

Paper Title (16 font)

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Paper Title

- Use font size 16 with bold formatting and center alignment.
- All titles should follow the standard mixed-case format, where the first letter of each word is capitalized, followed by lowercase letters, as outlined below.

The Influence of Work-Life Balance and Servant Leadership on Employee Performance

Authors and Affiliations

- The author's name should be in font size 12, bold, and center-aligned.
- The affiliation should be in font size 12 with center alignment.
- Authors sharing the same affiliation should be grouped together.
- Authors from different affiliations should be listed separately, with a single space between each group.
- An email address may be included for each author.
- There should be a single space between the affiliation and the abstract title.

Abstract (12 font)

The abstract text should be in font size 11. Submissions containing ONLY the abstract can be up to 400 words.

- The abstract title should be in font size 12, bold, and center-aligned.
- The abstract text should be in font size 11 with full justification.
- The abstract should not exceed 250 words.

Keywords (11 font)

Keyword 1, Keyword 2, Keyword 3, Keyword 4 and Keyword 5. (11 font)

- No more than six keywords (11 font)

Page Layout

- A4 paper size
- All margins: 1.00"
- Full justification

- Times New Roman font

1. Headings (12 font)

- Use font size 12 with bold formatting and left alignment.
- Headers should include numbering.
- The beginning of the paragraph should be indented by 4"

1.1 Sub-Headings (12 font)

- The title should be in font size 11 with sub-numbering.
- The text should be in font size 11 without indexing.
- There should be a single space between paragraphs.

Figures

- The text within figures should be clear and easily readable.
- Use original, high-quality images.
- Figures should be center-aligned.
- The figure title should be centered and labeled as “Figure x: ...”.
- The figure title should be in sentence case, center-aligned, and in font size 10.
- The title should be placed below the figure.
- All figure numbers must be referenced within the main body of the paper.
- Maintain a single space between the text and the figure, the figure and its title, and the title and the subsequent text.

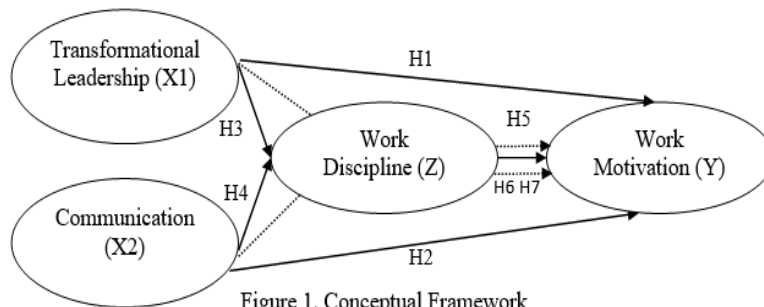


Figure 1. Conceptual Framework

Figure 1. Name of the figure

Tables

- The text within tables should be clear and easy to read.
- Tables should be center-aligned.
- The table title should be centered and labeled as “Table x: ...” and must be placed above the table.
- The table title should be in sentence case, center-aligned, and in font size 10.
- All table numbers must be referenced in the main body of the paper.
- Maintain a single space between the text and the table, the table and its title, and the title and the subsequent text.

Table 1. Name of the table

References (12 font)

- The references title should be in font size 12, bold, and left-aligned.
- Reference text should be in font size 11.
- The references title should not be numbered.
- Citation format should use the last name and year. For a single or two-author reference, both last names and the year should be included. For references with more than two authors, only the first author's last name followed by "et al." and the year should be used.
Examples: Suyono (2024), Suyono and Arizona (2024), Suyono et al. (2024). Numbering is not allowed in reference citations.
- All references must be cited within the paper.
- Journal and conference names should be italicized.
- Book titles should also be italicized.
- Each reference entry should use a hanging indentation, where all lines after the first are indented by one-fourth (1/4) inch from the left margin.
- The reference formatting should include the last name followed by the first initial, as shown in the examples below.

Research Structure

The research structure in the **Global Journal of Management, Business and Innovation** uses the IMRAD standard, plus Abstract.

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Abstract (12 font)

The abstract title should be in font size 12, bold, and center-aligned. The abstract text should be in font size 11 with full justification. The abstract should not exceed 250 words. The Abstract provides a concise summary of the entire paper. It should include: (1) Background: A brief statement of the research problem and its significance. (2) Objective: The main aim of the study. (3) Methods: A summary of the research design, data collection, and analysis techniques. (4) Results: Key findings of the study. (5) Conclusion: The main takeaways and implications of the research.

Keywords: Important terms related to the study for indexing purposes.

Introduction

Use font size 12 with bold formatting and left alignment. Headers should include numbering. The beginning of the paragraph should be indented by 4".

The Introduction explains the research context and why the study is important. It should include: (1) Background Information: A brief discussion of the topic, relevant theories, and previous research. (2) Research Gap: A clear explanation of what is missing in existing literature. (3) Hypotheses: Statement of the hypotheses proposed in the study. (4) Objective and Research Questions: The purpose of the study and specific research questions or hypotheses. (5) Significance of the Study: The expected contribution of the research to the field.

Methods

The Methods section describes how the study was conducted, ensuring reproducibility. It should include: (1) Research Design: The overall approach (e.g., experimental, survey, case study). (2) Participants/Sample: Details on the population, sampling method, and sample size. (3) Data Collection: Instruments, procedures, and ethical considerations. (4) Data Analysis: Techniques used to analyze the data (e.g., statistical tests, qualitative analysis).

Results

The Results section presents the findings of the study without interpretation. It should include: (1) Key Findings: Presented clearly with tables, figures, or graphs. (2) Statistical or Qualitative Data: Supporting evidence for each finding. (3) Comparisons and Trends: Highlighting significant differences or patterns.

Discussion

The Discussion section interprets the findings in relation to the research questions and previous studies. It should include: (1) Interpretation of Results: Explanation of what the findings mean. (2) Comparison with Prior Research: How the results align with or differ from existing literature. (3) Implications: The impact of the findings on theory, practice, or policy. (4) Limitations: Weaknesses of the study that may affect the validity of the results.

Conclusion

The Conclusion summarizes the research and provides final thoughts. It should include: (1) Main Findings: Restating the most important results. (2) Practical or Theoretical Implications: How the study contributes to the field. (3) Recommendations: Possible actions or further research directions based on the findings.

References

The References section lists all the sources cited in the paper, formatted according to the required citation style (APA Style).