INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories Indexed & Listed at:

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 (2012) & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 5833 Cities in 193 countries/territories are visiting our journal on regular basis.

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	AN EMPIRICAL STUDY ON FACTORS INFLUENCING THE SELECTION OF VAS (VALUE ADDED	1
	SERVICES) IN MOBILE TELECOM INDUSTRY	
	VARUN BHARDWAJ & C. L. CHANDAN	
2.	DYNAMICS OF RURAL RETAILING IN INDIA: CHALLENGES AND OPPORTUNITIES	7
	Dr. SATHYNARAYANA. S & SUDHINDRA GARGESHA	
3.	IMPACT OF EMOTIONAL INTELLIGENCE OVER THE TEACHING PERFORMANCE IN HIGHER	17
	EDUCATIONAL INSTITUTIONS	
	Dr. KANAGARAJ.N & KARTHICK.K	
4.	CRM: CONSEQUENCE IN ORGANISED RETAIL STORES AN EMPIRICAL STUDY	20
	P. JANANI & V. PRIYANKA	
5.	NON PERFORMING ASSETS AND PROFITABILITY OF COMMERCIAL BANKS IN INDIA	23
	Dr. REKHA GARG	
6.	EFFECTS OF STRESS AND ITS CONSEQUENCES ON CONSUMER SAVINGS PATTERN	26
	Dr. L. A. RAZIA FATHIMA	
7.	HUMAN RESOURCE DEVELOPMENT AND THE OPERATIONAL PERFORMANCE OF	28
	ENTREPRENEURS IN NIGERIA	
	Dr. S.O. ONIMOLE	
8.	EFFECTIVENESS OF HEDGING A PORTFOLIO OF SELECTED SHARES USING INDEX FUTURES	34
	BASED ON THE STUDY CONDUCTED IN OUR INVESTMENTS ENTERPRISE LTD. (ERSTWHILE	
	COCHIN STOCK EXCHANGE LTD.)	
	GREGORY JOHN	
9.	THE INFLUENCE OF MICROECONOMIC FACTORS TOWARDS NPL OF MICRO SMALL	44
	ENTERPRISES (MSE) BANK XYZ	
	DUDY BUDIANA, HERMANTO SIREGAR & TUBAGUS NUR AHMAD MAULANA	
10.	A STUDY OF EFFECTIVENESS OF TRAINING PROGRAM	48
	SUJIT BABURAO CHAVAN	
	REQUEST FOR FEEDBACK & DISCLAIMER	51

CHIEF PATRON

Prof. (Dr.) K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur (An institute of National Importance & fully funded by Ministry of Human Resource Development, Government of India)

Chancellor, K. R. Mangalam University, Gurgaon

Chancellor, Lingaya's University, Faridabad

Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi

Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON

Late Sh. RAM BHAJAN AGGARWAL

Former State Minister for Home & Tourism, Government of Haryana Former Vice-President, Dadri Education Society, Charkhi Dadri Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

FORMER CO-ORDINATOR

Dr. S. GARG

Faculty, Shree Ram Institute of Business & Management, Urjani

ADVISOR.

Prof. S. L. MAHANDRU

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR

Dr. R. K. SHARMA

Professor & Dean, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR.

Dr. BHAVET

Faculty, Shree Ram Institute of Engineering & Technology, Urjani

EDITORIAL ADVISORY BOARD

Dr. S. P. TIWARI

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

Dr. CHRISTIAN EHIOBUCHE

Professor of Global Business/Management, Larry L Luing School of Business, Berkeley College, USA

Dr. SIKANDER KUMAR

Chairman, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh

Dr. JOSÉ G. VARGAS-HERNÁNDEZ

Research Professor, University Center for Economic & Managerial Sciences, University of Guadalajara, Guadalajara, Mexico

Dr. M. N. SHARMA

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

Dr. TEGUH WIDODO

Dean, Faculty of Applied Science, Telkom University, Bandung Technoplex, Jl. Telekomunikasi, Indonesia

Dr. M. S. SENAM RAJU

Professor, School of Management Studies, I.G.N.O.U., New Delhi

Dr. D. S. CHAUBEY

Professor & Dean (Research & Studies), Uttaranchal University, Dehradun

Dr. CLIFFORD OBIYO OFURUM

Professor of Accounting & Finance, Faculty of Management Sciences, University of Port Harcourt, Nigeria

