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Abstract

Purpose – State the main purpose of the study and the research problem addressed.
Design/methodology/approach – Describe the research design, methodology, data sources, sample, and analytical approach.
Findings – Summarize the main results or findings of the study, highlighting the most significant outcomes.
Research limitations – Explain the principal research limitations and the implications of the findings for theory, practice, policy, or future research, where applicable.
Practical Implications - Explain how the findings can be applied in practice, including recommendations for managers, practitioners, organizations, policymakers, or other relevant stakeholders.
Originality/value – Explain the novelty of the study and its original contribution to the existing literature, knowledge, or practice.
Keywords: Keyword 1; Keyword 2; Keyword 3; Keyword 4; Keyword 5
Paper type: Research paper / Conceptual paper / Literature review / Case study
JEL Classification: JEL 1, JEL 2, JEL 3

Formatting and content requirements: *The abstract must not exceed 250 words and should appear at the top of the first page, immediately after the paper title and author names, under the heading "Abstract" without a section number. The heading "Abstract" must use Calibri Light, bold, 12 pt, while the abstract text must use Calibri Light, 10 pt, with single line spacing. The abstract must provide a substantive, self-contained summary of the paper rather than an introduction, including at least the study's purpose, design/methodology/approach, and main findings. It must not contain references or numerical citations. Additional findings, implications, and the study's novelty should be included where applicable.*

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I. Introduction (section)

The introduction should briefly place the study in a broad context and highlight why it is important. It should define the purpose of the study and its significance. The current state of the research field should be carefully reviewed, and key publications must be cited. A good introduction must summarize the relevant arguments and data to give the reader a firm sense of what was done and why.

The introduction must include an exposition as well as existing conditions so that visible gaps and ideal conditions can be supported with facts, relevant theories, and recent research. This section also explains the background or reasons that prompt the authors to investigate or discuss the problems. Emphasize the novelty of the studies conducted.

The numbering of sections and sub-sections is as follows on this template. All margins should be 3 cm with A4 for size of paper with 1.15 spacing and always add space after paragraph. Sizes and styles of page setup shown below. The example of table and figure also shown in this below.

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II. Literature Review

2.1. Background Theory

This section consists of theory that supports research based on original papers or authoritative international textbooks.

2.2. Hypothesis Development (optional)

In the hypothesis development section, authors are expected to formulate hypotheses based on an in-depth review of the literature and relevant theories. Authors should logically explain the relationships between the proposed research variables, grounding their arguments in previous research findings and supporting theories. The proposed hypotheses must be stated clearly and specifically, and they should reflect the causal relationships intended to be tested in the study. Additionally, authors need to cite relevant empirical studies to strengthen the rationale for proposing the hypotheses. Ensure that each hypothesis is formulated as a declarative statement that can be empirically tested through the planned research methodology.

2.3. Conceptual Framework (optional)

This section consists of illustration and description of the conceptual framework to answer the research questions.

III. Methodology

Methodology consists of data, model development and method used. The paper can be either quantitative or qualitative. However, if the paper is quantitative, equations may appear in line with the text, if they are simple, short, and not of major importance, e.g., a = b/c. Important equations appear on their own line. Principal equations are numbered, with the equation number placed within parentheses and right justified. Authors are strongly encouraged to use MS Word Equation Editor or Math Type to create both in-text and display equations. Equations are part of a sentence and should be punctuated accordingly.

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$$x^2 + y^2 = z^2 \tag{1}$$

3.1. Data

This section consists of an explanation about the data used in this study and why, with respect to the requirement of the method(s) used.

3.2. Sample and Procedure

In the sample and procedure section, authors are expected to explain in detail the methods used to select the research sample. Authors should describe the target population of the study, and the sampling techniques applied, such as random sampling, stratified sampling,

or purposive sampling, and provide justification for the chosen method. Additionally, authors should explain the inclusion and exclusion criteria used to determine the research participants, as well as an adequate sample size according to the needs of the study, for example, based on formula calculations or relevant literature considerations. In the procedure section, authors need to outline the data collection steps in detail, including the instruments used (e.g., questionnaires, interviews, or experiments), the method of distribution or execution, and the duration of data collection. Authors should also explain the procedures to ensure research ethics, such as obtaining participants' consent and protecting privacy. Ensure that all sampling and data collection procedures are clearly and systematically explained so that they can be followed or replicated by other researchers.

3.3. Measurement (optional)

In the measurement section, authors are expected to explain in detail the instruments used to operationalize the research variables. Each variable must be measured using valid and reliable instruments, supported by literature or previous research. Authors need to describe the measurement scales used, such as the Likert scale, nominal, ordinal, interval, or ratio scales, and provide justification for the choice of scale. If the instrument used is an adaptation from previous research, authors should cite the original source and provide details on the adaptation or modification process. Additionally, authors need to explain the methods of validity and reliability testing applied to ensure that the measurement tool produces accurate and consistent data. It is also important to ensure that the measurement methods used align with the research objectives and can be replicated by other researchers to produce similar results.

3.4. Data Analysis

This section consists of an explanation of the method(s) used, and why it is (they are) used. Why not other methods. Refer to the original references of the inventor of the method first, then refer to others, such as journals and/or international textbooks.

IV. Results and Analysis

4.1. Results

In the results section, authors are expected to present the research findings clearly and systematically. The research results should be presented in accordance with the order of the hypotheses or research questions previously posed. Authors should use tables, graphs, or diagrams to visually support the presentation of data, making it easier for readers to understand the information provided. Each finding presented should be explained objectively, without providing interpretation or discussion of its meaning, which will be addressed in the following section.

Authors should also provide relevant descriptive statistics, such as mean, standard deviation, frequency, and percentage for the measured variables. If inferential statistical analysis is conducted, such as regression tests, ANOVA, or t-tests, the results must be clearly reported, including significance values (p-values) and effect sizes. Ensure that all results presented are relevant to the research objectives and capable of addressing the hypotheses or research questions posed.

4.2. Discussion

In the discussion section, authors are expected to interpret and explain the meaning of the research findings presented in the results section. Authors should relate the research findings to the hypotheses or research questions posed earlier and compare these findings

with relevant results from previous studies. Discuss how the research findings support or contradict existing theories and their implications for the field of study.

Additionally, authors should consider possible limitations of the study that could affect the results, such as sample size, measurement methods, or other external factors. Also, discuss how the research findings can be applied in practice or theory, and provide recommendations for future research. Ensure that the discussion is presented with strong arguments and is based on evidence from the research results.

V. Conclusion and Recommendation

5.1. Conclusion
This section consists of an explanation of the findings of the research questions. And, if there are any, the explanations of other findings.

5.2. Recommendation for Future Research
This section consists of recommendations for future research based on the findings of this study.

5.3. Managerial Implication
This section consists of recommendations for practitioners, regulators and manager, based on the findings of this study.

Acknowledgement
This section consists of acknowledgement of the validity of the research and gratitude also a statement of research funding sources

Authors' Contribution
This section consists of an explanation regarding the contribution of each author in compiling the article.

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References

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(f) Newspaper
Cowan, R. (2001, October 23). Adams asks the IRA to disarm. *The Guardian*, p. 1.

(g) Website material
Asian Development Bank Institute. (2014). Financial inclusion in Asia: Country survey. Tokyo: Author. Retrieved December 4, 2015, from http://www.adb.org/sites/default/files/publication/159308/adbi-financial-inclusion-asia.pdf