema Elya	anto,
Alpha Nadeira Man	damdari, Rifki Andi N	Jovia and Sunendar	
	View article	PDF	
OPEN ACCESS			012007
	· · · ·	vith combined inoculation of arbuscular mycorrhizal zing bacteria (PSB) on growth of maize ( <i>Zea mays</i> )	
A.S. Aufa Ain and M	A.J. Noraini		
	View article	PDF	
OPEN ACCESS			012008
	0 1	ler business's development strategy: A case study at lingga District, Central Java, Indonesia	
Budi Dharmawan, S	uyono, Agus Sutanto,	, Irene Kartika Wijayanti and Dindy Darmawati Putri	
	View article	🔁 PDF	
OPEN ACCESS			012009
Development Mo Batu Smart City)	del for Sustainable	Utilization of Among Tani Application (A Study in	
Alia Fibrianingtyas,	Vi'in Ayu Pertiwi and	l Neza Fadia Rayesa	
	Tiew article	🔁 PDF	
OPEN ACCESS			012010
Analysis of Organ	nic Brown Sugar in	Banyumas Regency	
Dindy Darmawati P	utri, S Suyono and Ire	ene Kartika Eka Wijayanti	

This pite asses acokies. By continuing to use this pite you agree to our use of cookies. To find out more, see our Privacy and Cookies policy.

Θ

OPEN ACCESS			012011
•		of Streptomyces sp. and Trichoderma sp. as Active Fertility Enhancer in Shallot Fields at Wates Village	012011
Rachmanita D Prasti	ti, Arga D Indrawan,	Penta Suryaminarsih, Tri Mujoko and Bakti W Widjajani	
+ Open abstract	Tiew article	PDF	
OPEN ACCESS Phytochemical Co Algae	mpounds and Anti	bacterial Activity to Escherichia coli of Green Macro	012012
Ketut Srie Marhaeni	Julyasih and Arika P	urnawati	
+ Open abstract	Tiew article	PDF	
Development Met	hode as an Ex-situ	Mapping Using Asset-Based Community Edelweiss Flower Conservation in the Bromo Tengger elweiss Park, Wonokitri Village)	012013 Semeru
Melati Julia Rahma,	· ·	• /	
+ Open abstract	View article	🔁 PDF	
<ul> <li>OPEN ACCESS</li> <li>Collaborative Mar</li> <li>Hertasning Yatim, Yu</li> <li>Open abstract</li> </ul>		rt sustainable Community Forest nan and Nur Zaman 🄁 PDF	012014
•	ant spacing and chi	urd ( <i>Luffa acutangula</i> L.) as influenced by icken manure PDF	012015
OPEN ACCESS The Decreasing In Regency	terest of Farmers i	n Soybean Farming in Puger Sub-District Jember	012016
Nurul Fathiyah Fauz	i, Sisi Dwi Andriyani	and Aisyah Yuristianti Utami	
+ Open abstract	View article	🔁 PDF	
of <i>Fusarium</i> sp. ca Penta Suryaminarsih	use of Twisted dise , Tri Mujoko, K Gusi s. By continuing to u	sp. from the land of shallot plants as biological agents eases (Moler) riyan, Fitri Wijayanti and Salmah Mohammad se this site you agree to our use of cookies. To find out more,	012017

OPEN ACCESS	012018
Evaluation of the Success of Forest Land Based on Geographic Information System Wonosalam District, Jombang Regency	s, in
Maroeto, P. Rossyda, Mohammad Idhom, Wahyu Santoso and Siswanto	
+ Open abstract         Image: Second s	
OPEN ACCESS	012019
The Use of Pest Mobile Application for Optimizing the Sustainability Support of Pe Management in Oil Palm Plantation	est
Henny Hendarjanti and Sapto W. Indratno	
+ Open abstract	
JOURNAL LINKS	
Journal home	
Journal scope	
Information for organizers	
Information for authors	
Contact us	

