



**Manuscript Title (Capitalize Each Word) Using Times New Roman  
Font Size 14 (The title must be clear, concise, and informative, written in no more than  
14 words, and should reflect the study's main focus and its relevance to sustainable  
development)**

**First Author<sup>1\*</sup>, Second Author<sup>2</sup>, Third Author<sup>3</sup>, ...<sup>4</sup>, ...<sup>5</sup> (Times New Roman Font  
Size 12)**

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### **ABSTRACT**

Provide Abstract in English, research aims, method, research result. Font Times New Roman, size 11 single space, about to 150-200 words. The abstract section contains the research objectives, methods, and results in English. Use Times New Roman font, size 11, for the abstract content with single spacing. The abstract should be 150-200 words long. Use a maximum of 5 keywords. Authors must ensure that the title, abstract, and keywords clearly reflect the study's relevance to sustainable development. The manuscript should explicitly demonstrate how the research contributes to environmental, social, and/or economic sustainability

**Keywords:** keywords 1, keywords 2, keywords 3, keywords 4, keywords 5

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### **INTRODUCTION**

This section presents the background of the study by outlining the research context, key issues, and the rationale underlying the investigation. Authors are expected to clearly demonstrate the urgency and significance of the problem, identify the research gap based on a critical review of existing literature, and highlight the novelty and contribution of the study, particularly in relation to **sustainable development**. The research objectives must be explicitly stated at the end of the introduction to provide a clear direction for the study.

Manuscripts should be prepared using Times New Roman, 12-point font, with 1.15 line spacing on A4-sized paper. The page layout should follow standard margin settings of 3 cm on the left, right, top, and bottom. Authors are expected to present their work concisely and systematically, adhering to the journal's formatting and structural

requirements. The recommended length of the manuscript is between 15 and 20 pages, including tables, figures, and references.

To ensure consistency with the journal format, authors are encouraged to use the provided template by copying and pasting their manuscript into it and adjusting the content accordingly.

## **LITERATURE REVIEW (theoretical grounding and hypotheses (if any))**

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The literature review should provide a critical and integrated discussion of relevant theories, concepts, and previous studies that underpin the research. Authors are expected to identify and clearly articulate the research gap by synthesizing prior literature rather than merely describing it. All arguments must be supported by credible and up-to-date scholarly sources.

References must be derived from reputable academic publications, such as peer-reviewed journal articles, books, and recognized conference proceedings. The use of non-scholarly sources, including blogs and Wikipedia, is not permitted. All manuscripts must be original and free from plagiarism, with proper citation of sources.

Authors are required to ensure that **a minimum of 80%** of the total references consist of scholarly journal articles. The remaining references may include books, proceedings, reports, regulations, or other credible sources relevant to the manuscript. Authors are strongly encouraged to use recent, high-quality, and comprehensive literature to strengthen the academic rigor and contribution of the manuscript.

For citation traceability, all in-text citations should be internally hyperlinked to their corresponding entries in the reference list. When readers click an in-text citation, the link should direct them to the relevant reference entry in the bibliography section. Authors are encouraged to prepare citations and references using reference management software or word-processing tools that support internal cross-referencing, bookmarks, and hyperlinks. This requirement is intended to improve manuscript navigation, citation verification, and editorial review efficiency.

## **RESEARCH METHOD**

The methodology section should clearly describe the research design, procedures and analytical approaches employed in the study. Authors are expected to provide sufficient detail regarding data sources, sampling techniques, instruments and methods of analysis to ensure the study can be understood and, where applicable, replicated. The description should be systematic, coherent and aligned with the research objectives.

Mathematical equations, where applicable, must be presented clearly and numbered sequentially throughout the manuscript, starting from (1) and continuing consistently, including any equations presented in the appendix. Equation numbers should be placed in parentheses and aligned to the right margin.

Example:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \varepsilon \quad (1)$$

$$ROA = \frac{\text{Net Income}}{\text{Total Assets ROA}} \quad (2)$$

Where necessary, equations in the appendix should continue the numbering sequence used in the main text, rather than restarting from (1). For example, if the last equation in the main text is numbered (4), the first equation in the appendix should be numbered (5).

## **RESULTS AND DISCUSSION**

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The Results and Discussion section should present the findings of the study in a clear and systematic manner, supported where appropriate by tables, figures, or other relevant visual elements. Such elements should be included only when they provide substantial value in clarifying the results, such as statistical outputs or model estimations. All results must be clearly explained and, where relevant, supported by references or compared with findings from previous studies.

This section should include the outcomes of data analysis, hypothesis testing, and responses to the research questions. The discussion must be analytical and argumentative, interpreting the findings in relation to existing theories, prior research, and empirical evidence. Authors are expected to highlight the significance and originality of their results, demonstrating the contribution of the study to the advancement of knowledge, particularly within the context of **sustainable development**.

