

**THE TITLE MUST BE SPECIFIC, EFFECTIVE AND INFORMATIVE AS MEASURED BY THE
STRAIGHTFORWARDNESS OF ITS WRITING, SO THAT ONCE READ CAN BE CAPTURED THE
MEANING COMPREHENSIVELY**

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Abstract

Written between 150-300 words, italicized in two languages, namely Indonesian and English. Abstracts Indonesian written first and then English abstracts for Indonesian articles, and English abstracts are written first and then abstracts Indonesian for English articles. An abstract is not a summary consisting of several paragraphs. The content of the abstract includes the purpose of the study, data / object of study, methods, results or conclusions.

Keywords: Maximum 5 Words

1. Introduction

This section describes the background to the issue or problem as well as the urgency and rationalization of the research. This section also describes the purpose and contribution of research and the organization of article writing (if deemed necessary).

2. Theoretical Background

This section describes the theoretical framework/review of previous research, and the development of hypotheses (for research articles). Thought (conceptual) articles should present discussions regarding the issues/issues raised in the introduction.

3. Methods

This section describes the research design, scope or object (population and sample), data collection techniques, operational definitions of research variables, and analysis techniques.

4. Results and Discussion

This section presents the results of the research analysis. Research analysis can be supplemented by tables, graphs (images), and/or charts. The discussion section describes the results of data processing, interprets the findings logically, and relates to relevant reference sources.

Each table is written without a vertical line and is equipped with a source of years of processing research data. The image or graphics are at least clearly displayed and readable. Tables, images and graphs are placed at the top or bottom with the title placed above for the table and placed below for left-aligned images and graphs. Avoid explaining tables and images by using the words "Table above, figure below, Table following, etc" but mention the table clearly using names such as Table 1, Figure 2, etc. The wording Table 1, Figure 2 should be bolded.

Table 1. Multicollinearity Test Results

Variable	BS	CSP	CA	LEV	PROFIT	BA	SIZE
BS	1.000000	-0.002240	0.120712	-0.053611	-0.031933	-0.098680	-0.148761
CSP	-0.002240	1.000000	0.057586	-0.031520	0.069134	-0.043080	-0.073731
CA	0.120712	0.057586	1.000000	-0.005207	0.153018	0.078818	0.199281
LEV	-0.053611	-0.031520	-0.005208	1.000000	-0.197218	0.091524	0.159172
PROFIT	-0.031933	0.069134	0.153018	-0.197218	1.000000	-0.060990	0.044604
BA	-0.098680	-0.043080	0.078818	0.091524	-0.060990	1.000000	0.215452
SIZE	-0.148761	-0.073731	0.199282	0.159172	0.044604	0.215452	1.000000

Description: This table aims to see whether or not there is an influence between each of the independent, moderating, and control variables. The independent variables are BS and CSP. The moderation variable is CA. As well as the control variables are LEV, PROFIT, BA, and SIZE. Based on the results of the output above, it shows that there is no variable relationship value that exceeds 0.8, so it can be concluded that there is no multicollinearity in the research model.

Source: processed data (2020)

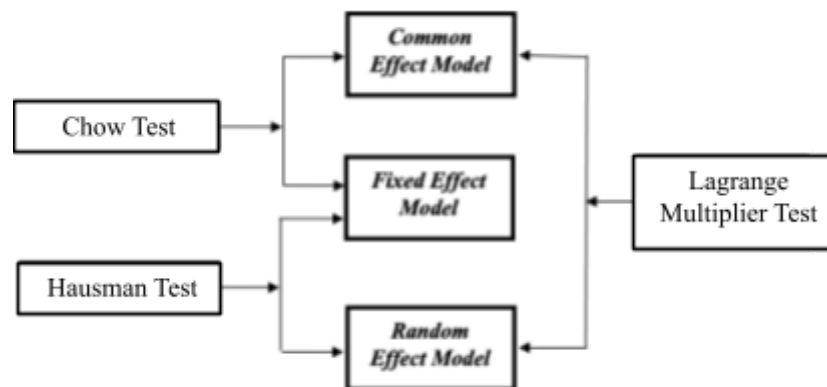


Figure 1. Panel Data Model Selection Techniques

5. Conclusion

The conclusion contains a brief summary of the research results and a discussion that answers the research objectives.

References

The writing of references and citations (citations) referred to in the manuscript is recommended using reference *applications* such as Mendeley, Zotero, Reffwork, Endnote and others (examples of writing references see in the writing guide). [Times New Roman, 12, normal].

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Wartini, S. & Harjiyanti, W. 2014 Organizational Commitment As The Black Box To Connect The Islamic Work Ethics And Employees Behavior Toward Organizational Change. *Journal of Management Dynamics*. 5 (2): 228-240

Baskoro, C. A. 2014. The Effect of Transformational Leadership on Work Discipline on Employee Performance. *Management Analysis Journal*. 3 (2): 1-12

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Example:

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