Reprint services from Curran Associates



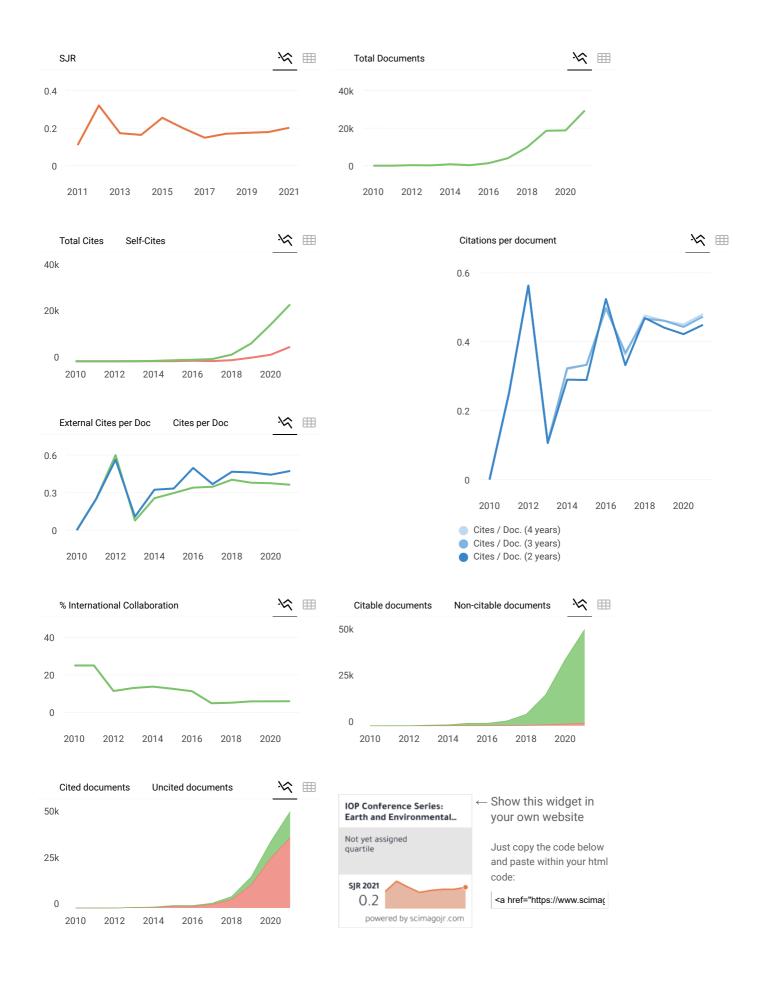
SJR	Scimago Journal & Country Rank Enter Journ				rnal Title, IS	SSN or Publisher Name	
	Home	Journal Rankings	Country Rankings	Viz Tools	Help	About Us	
$\leftarrow$	Ads by Google						
			Send feedback	Why this ad	? 🛈		

## **IOP Conference Series: Earth and Environmental Science**

COUNTRY	SUBJECT AREA AND CATEGORY	PUBLISHER	H-INDEX
United Kingdom	Earth and Planetary	IOP Publishing Ltd.	34
Universities and research institutions in United Kingdom	Sciences Earth and Planetary Sciences (miscellaneous)		•••
Wedia Ranking in United Kingdom	Environmental Science Environmental Science (miscellaneous)		
	Physics and Astronomy Physics and Astronomy (miscellaneous)		
PUBLICATION TYPE	ISSN	COVERAGE	INFORMATION
Conferences and	17551307, 17551315	2010-2021	Homepage
Proceedings			How to publish in this journal
			ees@ioppublishing.org

#### SCOPE

The open access IOP Conference Series: Earth and Environmental Science (EES) provides a fast, versatile and cost-effective proceedings publication service.



