

**Title have at most 14 letters, Bold, Times New Roman, and Align Center
Style, Capital Each Word**

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Abstract

The abstract should not more than 250 words contains: research objectives, research methodology, data analysis, and research findings. Typed with font Times New Roman letter 12, single space, and normal font.

Keywords : At least every articles has three keywords

INTRODUCTION

Introduction typed in capital letters [font Times New Roman 12 bold]. The introduction contains backgrounds addressing problems, urgency and rationalization of activities, literature reviews, problem-solving plans, purpose of activities, and development of hypotheses [Times New Roman font, 12, normal].

Note to author: Length of articles between 3000-5000 words (including bibliography, notes, and tables). Each article will be tested using plagiarism checker using plagiarism checker pro/turnitin with this link: <https://plagiarismcheckerx.com/download/> or <https://turnitin.com>.

Articles are typed in Microsoft Office Word format. Using Times New Roman font size 12, single space on A4 paper and maximum contains 10 pages. People who want printed journals may be in contact with journalists.

Articles are typed in Microsoft Office Word format. Using Times New Roman font size 12, single space on A4 paper. Paper format 3-3-2-2 (left-up-right-down). Authors can submit and register articles through the online OJS Journal on the website page: <https://ejournal.aissrd.org/index.php/ijess>

RESEARCH METHODS

The research method describes: the approach, scope or object, operational definition in each variable/description of research focus, place, population and sample/informant, main source and tool, technique of data collection, and technique of data analysis. The methods are described clearly and in detail [Times New Roman font, 12, Normal].

RESULT AND DISCUSSION

Describes the outcome can be an increase in knowledge, skill or product. The results also reveal the level of achievement of the target activity. If in the form of objects there needs to be an explanation of product specification, its advantages and disadvantages. Output writing should include photos, charts, graphs, charts, drawings and more. The discussion is sequential in the order in which the objectives are, and it has been described first. The discussion is accompanied by a logical argument by linking the results with theories, other results and/or research results.

Figure Example

Fig. 1 Some activities in particular event

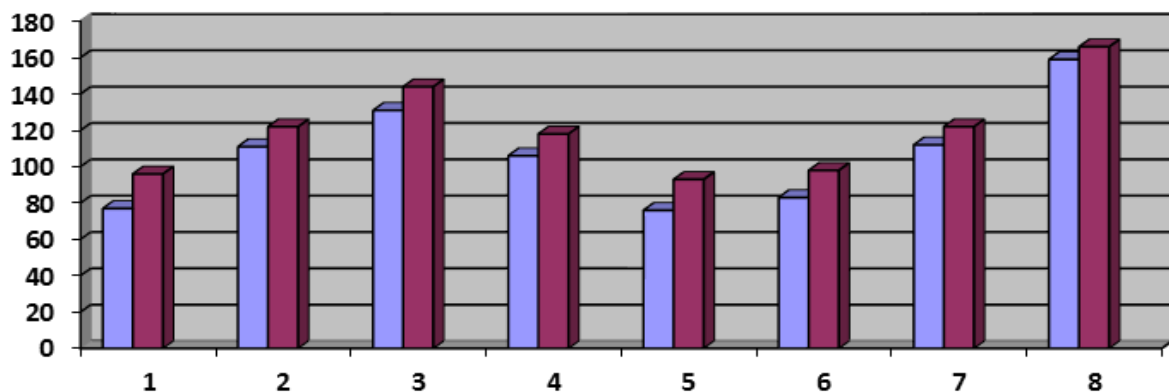


Fig. 2 Improvement in management development

Table Example

Table 1. Experimental Design

Group	Pretest	Treatment	Posttest
Experiment 1 (Feedback attributional Oral)	T1	Xa	T2
Experiment 2 (Feedback attributional Posts)	T1	Xb	T2
Experiment 3 (Feedback attributional Confirmation)	T1	Xc	T2
control (without treatment)	T1	-	T2

Written briefly but illustrates the substance of research and suggestions or recommendations for subsequent service activities. [Times New Roman, 11, normal].

CONCLUSIONS

The main conclusions of the study may be presented in a short Conclusions section, which may stand alone or form a subsection of a Discussion or Results and Discussion section. Suggestion placed after the conclusion contains a recommendation on the research done or an input that can be used directly.

ACKNOWLEDGMENT

If any, authors wishing to acknowledge assistance or encouragement from colleagues, special work by technical staff or financial support from organizations should do so in an unnumbered Acknowledgments section immediately following the last numbered section of the paper.

REFERENCES

The bibliography is based on the APA 5th (American Psychological Association) model. Very nested using Reference manager (end note, mendeley, zetero etc) to facilitate the editing and review. Referenced sources and at least 80% come from journal of the last 10 years of publications. [Times New Roman, 12, normal].

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