

The title should be in arial size 14 centered



Author One¹ , Author Two^{2*}  Author Three³ 

1. Department, University, Country; 2. Department, University, Country; 3. Department, University, Country.

*Correspondence: xxx@yy.com

Abstract	Article info
Purpose: Clearly state the main objective or goal of the study. Describe the specific problem or issue your research aims to address, outlining the research question or hypothesis Methods: Briefly explain the methodology employed in your research. This includes the research design, sampling techniques, procedures, data collection methods, data analysis approaches, etc. Findings: Summarize the main results of your study. Focus on the key findings that address the research question or hypothesis, providing a concise summary of the most important outcomes. Originality: Highlight the unique contributions of your study. Emphasize the originality of your research and its contribution to existing knowledge, whether through new insights, methodologies, or perspectives. Practical Implications: Identify the practical applications of your findings. Explain how your research can be applied in real-world contexts, such as in practice, policy, or further research	Type of article: <i>Original</i> © The Author(s), 2025 
Keywords: <i>identify 3 to 6 keywords of your paper. They have to be separated by semicolons</i>	

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1.0 INTRODUCTION

This section should be crafted to capture the reader's attention and encourage further reading. Begin with a brief background of the topic under study, explaining the context and significance. Clearly state the issue or problem that prompted this research. Explain the purpose of your study and its importance. The introduction should flow seamlessly, without sub-sections, and be written in a few cohesive paragraphs.

2.0. LITERATURE REVIEW

This section provides the theoretical framework for your study and should be divided into two parts: theoretical review and empirical review. The theoretical part reviews the relevant theories that underpin your study. Discuss the main theoretical perspectives related to your topic and explain how they inform your research. This helps to establish the foundation of your study and shows the theoretical lens through which you are examining the problem.

The empirical part should summarize and discuss the current scholarly debate on the topic under study. Review relevant empirical studies, highlighting their findings and how they contribute to the understanding of the topic. Use this section to identify gaps in the existing research that your study aims to fill. If relevant, develop hypotheses based on the empirical evidence reviewed.

Authors are reminded that this section should not merely list previous studies and their findings. Instead, provide a cohesive discussion that synthesizes the existing literature and situates your study within the broader academic discourse

2.1. *Servant leadership and employee performance*

In case a paper developed hypothesis it is important to provide a discussion that used to develop the said hypothesis. The use of most recent studies is encouraged to provide the most recent understanding of the issue at hand.

3.0. METHODS

This section summarizes the methods used to collect and analyze the data presented in the paper. Authors should identify the research approaches and designs, the study area, the data collection tools used, and how these tools were administered. Other aspects to include are the sampling techniques and the sample size for data collection. Methods used for data analysis should also be briefly described. This section should not be divided into sub-sections

4.0. RESULTS

This section presents the study's results based on the predetermined objectives. It should be divided into sub-sections. It is important to show the demographic characteristics of the respondents and summarize the results of tests for reliability, regression assumptions, and any other relevant statistical assumptions (if applicable)

4.1. *Demographic characteristics of the respondents*

Use this part to describe the characteristics of the respondents that were used for data collection. Consider summarizing this information in a table, as shown in Table 1 below. Words in the table should be in font size 10.

Table 1: Respondents' demographic data

Characteristic	Category	Frequency (percentage)
Gender	Male	xxx (x%)
	Female	xxx (x%)

Age	18-23 years	xxx (x%)
	24-33 years	xxx(x%)
	34-43 years	xxx (x%)
	44-53 years	xxx (x%)
Working Experience	0-5 years	xxx(x%)
	6-10 years	xxx (x%)
	11-15 years	xxx (x%)
	Above 15 years	xx (x%)

Source: Researchers' computation, 2024

4.2. **Sub-heading**

Provide your research findings and offer interpretation of each result you provide.

5.0. **DISCUSSION**

Provide a discussion of your results in this section. The discussion may include how your findings support or contradict the available literature, including theoretical and empirical literature. It is important to understand that the discussion is expected to interpret the results and provide a critical analysis, rather than just listing studies and theories that support or contradict your findings.

6.0. **CONCLUSION AND RECOMMENDATIONS**

This section offers conclusions of your paper based on your findings. It should summarize the key findings and their implications. Reflect on how these findings contribute to the existing knowledge in the field. Provide a brief overview of the study's strengths and limitations, and conclude with recommendations for future research or practical applications based on the study's results.

Author Contributions

Conceptualization: Anna Baraka, John Michael; **Methodology:** Anna Baraka; **Formal Analysis:** Bahati Johnson; **Investigation:** John Michael, Bahati Johnson; **Writing—Original Draft:** Anna Baraka; **Writing—Review & Editing:** John Michael, Bahati Johnson

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Conflicts of Interest: Authors have to declare any conflict of interest. In case there is no any conflict of interest, they should insert a statement "The authors declare no conflict of interest."

Data Availability Statement: Authors are expected to declare whether data used in the study are available or not. Example: The data that support the findings of this study are available from the corresponding author, [Author Name], upon reasonable request

REFERENCES (*References are made by using APA guidelines, they should be arranged in alphabetical order*)

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