IOP Conf. Series: Earth and Environmental Science

## Healthy organic coconut sugar powder business's development strategy: A case study at the Nira Perwira Cooperative, Purbalingga District, Central Java, Indonesia

#### Budi Dharmawan\*, Suyono, Agus Sutanto, Irene Kartika Wijayanti, Dindy Darmawati Putri

Universitas Jenderal Soedirman, Purwokerto, Indonesia

\*budi.dharmawan@unsoed.ac.id

Abstract. Efforts to establish the Nira Perwira cooperative to increase the added value of coconut sugar powder through better processing and export orientation are still hampered by a number of challenges. Uncertainty in supply and the quality of supply from partner farmers are two of the difficulties encountered. These research objectives are to 1) analyze the external and internal factors of the Nira Perwira Cooperative in developing the organic coconut sugar powder business; 2) analyze the Nira Perwira Cooperative's position in the organic coconut sugar powder; and 3) analyze alternative strategies that can be used in developing the Nira Perwira Cooperative's organic coconut sugar powder. The study makes use of both secondary and primary data gathered through interviews, observation, recording, and Focus Group Discussions (FGD). The case study method was used in this study. Internal Factor Evaluation (IFE), External Factor Evaluation (EFE), Internal-External (IE), Strength, Weakness, Opportunities, and Threats (SWOT) were used to analyze the collected data. The results revealed that the IFE value was 2.28 and the EFE value was 3.06, indicating that the cooperative position is in quadrant II of the IE matrix. Based on the SWOT analysis, the Nira Perwira Cooperative's organic coconut sugar powder development strategy should include more promotional activities, more farmer loyalty, more contracts with third parties, more marketing networks, more competent members to run marketing, and more internal reorganization.

**Keywords:** Development strategy, organic coconut sugar powder, Nira Perwira Cooperative.

#### 1. Introduction

The low price of agricultural products at the producer level cannot be separated from the less competitive structure of the market for farm products. On the one hand, some parties are more dominant in determining the price (price makers). On the other hand, producers' bargaining positions are weak. Producers tend to be price takers. Zdiniakova and de la Calle [1] reported that coconut sugar marketing tends to be less efficient. The coconut sugar market structure at the whole seller level is loose oligopsony, while at the collector and farmer level, it is oligopoly. Hence, the buyer determines the price of coconut sugar at the farm level.

Purbalingga District is one of Central Java's coconut sugar production centers. In 2015 coconut sugar production in this district reached 53,130,80 tons [2], involving around 18,000 units of coconut sugar farmers. The economy of most farmers or *penderes* is still a concern [3].

Content from this work may be used under the terms of the Creative Commons Attribution 3.0 licence. Any further distribution of this work must maintain attribution to the author(s) and the title of the work, journal citation and DOI. Published under licence by IOP Publishing Ltd 1

ICE-BEES-2020		IOP Publishing
IOP Conf. Series: Earth and Environmental Science	1131 (2023) 012008	doi:10.1088/1755-1315/1131/1/012008

Related to efforts to improve the welfare of farmers, Non-Governmental Organizations (NGOs) Research and Development Institute for Resources and the Environment (LPPSLH) Purwokerto have assisted coconut sugar farmers in producing organic coconut sugar powder, which has a higher selling value. At the time of pioneering assistance, the price of printed coconut sugar at the farmers' level was Rp7,000 to Rp7,500 per kg, while the cost of organic coconut sugar powder was Rp10,000 to Rp11,000 per kg, with a price difference between Rp2,500 and Rp4,000 per kg, which is very helpful for increasing the income of farmers.

In 2022, the Nira Perwira Cooperative will be the shelter for four villages in Purbalingga that produce organic coconut sugar powder. A total of 401 organic coconut sugar powder farmers were certified by the Dutch Control Union Institute in May 2014. The programs offered by the Nira Perwira Cooperative to organic coconut sugar powder farmers include (1) savings; 2) remaining operating results; (3) production support facilities; (4) market access; (5) production quality assurance; (6) information supporting the development of organic palm sugar; (7) coconut farmers' compensation fund in the form of community insurance; and (8) currently working on health insurance or BPJS (accidents, work, retirement). As a center for coconut sugar production in Purbalingga District, many farmer's families in Kutasari District reach no less than 7,000 families. Most coconut sugar producers do not sell their products to final consumers but local village collectors. Furthermore, the collectors sell them back to wholesalers in the local village or sub-district area. By wholesalers, printed coconut sugar products are sold outside the city either to meet soy sauce factories in big cities or to meet the needs of end consumers through traditional retailers in small markets in big cities. In general, producers are also bound by a down payment from buyer traders, so they will sell the products they produce to traders who have given loan money at a dominant price determined by the buyer.