Dr. KAUP MOHAMED

Dean & Managing Director, London American City College/ICBEST, United Arab Emirates

Dr. VIRENDRA KUMAR SHRIVASTAVA

Director, Asia Pacific Institute of Information Technology, Panipat

SUNIL KUMAR KARWASRA

Principal, Aakash College of Education, ChanderKalan, Tohana, Fatehabad

Dr. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture & Tech., Westlands Campus, Nairobi-Kenya

Dr. SYED TABASSUM SULTANA

Principal, Matrusri Institute of Post Graduate Studies, Hyderabad

Dr. BOYINA RUPINI

Director, School of ITS, Indira Gandhi National Open University, New Delhi

Dr. NEPOMUCENO TIU

Chief Librarian & Professor, Lyceum of the Philippines University, Laguna, Philippines

Dr. SANJIV MITTAL

Professor & Dean, University School of Management Studies, GGS Indraprastha University, Delhi

Dr. ANA ŠTAMBUK

Head of Department of Statistics, Faculty of Economics, University of Rijeka, Rijeka, Croatia

Dr. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

Dr. SHIB SHANKAR ROY

Professor, Department of Marketing, University of Rajshahi, Rajshahi, Bangladesh

Dr. ANIL K. SAINI

Professor, Guru Gobind Singh Indraprastha University, Delhi

Dr. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

Dr. NAWAB ALI KHAN

Professor & Dean, Faculty of Commerce, Aligarh Muslim University, Aligarh, U.P.

MUDENDA COLLINS

Head, Operations & Supply Chain, School of Business, The Copperbelt University, Zambia

Dr. EGWAKHE A. JOHNSON

Professor & Director, Babcock Centre for Executive Development, Babcock University, Nigeria

Dr. A. SURYANARAYANA

Professor, Department of Business Management, Osmania University, Hyderabad

P. SARVAHARANA

Asst. Registrar, Indian Institute of Technology (IIT), Madras

Dr. MURAT DARÇIN

Associate Dean, Gendarmerie and Coast Guard Academy, Ankara, Turkey

Dr. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engg. & Tech., Amity University, Noida

Dr. YOUNOS VAKIL ALROAIA

Head of International Center, DOS in Management, Semnan Branch, Islamic Azad University, Semnan, Iran

WILLIAM NKOMO

Asst. Head of the Department, Faculty of Computing, Botho University, Francistown, Botswana

Dr. JAYASHREE SHANTARAM PATIL (DAKE)

Faculty in Economics, KPB Hinduja College of Commerce, Mumbai

SHASHI KHURANA

Associate Professor, S. M. S. Khalsa Lubana Girls College, Barara, Ambala

Dr. SEOW TA WEEA

Associate Professor, Universiti Tun Hussein Onn Malaysia, Parit Raja, Malaysia

Dr. OKAN VELI ŞAFAKLI

Professor & Dean, European University of Lefke, Lefke, Cyprus

Dr. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

Dr. BORIS MILOVIC

Associate Professor, Faculty of Sport, Union Nikola Tesla University, Belgrade, Serbia

Dr. LALIT KUMAR

Faculty, Haryana Institute of Public Administration, Gurugram

Dr. MOHAMMAD TALHA

Associate Professor, Department of Accounting & MIS, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia

Dr. V. SELVAM

Associate Professor, SSL, VIT University, Vellore

Dr. IQBAL THONSE HAWALDAR

Associate Professor, College of Business Administration, Kingdom University, Bahrain

Dr. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

Dr. ALEXANDER MOSESOV

Associate Professor, Kazakh-British Technical University (KBTU), Almaty, Kazakhstan

Dr. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, Kurukshetra University, Kurukshetra

YU-BING WANG

Faculty, department of Marketing, Feng Chia University, Taichung, Taiwan

SURJEET SINGH

Faculty, Department of Computer Science, G. M. N. (P.G.) College, Ambala Cantt.

