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Abstract
This template of MANOR: Jouranl Manajemen dan Organisasi Review should followed for all manuscript that will published in MANOR and the contents should be replaced by the real materials but do not change the format here. Importance: Do Not Use Symbols, Special Characters, or Math in Paper Title or Abstract. The abstract is defines the research objective, research methodology, finding, originality and implication for the further research. Maximum words in this abstract 250 words excluding the keywords.

Keywords—Input maximum five words or phrase; in alphabetical; separated by semicolon

Abstrak
Template MANOR: Jouranl Manajemen dan Organisasi Review ini harus diikuti untuk semua *paper* yang akan diterbitkan dalam MANOR dan isinya diganti dengan materi sesungguhnya tetapi tidak mengubah format yang ada di sini. Penting: Jangan Gunakan Simbol, Karakter Khusus, atau Matematika dalam Judul Kertas atau Abstrak. Bagian dari abstrak adalah tujuan penelitian, metodologi penelitian, temuan, orisinalitas dan implikasi untuk penelitian lebih lanjut. Kata-kata maksimum dalam abstrak ini adalah 250 kata dan tidak termasuk kata kunci.

Kata kunci— Maksimal lima kata atau kata kunci frase; dalam abjad; dipisahkan oleh titik koma

I. Introduction (*Heading 1*)

Introduction covers the background of the issue or problem and the urgency and rationalization of activities (research or service). The objectives of the activities and problem solving plan are presented in this section. Relevant literature reviews also included in this section.

II. Literature Rewiew (*Heading 2*)

Literature studies are not limited to theory, but also empirical evidence. The research hypothesis (if any) must be built from the concept of theory and supported by empirical studies (previous research). Reference inclusion is presented as follows: (author, year). [Times New Roman, 10, normal].

Hypothesis development (if exist), If the paper has a theoretical framework and have a hypothesis, it should explain in this chapter how the framework and hypothesis is develop which strengthen with the previous research.

A. Tables

All tables should be numbered with Arabic numerals. Every table should have a caption. Headings should be placed above tables, left justified. Only horizontal lines should be used within a table, to distinguish the column headings from the body of the table, and immediately above and below the table. Tables must be embedded into the text and not supplied separately. Below is an example which the authors may find useful.

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Table 1. An example of a table.

An example of a column heading	Column A (*t*)	Column B (*t*)
And an entry	1	2
And another entry	3	4
And another entry	5	6

State source of the table

B. Figures

All figures should be numbered with Arabic numerals (1,2,3,….). Every figure should have a caption. All photographs, schemas, graphs and diagrams are to be referred to as figures. Line drawings should be good quality scans or true electronic output. Low-quality scans are not acceptable. Figures must be embedded into the text and not supplied separately. In MS word input the figures must be properly coded so the PDF files will also properly coded. Lettering and symbols should be clearly defined either in the caption or in a legend provided as part of the figure. Figures should be placed at the top or bottom of a page wherever possible, as close as possible to the first reference to them in the paper.

The figure number and caption should be typed below the illustration in 8 pt and left justified [***Note:*** one-line captions of length less than column width (or full typesetting width or oblong) centered]. Artwork has no text along the side of it in the main body of the text. However, if two images fit next to each other, these may be placed next to each other to save space. For example, see Fig. 1.

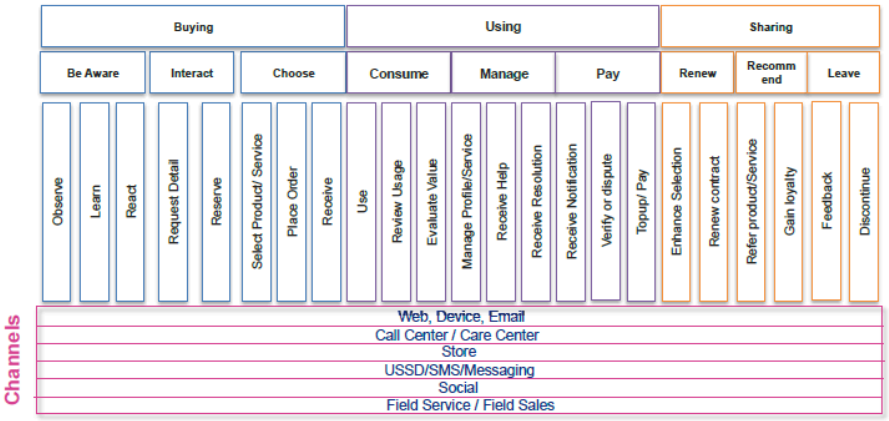

Fig. 1.example (State the source of the figure)

III. Research Methodology (*Heading 3*)

Research methodology, The research method describes the design of activities, scope or object, main materials and tools, place, data collection techniques, operational definitions of research variables, and analytical techniques. [Times New Roman, 10, normal].

IV. Result / Finding (*Heading 4*)

Result section presents the results of the study. Research results can be supplemented with tables, graphs (pictures), and / or charts.

V. Discussion (*Heading 5*)

The discussion section describes the results of data processing, interpreting the findings logically, linking them with relevant reference sources. [Times New Roman, 10, normal].

VI. Conclusion and Recommendation (*Heading 6*)

The conclusion contains a brief summary of the results of the study and discussion. [Times New Roman, 10, normal].

References

References must be listed at the end of the paper. Do not begin them on a new page unless this is absolutely necessary. Authors should ensure that every reference in the text appears in the list of references and vice versa. Indicate references by (Sekaran & Bougie, 2017) or (Prajogo et al., 2016) in the text. Some examples of how your references should be listed are given at the end of this template in the 'References' section, which will allow you to assemble your reference list according to the correct format and font size. It should in APA style and alphabetic. The example for the reference:

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