well as the intensity of the high religiosity form of worship more often. The duration of the penalty does not affect much in the formation of resilience.

**Keyword:** resilience, male inmates, Indonesia.

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**Local Wisdom Kawulo Tonggo, Kawulo Mertua, Dan Kawulo Bodjo: A Barrier of Crime in Wintaos, Panggang**

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Previous researches suggest that poverty related to increased number of crime. However the same situation does not applied in Wintaos village, Gunung Kidul. With limited natural resources and poor economy condition, the crime rate is very low. The aim of this qualitative study is to understand this unique phenomenon. Using phenomenology study, qualitative data was collected through in-depth interview to sesepuh adat (elder), village leaders, and people of Wintaos village, Gunung Kidul. The result suggests that the low rate of crime was suppressed by internalization of sharing and gathering cultural values since early age. Specific cultural and social interactions values are presented by a proverb kawulo tonggo, kawulo maratua, dan kawulo bodjo (learn about your neighbor, learn about your parents in law, and learn about your spouse) which emphasize more in a social relationship than individual. This kind of interaction causes the people of Wintaos to know each other better and grow trusts among the people. On the other hand, by knowing each other there is social control of the crime intentions. Doing criminal acts might cause loss of personal and family pride which are more important.

**Keyword:** social control, social interaction, local wisdom, poverty, criminality.

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**Dilemma of a Gay Love and Marriage (A Psychological Dynamics the Gay Who Want Marriage and Having Biological Children)**

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Having a spouse and a rising family are the tasks a person’s development in early adulthood, as well as in a homosexual (gay). However, differences in sexual orientation and rejection of environmental factors, family, and religion make a desire to marry into a conflict in a gay. In this study, the authors wanted to uncover the phenomenon of inner conflict between love and marriage that happened to be gay. The author reveals phenomenology to reveal the experiences and psychological dynamics of a gay man who has a desire to change and get married. The results showed that a person with ego dystonic homosexuality have a great desire to change and get married, but the desire is not a wish or a hope that is easy to be realized for a gay. Much experience has been passed, the view of life, fear, conflict, and the hope that is in him that also contributed to his desire to get married at the same time difficult.

**Keyword:** sexual orientation, homosexual, marriage.

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**Development and Validation of Organizational Performance Inventory**

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This study was an instrument development research aiming to develop an organizational performance inventory arising from perception of employees. In this study, the researcher utilized various western organizational models of organizational performance in formulating items for inventory. The said items were subjected to exploratory factor analysis to produce the final 31 item inventory that formed four factors. Reliability of the inventory was also checked. Finally, validity was further established by administering the inventory to four private institutions of higher learning in Manila with varying performance as determined by the number of students currently enrolled.

**Keyword:** organizational performance.

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**Celebrating Diversity, Embracing Culture: A Study to Evaluate How Inclusive School Community Conducts Inclusive Education in Promoting Inclusive Values**

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