Dr. MELAKE TEWOLDE TECLEGHIORGIS

Faculty, College of Business & Economics, Department of Economics, Asmara, Eritrea

Dr. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

Dr. SAMBHAVNA

Faculty, I.I.T.M., Delhi

Dr. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

Dr. SHIVAKUMAR DEENE

Faculty, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga **SURAJ GAUDEL**

BBA Program Coordinator, LA GRANDEE International College, Simalchaur - 8, Pokhara, Nepal

FORMER TECHNICAL ADVISOR

AMITA

FINANCIAL ADVISORS

DICKEN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

<u>SUPERINTENDENT</u>

SURENDER KUMAR POONIA

Residential address with Pin Code Mobile Number (s) with country ISD code

F-mail Address

Nationality

Alternate E-mail Address

Landline Number (s) with country ISD code

Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No)

1.

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography: Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations: International Relations: Human Rights & Duties: Public Administration: Population Studies: Purchasing/Materials Management: Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the soft copy of unpublished novel; original; empirical and high quality research work/manuscript anytime in M.S. Word format after preparing the same as per our GUIDELINES FOR SUBMISSION; at our email address i.e. infoijrcm@gmail.com or online by clicking the link online submission as given on our website (FOR ONLINE SUBMISSION, CLICK HERE).

GUIDETINES LOK 208WISSI	UN UT MANUSCRIPI
COVERING LETTER FOR SUBMISSION:	
	DATED:
THE EDITOR	
IJRCM	
Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF	
(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Conspecify)	mputer/IT/ Education/Psychology/Law/Math/other, please
DEAR SIR/MADAM	
Please find my submission of manuscript titled 'your journals.	
I hereby affirm that the contents of this manuscript are original. Furthfully or partly, nor it is under review for publication elsewhere.	nermore, it has neither been published anywhere in any language
I affirm that all the co-authors of this manuscript have seen the substheir names as co-authors.	mitted version of the manuscript and have agreed to inclusion of
Also, if my/our manuscript is accepted, I agree to comply with the following discretion to publish our contribution in any of its journals.	ormalities as given on the website of the journal. The Journal has
NAME OF CORRESPONDING AUTHOR	:
Designation/Post*	:
Institution/College/University with full address & Pin Code	:

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation etc. The qualification of author is not acceptable for the purpose.

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. <u>pdf.</u> <u>version</u> is liable to be rejected without any consideration.
- b) The sender is required to mention the following in the SUBJECT COLUMN of the mail:
 - **New Manuscript for Review in the area of** (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)
- c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is expected to be below 1000 KB.
- e) Only the Abstract will not be considered for review and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
- g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
- 2. MANUSCRIPT TITLE: The title of the paper should be typed in bold letters, centered and fully capitalised.
- 3. AUTHOR NAME (S) & AFFILIATIONS: Author (s) name, designation, affiliation (s), address, mobile/landline number (s), and email/alternate email address should be given underneath the title.
- 4. ACKNOWLEDGMENTS: Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
- 5. **ABSTRACT:** Abstract should be in **fully Italic printing**, ranging between **150** to **300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA**. **Abbreviations must be mentioned in full**.
- 6. **KEYWORDS**: Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
- 7. **JEL CODE**: Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
- 8. **MANUSCRIPT**: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.
- 9. **HEADINGS**: All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 10. **SUB-HEADINGS**: All the sub-headings must be bold-faced, aligned left and fully capitalised.
- 11. MAIN TEXT:

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:

INTRODUCTION

REVIEW OF LITERATURE

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESIS (ES)

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

FINDINGS

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

LIMITATIONS

SCOPE FOR FURTHER RESEARCH

REFERENCES

APPENDIX/ANNEXURE

The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript.

- 12. **FIGURES & TABLES**: These should be simple, crystal **CLEAR**, **centered**, **separately numbered** & self-explained, and the **titles must be above the table/figure**. **Sources of data should be mentioned below the table/figure**. *It should be ensured that the tables/figures are*referred to from the main text.
- 13. **EQUATIONS/FORMULAE**: These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
- 14. **ACRONYMS**: These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
- 15. **REFERENCES**: The list of all references should be alphabetically arranged. *The author (s) should mention only the actually utilised references in the preparation of manuscript* and they may follow Harvard Style of Referencing. Also check to ensure that everything that you are including in the reference section is duly cited in the paper. The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
- Use (ed.) for one editor, and (ed.s) for multiple editors.
- When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
- Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
- The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
- For titles in a language other than English, provide an English translation in parenthesis.
- Headers, footers, endnotes and footnotes should not be used in the document. However, you can mention short notes to elucidate some specific point, which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

• Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

• Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

• Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

• Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

• Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

THE INFLUENCE OF MICROECONOMIC FACTORS TOWARDS NPL OF MICRO SMALL ENTERPRISES (MSE) BANK XYZ

DUDY BUDIANA
STUDENT
SCHOOL OF BUSINESS
BOGOR AGRICULTURAL UNIVERSITY
BOGOR, INDONESIA

HERMANTO SIREGAR

LECTURER

SCHOOL OF BUSINESS

BOGOR AGRICULTURAL UNIVERSITY

BOGOR, INDONESIA

TUBAGUS NUR AHMAD MAULANA
LECTURER
SCHOOL OF BUSINESS
BOGOR AGRICULTURAL UNIVERSITY
BOGOR, INDONESIA

ABSTRACT

The current global economic condition is a challenge for micro-banks to anticipate the slowing credit growth and increase in Non Performing Loan (NPL). NPL is one of the credit quality parameters and effects the bank's profit, whereby the higher of NPL, the greater cost must be reserved by the bank. This research analyzes the influence of microeconomic factors in the form of customer training, age of debtor and portfolio of agriculture sector, hunting, forestry & plantation toward NPL of Bank XYZ. The method used is panel data analysis. The results showed that training classes, age of debtors and portfolio of agriculture, hunting, forestry & plantation sector toward NPL of Bank XYZ.

KEYWORDS

non performing loan (NPL), micro small enterprises (MSE, also known as UMK), microeconomic factors.

INTRODUCTION

anks should ensure that credit disbursement is in accordance with the plan with good credit quality. Micro, Small and Medium Business Segment also known as UMKM, a business segment considered by many as resistant to the crisis, has great potential and becomes a supporter of economic growth. The 20% quota of UMKM credit and large income potential make many banks entering this segment.

Bank XYZ as one of the banks that focus on UMKM, has UVP (Unique Value Preposition) of customer empowerment through various programs provided by banks to customers. Business unit in Bank XYZ focusing on micro credit distribution is the Directorate of UMK. To improve the skills and knowledge of customers in running the business, the Directorate of UMK provides training to customers to grow and develop their business. This training program is not only part of UVP (Unique Value Preposition) and CSR (Customer Social Responsibility), but also one way to maintain credit quality. The customer loan repayment rate will be well maintained if the customer's business grows and expands as expected.

Non Performing Loan (NPL) Micro Small Enterprises (MSE) Bank XYZ has increased since 2013. This is in line with the increase of SM (Special Mention) on the period beginning in 2013 which indicates a decline in credit quality. Changes in credit quality can be caused by macroeconomic and microeconomic factors. Microeconomic factors are factors that exist within the circle of bank influence. Debtor age and long run of business is one factor that shows the ability of the debtor in running and managing the business in order to grow and develop. The quality of sectoral credit in the portfolio is also an indicator of changes in bank credit quality. In line with the potential of Indonesia in the field of agribusiness, the government encourages banks to maintain and increase credit distribution of MSMEs is the agricultural / agribusiness sector because of its high potential and many people who run productive businesses in the field of agriculture. One of the client empowerment programs that is run is a customer training program that is expected to provide benefits to the bank indirectly in the form of credit quality improvement as a result of the growth and development of business customers after assisted by training programs. Along with the effort to make efficiency and to ensure that the training can be in accordance with the current technological developments / conditions, Bank XYZ has freezed its customer training program since June 2016 and will be reviewed since the budget required for the program is quite large.

LITERATURE REVIEW

Credit Quality is set to: Current, Special Mention, Substandard, Doubtful and Loss (PBI No. 14/15 / PBI / 2012). Banks are required to anticipate potential losses from provision of funds by performing PPA (Allowance for Asset Losses) that is reserves that must be established for a certain percentage of asset quality (Hariyani dan Toruan, 2010). According to Sjafitri (2011), credit fluctuation greatly determines the credit quality provided. Non Performing Loan (NPL) is a debtor or group of debtors who fall into the class of 3, 4, 5 from 5 categories of credit that is debtor that is substandard, doubtful and loss. The change of credit classification from current credit to NPL is gradually through the process of credit quality reduction (Dunil, 2005).

