

Title (Times New Roman, Font Size: 14, Bold)
Line Spacing: Single, Spacing Before:0, After:0

Author*¹, Author²

Faculty, University....., City, Country¹

Faculty, University....., City, Country²

Correspondence Email*: ayuayu.natalia0425@gmail.com

Abstract. The abstract should consist of the research objectives, research methods, and a summary of the results and discussion. No references are allowed on abstracts. Minimum 150 words and Maximum 250 words. (Times New Roman, Italic, Font Size: 11)

Keywords: Keywords should be written in alphabetical order. Each keyword is separated by a comma (.). Minimal 3, maximal 5 (Times New Roman, Italic, Font Size: 11)

INTRODUCTION (Times New Roman, Bold, Font Size: 12, UPPERCASE)

This section describes the background of the research, a review of previous research in the field, and the purpose of the manuscript. The important thing is also to show the significance, novelty of the research results (*state of the art*), conceptual framework model and end with the research objectives.

The article submitted is original and has never been published anywhere. Articles that have been accepted and have gone through the review process will be published in stages through the Open Journal System (OJS). (*The writing in this introduction uses the font: Times New Roman, font size: 12*)

LITERATUR RIVIEW (Times New Roman, Bold, Font Size: 12, UPPERCASE)

1. Discussion Topics 1

The content of the Literature Review is a review of related literature. In accordance with this meaning, a literature review functions as a literature review (research report, and so on) about related issues "does not always have to be exactly identical to the field of problem at hand" but also includes those that are parallel and related (collateral). Reference sources must contain 80% journal articles, proceedings, or research results from a maximum of the last ten years. (*The writing in this introduction uses the font: Times New Roman, font size: 12*)

2. Discussion Topics 2

3. Discussion Topics 3

METHOD (Times New Roman, Bold, Font Size: 12, UPPERCASE)

The content of the study method is data collection techniques, data sources, data analysis methods, correlation tests, and so on, written in **Times New Roman font, fone size: 12**. In this chapter, the scientific formula used for data analysis/correlation tests can also be listed.

RESEARCH RESULTS

The main discussion contains results and discussions, written in Times New Roman 12 letters. The results are not raw data, but data that has been processed/analyzed with a predetermined method.



The discussion should contain 3 key points:

1. How? Write down the essence of the results (finding), what are the findings, the highlights are written in the RESULTS
2. Why? Strong from a scientific perspective, in the discussion section, there is a link between the results obtained and the basic concept and/or hypothesis or the relationship between the performance results and the results of the analysis
3. What else? Comparing the results of the research with the results of previous research, is there any consistency or contradiction with the results of other people's research? What causes it?

Discussion is a comparison of the results obtained with the concepts/theories in the literature review. The content of the results and discussions includes statements, tables, drawings, diagrams, graphs, sketches, and so on.

(Example Table and Figure)

Table 1. Convergent Validity

	<i>Leadership (X1)</i>	<i>Employee Performance (Y)</i>	<i>Work Environment (X2)</i>	<i>Motivation (Z)</i>
X1.1	0.946			
X1.2	0.950			
X1.3	0.882			
X1.4	0.873			
X1.5	0.936			
X1.6	0.974			
X1.7	0.980			
X1.8	0.940			
X2.1			0.946	
X2.2			0.921	
X2.3			0.942	
X2.4			0.873	
X2.5			0.942	
X2.6			0.951	
X2.7			0.909	
Y1.1		0.915		
Y1.2		0.949		
Y1.3		0.953		
Y1.4		0.869		
Y1.5		0.932		
Y1.6		0.954		
Y1.7		0.976		
Y1.8		0.950		
Z1.1				0.889
Z1.2				0.946
Z1.3				0.882
Z1.4				0.807
Z1.5				0.858
Z1.6				0.865
Z1.7				0.798

Source: Results of Researcher's Data Processing (2026)

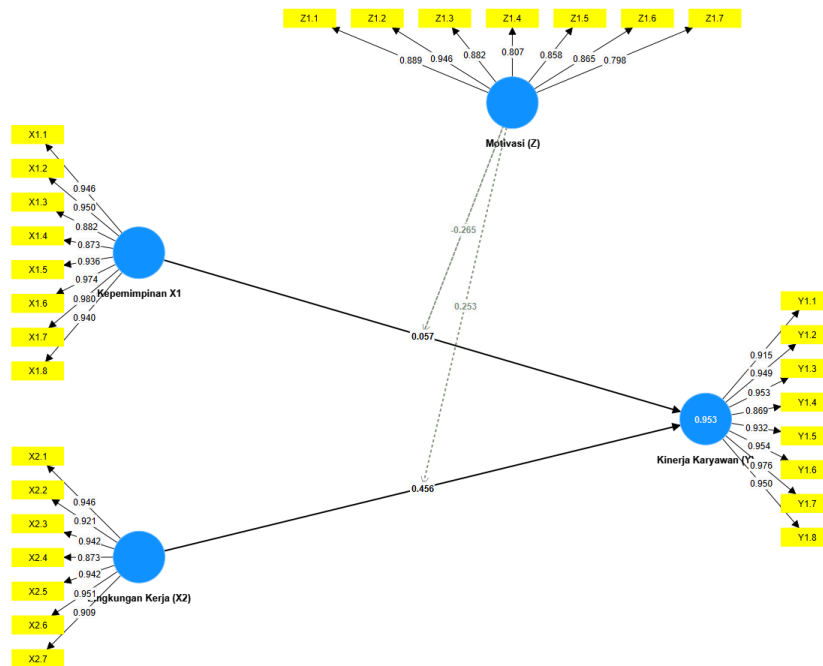


Figure 1. Path Coefficient
 Source: Results of Researcher's Data Processing (2026)

CONCLUSION

This section summarizes and provides practical, theoretical, and policy implications, if any, of this study. Conclusions should be drawn from the items discussed in the previous section of the manuscript (discussion) and explain recommendations/suggestions for further study, knowledge bodies and business practices.

RECOMMENDATIONS

REFERENCES

Processes most of the latest primary sources (journals) for a maximum of 10 years from now, except for books for theories for which there are no recent sources. References are written based on the citation of APA edition 7. References using Mendeley or EndNote or Zotero. References consist of journal articles with national and international reputation.