### **Figures and Tables**

Figures and tables must be presented in accordance with accepted academic writing standards. Figures may include graphs, charts, maps, photographs, or other visual representations and must be of high resolution to ensure clarity and readability. All figures and tables must be clearly numbered (e.g., Figure 1, Table 1) and explicitly cited in the main text to indicate their relevance and placement within the discussion. An example of figure as follow:

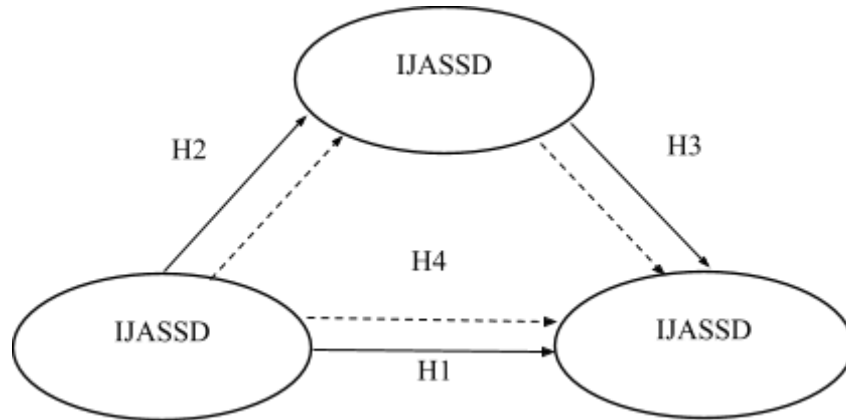


Figure 1. Conceptual framework

Tables should present data clearly and concisely and must include the source of the data, including the year of data processing where applicable. All tables must follow a consistent format in accordance with the journal template.

The table title should be placed above the table and centered, without bold formatting. It should be concise yet descriptive enough to explain the content of the table. Line spacing for the table title should follow single spacing. An example of proper formatting is as follows:

Table 1. Employee Turnover Data 2021-2023

Years	In	Out	Number Of Employees	Percentage Turnover
2021	3	5	36	12.9%
2022	2	2	36	5.5%
2023	3	4	35	11.2%

Source: Data processed, 2026

## CONCLUSION

The conclusion section should be presented in a clear and concise paragraph form, summarizing the main findings of the study and their implications. Authors are encouraged to include the limitations of the research and provide recommendations for future studies or practical applications, ensuring that these are directly linked to the results of the study.

## Acknowledgement

Authors may acknowledge individuals or organizations that provided academic, technical, or administrative support, such as research assistance, data collection, language editing, or methodological input. Contributions from anonymous reviewers and editors that significantly improved the manuscript may also be recognized in a professional and general manner. All acknowledgements must be presented concisely

and should not include excessive praise or personal dedications. Authors must ensure that any individuals mentioned in this section have given their consent to be acknowledged.

### **Declaration Statement**

Authors are required to provide clear statements regarding funding, data availability, ethical approval and potential conflicts of interest. If the research did not receive any specific funding or external support, authors should explicitly state: “The authors declare that no external funding was received for this research.”

Authors are also required to provide a data availability statement explaining how the data supporting the findings of the study can be accessed. If data sharing is not possible due to confidentiality or ethical restrictions, this must be clearly explained.

For studies involving human participants, animals, or sensitive data, authors must include an ethics approval statement confirming that the research has been reviewed and approved by an appropriate institutional ethics committee. If ethical approval was not required, authors should clearly justify this condition.

Authors must declare any financial or non-financial conflicts of interest that could potentially influence the results or interpretation of the research. If no conflicts of interest exist, authors must state that they have no competing interests to declare.

All statements must be presented clearly and accurately to ensure compliance with ethical publishing standards and to support the integrity and credibility of the journal.

### **REFERENCES**

References must be prepared in accordance with the journal’s prescribed citation style and should primarily consist of recent and relevant scholarly works, with at least 80% derived from primary sources such as peer-reviewed journal articles, preferably published within the last five years and generally within the last ten years. All journal article references should include a valid **Digital Object Identifier (DOI)** whenever available to ensure traceability, accessibility, and source verification.

The use of conference proceedings and research reports is discouraged unless highly relevant and of recognized academic quality, while seminal books may be cited in limited cases, preferably within the last ten years to maintain the currency of the literature.

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Arsawan, I. W. E., Koval, V., Rajiani, I., Rustiarini, N. W., Supartha, W. G., & Suryantini, N. P. S. (2022). Leveraging knowledge sharing and innovation culture into SMEs sustainable competitive advantage. *International journal of*

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Baron, R. A., & Byrne, D. (2020). *Social Psychology*. Jakarta: Penerbit Erlangga.

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Jackson, S. E., Ones, D. S., & Dilchert, S. (Eds.). (2012). *Managing human resources for environmental sustainability*. Jossey-Bass/Wiley.

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