NPL reflects credit risk, the smaller of NPL, then the smaller of credit risk borne by the bank. Banks with high NPL will increase the cost of both the provision of earning assets and other costs, so that the potential loss to the Bank (Mawardi, 2005). Banks are required to anticipate potential losses from provision of funds by performing PPA (Allowance for Asset Losses) that is reserves that must be established for a certain percentage of asset quality (Hariyani dan Toruan, 2010). According to Sjafitri (2011), credit fluctuation greatly determines the credit quality provided.

Microeconomic factors related to credit quality are the factors that are conducted or occur within the circle of the bank's internal influence. One form of customer empowerment is business training. Agung (2015) in his research said that the business education / training program of the customers, after following several stages or trainings, gives positive influence and gives a good return of capital. Based on research Triwibowo (2009), agribisinis sector and long business effect the level of non-performing loans. According to Mahmudah (2013), the development of NPL is influenced by three things: internal bank factors, internal factors of debtors and external factors of non-bank and debtors. Internal bank factors related to the analysis that is not in accordance with the principle of credit analysis 5C

(Character, Capacity, Capital, Collateral, and Condition) and bank supervision, LDR (Loan to Deposit Ratio), CAR (Capital Adequacy Ratio), Interest. While the internal factor of the debtor consists of age and character.

OBJECTIVES

This study has the following objectives:

- 1. Analyze the influence of debtor training classes towards NPL of Bank XYZ.
- 2. Analyzing the effect of debtor age towards NPL of Bank XYZ.
- 3. Analyzing the effect of agricultural, hunting, forestry and plantation portfolio towards NPL of Bank XYZ.

HYPOTHESIS

The hypotheses of this study are as follows:

- 1. The number of debtor training classes has a significant and negative effect towards NPL of Bank XYZ.
- 2. Debtor age has a significant and negative effect towards NPL of Bank XYZ.
- 3. Portfolio of agriculture sector, hunting, forestry and plantation have real and positive effect towards NPL of Bank XYZ.

RESEARCH METHODS

The data used in this study is monthly data from bank XYZ during the period 2011 - 2016 based on the credit distribution area. The types and sources of research data are presented in Table 1.

TABLE	1 · V/	RIAR	IF C	OF RES	FARCH	ΠΔΤΔ

Variable Types	Variable
Independent (X)	 Number of debtor training classes
	 The average age of the debtor
	 Persentage of portofolio of agriculture sector, hunting, forestry, & plantation
Dependent (Y)	Non Performing Loan

The method used in this research is panel data regression with data processing using softaware e-views. Panel data is a combination of time series and cross-sectional data to find out the description of the data and the model exploration of the data obtained, a test is performed to select the most appropriate technique by using the Chow test to determine the common effect model or fixed effect, Hausman test to choose whether the fixed effect or random effect model and Lagrange multiplier test to select the random effect or common effect (OLS) model.

RESULTS AND DISCUSSION

Bank XYZ is one of the banks that focus on financing Micro Small Enterprises (MSE/UMK). Based on its annual financial report, the highest portfolio of MSE Bank XYZ is in 2013 reaching 10.2 trillion rupiahs and decreased up to 7.2 trillion rupiah by the end of 2016. In line with the declining portfolio is followed by a decrease in portfolio current ratio from 92.2% in 2013 to 90% in 2016. XYZ Bank's MSE portfolio is presented in Table 2.