Several internal and external factors influence the Nira Perwira Cooperative's critical role in improving the welfare of organic coconut sugar powder farmers. The cooperative's internal and external factors must be adequately identified in order to develop a strategy that will support the successful development of the Nira Perwira Cooperative's organic coconut sugar powder business. The success of the organic coconut sugar powder business is due to implementing the right strategy that will benefit the cooperative and help the organic coconut sugar powder farmers. In other words, the cooperative's goal, namely the welfare of organic coconut sugar powder farmers, will be realized.

#### 2. Material and Methods

#### 2.1. Material

The research was carried out at the Nira Perwira Cooperative, a cooperative with specific superior products of organic coconut sugar powder, and its products have met international organic standards. The research technique used is a case study with a qualitative approach. Determination of critical informants for determining strategic factors, determining weight and attractiveness is done purposively. Critical informants for strategic factors are the Head of the Nira Perwira Cooperative, Head of Quality Assurance Division, Manager, Head of Production Division, Head of Logistics, and Supervisory Division. The critical informant to determine the attractiveness value is the Chairman of the Nira Perwira Cooperative.

#### 2.2. Methods

This study necessitates the collection of both primary and secondary data. Preliminary data includes the state of the Nira Perwira Cooperative, an overview of the cooperative's organization, and information on the cooperative's marketing activities of organic coconut sugar powder to exporters. Secondary data is already available at research-related organizations such as the Nira Perwira Cooperative, the Purbalingga Regency Central Bureau of Statistics, and the Department of Trade. Interviews, observation, recording, and focus group discussions are all methods for gathering data (FGD). IFE (Internal Factor Evaluation) and EFE (External Factor Evaluation) analyses of internal and external factors using matrix analysis (External Factor Evaluation). The Nira Perwira Cooperative's position in the organic coconut sugar powder industry is determined using the IE (Internal External) matrix.

IOP Conf. Series: Earth and Environmental Science 1131 (2023) 012008

#### 3. Results and discussion

3.1. Internal and external factors of the Nira Perwira Cooperative

Internal factors were identified, resulting in the inner strengths and weaknesses of the Nira Perwira Cooperative. Table 2 shows the Nira Perwira Cooperative's strength and weakness factors. The identification of external factors demonstrates the Nira Perwira Cooperative's external opportunities and threats; the identification of external factors is shown in Table 1.

Table 1. Identification of the internal	and external factors of the	Nira Perwira Cooperative
---	-----------------------------	--------------------------

No.	<b>Internal Factors</b>	Strengths	Weaknesses
1	Production	<ul> <li>a. Using ingredients that are safe for health</li> <li>b. Continuous supply of coconut sugar</li> <li>c. Prices at the farm level are stable</li> </ul>	Inability to produce large quantities on demand
2	Marketing		Sales on a large scale are still in scope around the district, and exports are not sustainable
3	Financing		Weak capital
4	Management	<ul><li>a. Have a legal entity</li><li>b. The existence of training to improve the quality of human resources</li><li>c. Have a quality assurance body</li></ul>	<ul><li>a. Less active member participation</li><li>b. Management is lacking in excellent knowledge</li></ul>
	<b>External Factors</b>	Opportunities	Threats
1	Macro Environment Economic factors Technological Factor	Online marketing allows purchases made anytime and from anywhere	Fluctuating consumer demand
	Politics, government, law Socio-cultural	Support from district government through development programs a. The number of coconut suga farmers is large b. Trend to organic consumption c. Have good relationship amon farmer, trader, government	understanding of cooperatives
2	Climate condition Industrial	farmer, trader, government	Unpredictable rainy season
	Environment		
	Competition in the		Many new organic coconut sugar
	industry		powder industries have sprung up

Source: Primary Data Analysis (2021).

