



GUIDELINES FOR AUTHOR

Article Title (all caps, 14 pt, bold, centered at most 12 words)
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First Author, Second Author, and Third Author (10 pt, bold, centered)
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¹Department, Faculty, University, Address, City, Zip Code, Country (9 pt)

²Research Group, Institution, Address, City, Zip Code, Country (9 pt)

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ARTICLE INFO

Keywords:

Motivation,
Work Environment,
Employee Performance

ABSTRACT (9 pt, bold, at most 200 words) (one blank single space line, 9 point font)

Abstract should be written in English. The abstract is written with Times New Roman font size 9, and single spacing. The abstract should summarize the content of the paper, including the aim of the research, research method, and the results, and the conclusions of the paper. It should not contain any references or displayed equations. The abstract should be no more than 200 words. (one blank single space line, 9 point font)

E-mail:

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1. **Introduction** (10 pt, bold)
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These instructions give you guidelines for preparing papers for Enrichment : Journal of Management – Institute of Computer Science (IOCS). Use this document as a template if you are using Microsoft Word 6.0 or later. Otherwise, use this document as an instruction set. Instructions about final paper and figure submissions in this document are for Enrichment : Journal of Management–Institute of Computer Science (IOCS); please use this document as a “template” to prepare your manuscript.

The manuscript is written with Times New Roman font size 10, single-spaced, left and right aligned, one one-sided pages and on A4 paper (210 mm x 297 mm) with the upper margin of 5 cm, lower margin 2,5 cm, left 3 cm and right 2,5. The width of column when using one-column format.

The manuscript including the graphic contents and tables should be between 4 to 10 pages. The manuscript is written in English or Bahasa Indonesia. The Standard English grammar must be observed if using English and Ejaan Yang Disempurnakan (EYD) if using Bahasa Indonesia. The title of the article should be brief and informative and it should not exceed 12 words. The keywords are written after the abstract (Williams, 2007).

The first letter of headings is capitalized and headings are numbered in Arabic numerals. The organization of the manuscript includes Introduction, Methods, Results and Analysis, Conclusion and References or **Pendahuluan, Metode, Hasil dan Analisa, Kesimpulan, Referensi** (if it is written in Bahasa Indonesia). Acknowledgement (if any) is written after Conclusion (Kesimpulan) and before References

(Referensi) and not numbered. The use of subheadings is discouraged (Ciborra & Navarra, 2005), (Wilson & Game, 2011)

The use of abbreviation is permitted, but the abbreviation must be written in full and complete when it is mentioned for the first time and it should be written between parentheses. Terms/foreign words or regional words should be written in italics. Notations should be brief and clear and written according to the standardized writing style. Symbols/signs should be clear and distinguishable, such as the use of number 1 and letter l (also number 0 and letter O). In this manuscript doesn't allow to use bullet and numbering. At the end of this paper both of the columns should be in balance. You also have to activated widow or orphan control in order to ensure that there are no single line of sentence at the end of column section. (Wilson & Game, 2011) (Schick, 2003)

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2. **Tables** (9 pt, bold)

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Tables are written with Times New Roman font size 8. The title of the table is written with font size 9 above the table without blank space. The table is numbered in Arabic numerals. There is one single space line between the table and the paragraph. The table is placed immediately after it is referred to in the text. The frame of the table uses 1 font-size line. If the title in each table column is long and complex, the columns are numbered and the notes are given below the table.

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Table 1.
Units for Magnetic Properties

Symbol	Quantity	Conversion from Gaussian and CGS EMU to SI ^a
Φ	magnetic flux	$1 \text{ Mx} \rightarrow 10^{-8} \text{ Wb} = 10^{-8} \text{ V}\cdot\text{s}$
B	Magnetic flux density, magnetic induction	$1 \text{ G} \rightarrow 10^{-4} \text{ T} = 10^{-4} \text{ Wb/m}^2$
H	magnetic field strength	$1 \text{ Oe} \rightarrow 10^3/(4\pi) \text{ A/m}$
m	magnetic moment	$1 \text{ erg/G} = 1 \text{ emu}$ $\rightarrow 10^{-3} \text{ A}\cdot\text{m}^2 = 10^{-3} \text{ J/T}$
M	magnetization	$1 \text{ erg}/(\text{G}\cdot\text{cm}^3) = 1 \text{ emu/cm}^3$ $\rightarrow 10^3 \text{ A/m}$
j	magnetic dipole moment	$1 \text{ erg/G} = 1 \text{ emu}$ $\rightarrow 4\pi \times 10^{-10} \text{ Wb}\cdot\text{m}$
J	magnetic polarization	$1 \text{ erg}/(\text{G}\cdot\text{cm}^3) = 1 \text{ emu/cm}^3 \rightarrow 4\pi \times 10^{-4} \text{ T}$

No vertical lines in table. Statements that serve as captions for the entire table do not need footnote letters.