TABLE 2: MSE PORTFOLIO OF BANK XYZ

TABLE 2: MISE I ORTH GLIG OF BARK XTZ											
Year			Totallagns	% MSE toward total loans							
	Current	Special Mention	Substandard	Doubtful	Loss	Total	Total Loans	% IVISE LOWARD LOCAL TOTALS			
2010	4,057,154	340,968	93,306	99,852	42,268	4,633,548	23,328,089	19.86%			
2011	6,300,454	291,623	65,226	83,796	44,344	6,785,443	30,310,157	22.39%			
2012	8,436,802	382,202	62,412	78,018	46,801	9,006,235	38,844,096	23.19%			
2013	9,467,947	539,236	92,119	107,197	56,928	10,263,427	46,105,437	22.26%			
2014	8,605,541	587,796	95,514	130,889	62,134	9,481,874	51,993,574	18.24%			
2015	7,920,139	575,622	74,222	114,724	47,265	8,731,972	58,587,383	14.90%			
2016	6,453,080	502,661	65,093	109,834	39,195	7,169,863	63,168,410	11.35%			

Source: Bank XYZ Financial Report (publication)

Based on Chow and Hausman test, it is found that the most appropriate method is Fixed Effect Model. The result of fixed effect model is presented in Table 3.

TABLE 3: MICROECONOMIC FACTORS EFFECTING NPL

Variable	Coefficient	Prob.
С	0.061782	0.0000
Number of training classes	-2.46E-05	0.0000
The average age of the debtor	-0.000639	0.0043
Portfolio of agriculture, hunting, forestry and plantation	0.082532	0.0000
R-squared	0.336523	
Prob(F-statistic)	0.000000	

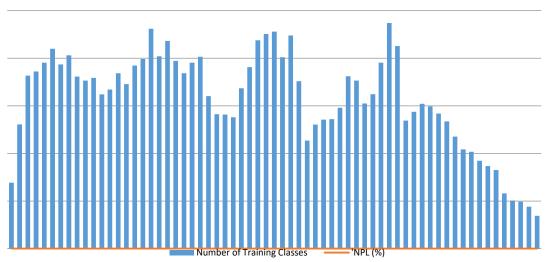
R-square model of 0.3365 means the diversity of Y that can be explained by the three variables in the model of 33.65%, while the remaining 66.35% is explained by other factors outside the model. Based on t test results, the factors that have significant effect toward NPL are number of training class, age of debtor and portfolio of agriculture, hunting, forestry & plantation.

In this study, the number of training classes has a significant and contrasting effect with the NPL ratio, with each increase of 1 training class will effect the NPL reduction of 2.46E-05 percent. The training class has a noticeable but small effect. This is due to the low link between the usefulness of the training and its implementation in increasing the debtor's business. Thus, the type and content of the training needs to be sharpened and tailored to the needs of current customers so that it is useful for growth, increased profits and leads to customer welfare so as to help improve customers' paying ability. The number of training classes declined in 2015 due to XYZ's focus on quality improvement as 2015 was a tough year for banks with an increase in NPL almost all sectors. This research is also in line with research conducted by Winarta (2013), where customer training programs provide knowledge to better manage businesses, increase sales turnover and scale up businesses.

Debtor training is a place for debtors to improve their competence so as to help the growth of business to achieve better profit. Power training conducted by Bank XYZ began intensively from the beginning of 2010 until May 2016. The training consisted of modules related to the debtor's business, such as financial module, marketing, and so forth.

The training conducted in bank XYZ is consistent with a large number in Q2 2011 until the end of 2015. This consistency trend is also in line with the stability of NPL's ratio presented in Figure 1.

FIGURE 1: NUMBER OF TRAINING CLASSES AND NPL CLASSES OF MSE BANK XYZ



The average age of the debtor has a significant and opposite effect on the NPL ratio, where every 1 year increase in the debtor's age causes a decrease in NPL by 0.000639%. The small number of age-related effects towards NPL is because the average increase in age has not been matched by a significant increase in business management capability. This research is in line with research conducted by Lubis (2011), where the age of the debtor affects the quality of bank credit. The results of this study are also in line with the research conducted by Musthikaningtyas (2011), Rachmat (2009), and Windariani & Wirawati (2017), where the quality of loans is increasing in line with the age of customers.

The ability of the debtor to manage the business affects the growth of the business, which will ultimately effect the ability to pay the bank. Debtor age in this study is categorized as a proxy that is considered to represent the ability of the debtor in managing the business. Based on descriptive analysis known that the average age of debtors in Java is relatively older compared with the average age of debtors in Eastern Indonesia (IBT) and Sumatera. The decrease of NPL in Java region is caused by the ability of the debtor to pay the business growth. This is due to the increased ability in business management. The older of the debtor age, the higher the ability of the debtor to manage the business and ultimately easier to grow and develop.