# 3.2. Analysis of the position of the Nira Perwira Cooperative in the organic coconut sugar powder industry

The IFE value of the Nira Perwira Cooperative is 2.28, and the EFE value is 3.06. An IFE value below 2.50 indicates that the Nira Perwira Cooperative is internally weak. The EFE value above 2.50 means that the Nira Perwira Cooperative can explore opportunities and avoid threats [4].

<b>Table 2.</b> Internal Factor Evaluation	(IFE	) and External 1	Factor Eva	aluation	(EFE)	Matrices
--	------	------------------	------------	----------	-------	----------

Main Internal Factors	Weight	Rating	Score
Strengths			
1. Have a legal entity	0.07	3	0.21
2. Using ingredients that are safe for health	0.10	4	0.40
3. Continuous supply of coconut sugar	0.09	4	0.36
4. Prices at farm level are stable	0.08	3	0.24
5. Have a quality assurance body	0.09	3	0.27
6. Training to improve the quality of human resources	0.07	3	0.21
Weaknesses			
1. Less active member participation	0.08	1	0.08
2. Unable to produce in large quantities as order	0.09	2	0.18
3. Sales on a large scale are still in scope around the district, and	0.09	1	0.09
exports are not sustainable			
4. Weak capital	0.09	1	0.09
5. Less active member participation	0.07	1	0.07
6. Management is lacking in excellent knowledge	0.08	1	0.08
Total	1.00		2.28
Main External Factors	Weight	Rating	Score
Opportunities			
1. The number of coconut sugar farmers is large	0.09	2	0.18
2. Cooperation network with facilitators/ partners is well established	0.11	4	0.44
3. Many new requests from potential buyers abroad	0.10	4	0.40
4. There is support from the district government through development programs	0.09	3	0.27
5. Online marketing allows purchases to be made anytime and from anywhere	0.09	3	0.27
6. People's trend towards organic consumption	0.12	4	0.48
Threats			
1. Fluctuating consumer demand	0.09	2	0.18
2. Unpredictable rainy season	0.09	2	0.18
3. Lack of public awareness and understanding of cooperatives	0.10	3	0.30
4. Many new organic coconut sugar powder industries have sprung up	0.12	3	0.36
Total	1.00		3.06

Source: Primary Data Analysis (2021).

The IFE and EFE matrices' values are used as inputs in the IE matrix, so it is known that the position of the Nira Perwira Cooperative in the organic coconut sugar powder industry is in position II. Position II is a position of growth, development, and cooperatives. The strategies that can be applied are integrative and intensive.

IOP Conf. Series: Earth and Environmental Science 1131 (2023) 012008

		IFE		
		Good 3.00-	Average	Weak
			2.00-2.99	1.00-1.99
	Good 3.00- 4.00	I Growth and Build	II Growth and Build	III Hold and Maintain
FE	Average 2.00- 2.99	IV Growth and Build	V Hold and Maintain	VI Harvest and Divest
	Weak 1.00- 1.99	VII Hold and Maintain	VIII Harvest and Divest	IX Harvest and Divest

Figure 1. Internal-External (IE) Matrix

3.3. The alternative strategy of organic coconut sugar powder's business development

Alternative strategies that follow the position of the Nira Perwira Cooperative as follows:

a. SO strategy

Increase promotional activities

FF

The Nira Perwira Cooperative should use the internet as a promotional means. The strategy that can be done is to create a website that contains Nira Perwira Cooperative's complete profile, achievements, products produced, question and answer column, and procedures for ordering products.

b. ST strategy

b.1. Increase farmer loyalty

The Nira Perwira Cooperative must show actual performance so that organic coconut sugar powder farmers have confidence in working with the Nira Perwira Cooperative. The steps that can be taken are to consistently fulfil the rights and needs of coconut sugar farmers.

b.2. Make a contract with a third party

The strategy to make a profitable contract for the Nira Perwira Cooperative includes the contract period, number of products, and price.

b.3. Improve product competitiveness

The quality of existing products must be maintained and improved through supervision from the quality assurance sector. As a result, customers are eager to repurchase Nira Perwira Cooperative products.Product diversification can also increase product competitiveness [5].