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3. **Graphics Content** (9 pt, bold)

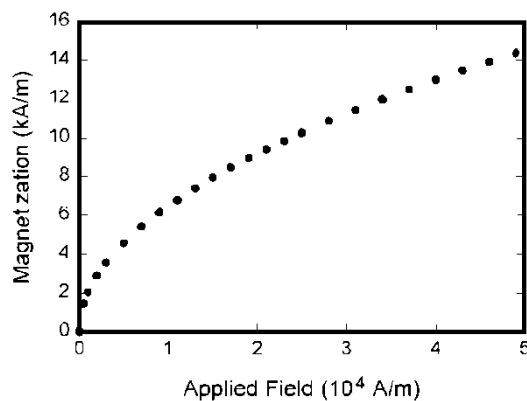
(one blank single space line, 9 pt)

Graphic contents are placed symmetrically on the page and there is one blank single space line between the graphic content and the paragraphs. A graphic content is placed immediately after it is referred to in the body of the text and is numbered in Arabic numerals. Caption for the graphic content is written below it and there is one blank single space line between it and the graphic content. The caption is written in font size 9, and placed as in the example. Between the graphic content with the body of the text there are one blank single space lines. If the graphic content will be referred in the paragraph in brackets, please use no capital word, for example **Figure 2** or **Gambar 2** in Bahasa Indonesia (Adler & Haas, 1992), (Irfan, 2013).

All tables and figures will be processed as images. However, we cannot extract the tables and figures embedded in your document. (The figures and tables you insert in your document are only to help you gauge the size of your paper, for the convenience of the referees, and to make it easy for you to distribute preprints.)

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Figure. 1. Magnetization as a function of applied field. If it is written in Bahasa Indonesia “Gambar 1.” is used instead. There is a period after the figure number, followed by two spaces. It is good practice to explain the significance of the figure in the caption.

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4. **Mathematical Equation** (9 pt, bold)

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The reaction or mathematical equation should be positioned symmetrically on the column, marked by sequential numbers written on the right corner within brackets. If the writing of equation takes more than one line, numbers should be written on the last line. Letters used as mathematical symbols in the text should be written in italics such as x . Equations in the text should be referred to as abbreviations, for example equation(1) or persamaan(2) in Bahasa Indonesia. Make sure the equation is made with equation function (in M.S. Word) or using LaTeX equation form (definitely we do not accept equation put as a picture).

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$$A = \pi r^2 \quad A = \pi r^2 \quad (1)$$

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5. **Programming Code** (9 pt, bold)

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Programming code must be made in the text box and referenced as an image. Programming code contents are placed symmetrically on the page and there is one blank single space line between the paragraphs. Code program in the text box written by using Consolas 8 pt in single space. A programming code content is placed immediately after it is referred to in the body of the text. Caption for the code program content is written below it and there is one blank single space line between it and

the code program. The caption is written in font size 8, and placed as in the example. Between the code program with the body of the text there are one blank single space lines.

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```
#include "systemc.h"
```

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Figure 5. Definisi awal : include.

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Citation (10 pt, bold)

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Citation in the text should be written using Arabic numbers and put in order in accordance to what they refer to in the text. Numbers should be written in square brackets such as "... Zhang et al. (Shaw & Shaw, 1977)..." Citation should be written one space away from the words after commas or periods and before colons (:), semicolons (;), and question marks (?). if located at the end of a sentence, citations should be put before periods such as "... by several researches(Wolf, 1999),(Hoye et al., 2015)." All citations should then be written in the right order in the list of references at the end of the text, with the writing procedure as illustrated in the example.

6. Submission(10 pt, bold)

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Please submit the manuscript to the Open Journal System at <https://enrichment.iocspublisher.org/index.php/enrichment/index> and should there be any question, please mail your question by email to enrichment@iocspublisher.org. The communication between the authors and the editors will be done through Open Journal System and email.

7. References

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References should be written following the order they appear in the text, using Arabic numbers in square brackets, as seen in the examples. References should consist of initial and writers' names, names of journals or title of books, volumes, editors (if any), publishers and their cities, years of publication, and pages. All writer's names have to be mentioned. Use the abbreviation "Anon" if writers are anonymous. Names of journals should be written using the commonly-used abbreviations.

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