The age of the MSE debtors in Bank XYZ is mostly at the productive age of 35-45 years. This is maintained from 2012 - 2016, indicating that bank XYZ maintains the quality of the loan by maintaining the most portfolio is the debtor who has a productive age and relevant with a good level of competence, while the ratio of the number of debtors who are young also from year to year experienced significant decline. The number of debtors by age range in the segment of MSE Bank XYZ is presented in Table 4.

TABLE 4: NUMBER OF DEBTORS BY AGE RANGE IN SEGMENT OF MSE BANK XYZ

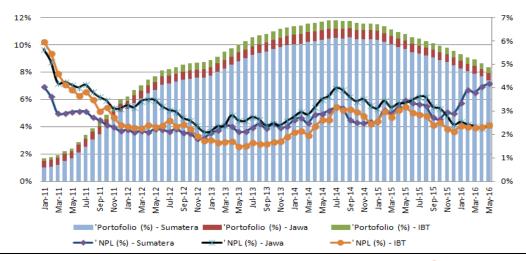
Age (Year)	2012		2013		2014		2015		2016	
	NoA	%								
< 25	4,572	1.87%	4,438	1.73%	3,332	1.51%	1,308	1.19%	765	0.93%
25 – 35	63,266	25.84%	62,652	24.41%	49,848	22.64%	21,687	19.75%	14,389	17.51%
35 – 45	95,537	39.02%	99,641	38.82%	85,773	38.96%	42,427	38.65%	31,508	38.34%
45 – 55	60,163	24.57%	65,439	25.49%	58,467	26.56%	31,346	28.55%	25,174	30.63%
> 55	21,276	8.69%	24,529	9.56%	22,747	10.33%	13,012	11.85%	10,341	12.58%

Source: Bank XYZ internal data

The portfolio of agriculture, hunting, forestry and plantation sectors in MSE Bank XYZ in Sumatera is about 5% of the total portfolio in Sumatra region, larger than Java and Eastern Indonesia (IBT). The results show that there is a real and direct effect between agricultural sector, hunting, forestry and plantation portfolio to NPL, where every 1% increase of portfolio of this sector will increase the NPL by 0.082532%.

Loan disbursement to the agricultural, hunting, forestry and plantation sectors in MSE Bank XYZ also has a portion that is not too high and ranges below 7%. The highest period of the portfolio is during the period of 2013-2015. Sumatra region provides the highest portion of the portfolio ratio, but has increased NPL ratio from 2015-2016 period. The decline in NPLs in recent years occurred in Java, while in IBT (Eastern Indonesia) tends to be stable. Portfolios of agriculture, hunting, forestry and plantation sectors are presented in Figure 2.

FIGURE 2: PORTFOLIO OF AGRICULTURE, HUNTING, FORESTRY AND PLANTATION SECTORS



The increase in NPL ratio in Sumatra is thought to be related to the decline in world oil prices at the end of 2014-2016. The decline in oil prices led to a sharp decline in commodity prices. The impact of this is a significant increase in banking NPL from the commodity sector, especially rubber and agricultural commodities that are effected by world oil prices.

Agricultural NPL in Bank XYZ during 2012-2016 remain well maintained despite an increase in 2014 and 2015 but may fall back by the end of 2016. The NPL ratio based on the economic sector in Bank XYZ is presented in Table 5.

TABLE 5: RATIO OF NPL IN BANK XYZ BY ECONOMIC SECTOR

Economic sector	2012	2013	2014	2015	2016
Household	0.20%	0.25%	0.26%	0.27%	0.32%
Trading	2.22%	2.15%	1.97%	1.89%	1.83%
Industry	2.18%	2.75%	1.66%	1.08%	1.77%
Other services	1.76%	0.87%	1.57%	0.91%	1.46%
Agriculture	2.75%	2.09%	2.44%	2.62%	2.04%
Accommodation services	1.18%	2.61%	1.98%	1.70%	2.16%
Construction	1.55%	2.92%	0.32%	0.00%	0.00%
Transportation & communication	2.19%	4.37%	0.60%	0.19%	0.12%
Mining	18.03%	1.25%	0.73%	1.07%	0.01%
Others	0.04%	0.00%	0.75%	1.13%	1.01%

Source: Bank XYZ Financial Report

RECOMMENDATION

Based on the results of the research, the Bank needs to remain consistent to maintain the channeling of credit to productive and proficient customers in running the business. The customer training class has a significant effect on the quality of the credit, so it is necessary to re-train with more training types and materials to improve the growth and profitability of the customer's business.