- c. WO strategy
- c.1. Improve marketing network

The strategy to promote marketing partners is to establish relationships with other parties to support each other [6]. Cooperatives must be selective and observant in choosing partners, and this will ensure that the partnerships that are built are mutually beneficial [7]. The Cooperative Service, which is part of the district government, has a role in recommending the Nira Perwira Cooperative to other people.

c.2. Recruiting competent members to manage the marketing field

The lack of human resources to manage marketing activities impacts marketing activities [8]. In light of the growing awareness and entrepreneurial spirit of cooperative managers, cooperatives should have competent resources in marketing.

IOP Conf. Series: Earth and Environmental Science 1131 (2023) 012008

#### d. WT strategy

#### d.1. Carrying out Internal Reorganization

Internal reorganization is to make irresponsible and incompetent individuals replace them with better individuals [9]. In addition, new employees in the organizational structure can now spend more time on their jobs because of the internal restructuring.

d.2. The priority of organic coconut sugar powder's business development strategy

Several alternative strategies were selected from the SWOT matrix analysis, which was considered in the IE matrix analysis [10]. The appropriate alternative strategy is to increase promotional activities, increase product competitiveness, and recruit competent members to manage marketing.

#### 4. Conclusion

Uncertainty in supply and quality of supply from partner farmers are some of the challenges faced. The results revealed that the IFE value was 2.28 and the EFE value was 3.06, indicating that the cooperative position is in quadrant II of the IE matrix (growing and fostering). Based on a SWOT analysis, alternatives for developing the palm sugar business strategy of the Nira Perwira Cooperative based on a SWOT analysis include increasing promotional activities, increasing the loyalty of coconut sugar farmers, entering into contracts with buyers, increasing marketing networks, recruiting competent members to manage marketing, increasing product competitiveness, and internal reorganization. The best thing to do in the Nira Perwira Cooperative is to make their products more competitive. The Nira Perwira Cooperative developing the organic palm sugar business must coordinate to improve internal weaknesses and be responsive to all current opportunities and threats. The Nira Perwira Cooperative must improve competitiveness through action and quality improvement to achieve a competitive advantage. The cooperative must add a marketing division to its organizational structure.

#### References

- [1] Zdiniakova, T., and M. B. de la Calle. 2020. Feasibility study about the use of element profiles determined by ED-XRF as screening method to authenticate coconut sugar commercially available. European food research and technology. 246(10): 2101-2109.
- [2] BPS Banyumas District. 2021. Banyumas District in Number. BPS Banyumas District, Central Java.
- [3] Purnomo, H. 1992. Sugar components of coconut sugar in Indonesia. ASEAN Food Journal. 7(4): 200-201.
- [4] David, F. R. 2003. Strategic management case writing: Suggestions after 20 years of experience. SAM Advanced Management Journal. 68(3): 36.
- [5] Persaud, N., M. Woodhouse-Jackson, and M. Scriven. 2016. Enhancing the strategic management process through the use of professional evaluation methods and the logic of evaluation. Journal of multidisciplinary evaluation. 12(26): 1-11.
- [6] Newbert, S. L., R. J. David, and S. K. Han. 2014. Rarely pure and never simple: Assessing cumulative evidence in strategic management. Strategic Organization. 12(2): 142-154.
- [7] Bakar, A. H. A., M. A. Tufail, M. N. Y. M. A. Tufail, and W. Virgiyanti. 2011. Implementation of strategic management practices in the Malaysian construction industry. Pakistan Journal of Commerce and Social Sciences (PJCSS). 5(1): 140-154.
- [8] Jennings, D. 2002. Strategic management: an evaluation of the use of three learning methods. Journal of Management Development. 27: 20-25.
- [9] Jennings, D. 2002. Strategic management: an evaluation of the use of three learning methods. Journal of Management Development. 27: 20-25.
- [10] David, M. E. and F. R. David. 2017. The quantitative strategic planning matrix: a new marketing tool. Journal of strategic marketing. 25(4): 342-352.