Loan disbursement to MSE remains selective despite improvements in macroeconomic conditions and remains with the principles of 5C are well managed. Credit disbursement to the agricultural, hunting, forestry and plantation sectors can be increased because in addition to its large potential, the level of influence towards NPL can still be managed properly. However, this should still take into account the influence of macroeconomic factors, particularly those affecting commodity prices.

CONCLUSION

Based on the results of the discussion and data analysis, the number of debtor training classes has a significant positive effect on the quality of MSE credit. Increased customer competence needs to be done by the Bank to maintain good credit quality through business training, marketing or other models in accordance with current technological developments.

Business management capability reflected in the age of customers has a negative and significant impact on the quality of MSE credit. Loans to the agricultural sector, hunting, forestry and plantation have a positive and significant impact on credit quality of MSE. This sector's credit distribution can still be improved by taking into consideration the macroeconomic factors affecting commodity prices.

THE SCOPE OF SUBSEQUENT RESEARCH

Further research can be developed to influence macroeconomic factors of each region (inflation, and economic growth) to NPL of credit distribution area. Need further research is also conducted on the effect of macroeconomic and microeconomic factors on the loan provision that describes directly the cost of PPAP that must be reserved by banks related to productive assets.

REFERENCES

- 1. Agung YF. 2015. The Effect of Mutual Financing Assistance to the Return on Capital Laznas DPU DT (Comparative Study between the recipient of the City of Bandung and the Recipient Customer of Bandung Regency).
- 2. Aunuddin. 1989. Data Analysis. Bogor (ID): Inter-University Center for Life Sciences Bogor Agricultural University.
- 3. Bodie ZK, Kane A, Marcus AJ. 2005. Investments. Sixth Edition, New York: McGraw-Hill.
- 4. Dunil Z. 2005. Bank Auditing Risk-Based Audit in Commercial Bank Credit Inspection. Jakarta (ID): PT. Index of Gramedia Group.
- 5. Effendi N, Setiawan M. 2013. Econometrics, Approach and Theory. Jakarta (ID): Salemba Four.
- 6. Hariyani I, Toruan RL. 2010. Restructuring and elimination of bad loans. Jakarta (ID): Elex Media Komputindo.
- 7. Mawardi W. 2005. Analysis of factors influencing the financial performance of commercial banks in Indonesia (Case Study at commercial banks with total assets less than 1 trillion). [thesis]. Semarang (ID): University of Diponegoro.
- 8. Musthikaningtyas NR. 2011. Analysis of the factors affecting Non Perfoming Loan (NPL) Housing Loans. [thesis]. Bogor (ID): Bogor Agricultural University.
- 9. Nizar MA. 2002. World Oil Price Increase and Its Implications for Indonesia. Jakarta: Business News. 6779.
- 10. Rachmat MI. 2009. The influence of debtor characteristics on the smoothness of XTZ Bank credit payment. [thesis]. Bogor (ID): Bogor Agricultural University.
- 11. Sjafitri H. 2011. Factors that affect the quality of credit in the banking world. Journal of Management and Entrepreneurship. 2 (2): 106-120.
- 12. Triwibowo D. 2009. Factors that affect the return of non-performing loans by customers in the agribusiness sector IPB, Bogor.
- 13. Walpole RE. 1992. Introduction to statistics, 3rd ed. Jakarta (ID): PT Gramedia Pustaka Utama.
- 14. Winarta S. 2013. The role of Bank BTPN to improve customer performance through Daya program. [thesis]. Surakarta (ID): University of Muhammadiyah.
- 15. Windariani NLA, Wirawati NGP. Number of responsibilities as a moderator of the influence of business experience and MSME revenue on the collections of BRI Micro KUR. *E-Journal of Accounting*. 19 (2): 943-972.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, IT & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue, as well as on the journal as a whole, on our e-mail infoijrcm@gmail.com for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.





