

The title contains maximum 20 words with Garamond font 14-point in bold with initial capital letter for proper nouns

Author Name^{1*}, Author Name², Author Name³

¹Department, Faculty, Institution, Country, ²Department, Faculty, Institution, Country

*) Corresponding Author, email: email@email.ac.id

ABSTRACT

At the beginning, clearly state the rationale behind conducting the study within 1-2 sentences and show the novelty/gaps by addressing general to specific problems to introduce new or original findings. If the study builds on previous research, provide the negative implications of the previous research (a brief justification for its continuation or present what aspects have not been investigated and inform readers about the importance of the topic, the issue being examined, and its relevance), and highlight the primary argument or significant conclusion drawn from the study. After that, outline the methodology used to conduct the research and specify the methods employed to obtain the results, such as whether interviews were conducted, experiments were performed in a lab, or specific tools, techniques, or datasets were used. Authors are highly suggested to detail the approach to reach the study's conclusions. Next is the findings. Summarize the study's key findings, explaining whether they address the research problem and if the hypothesis was validated. Be precise and provide specific figures, avoiding generalizations or exaggerations. The findings should directly reflect the study outcomes without overstating their significance. The fourth element is the limitations and implications of the research. In this section, outline the study's limitations, such as constraints on data, sample size, or generalizability of results. Address any factors that might have impacted the study's scope or findings. Discuss the implications of these limitations for interpreting results and how they may influence future research. In the research implications section, authors should succinctly discuss either the practical or social applications of their findings. Practical implications focus on how the research can be applied to solve real-world problems, inform policy, or guide decision-making in relevant fields. Whereas social implications should explore the broader societal impact, highlighting how the findings contribute to societal well-being and potential improvements in communities or social systems. Additionally, discuss potential future research directions based on the study's findings.

Bear in mind that the abstract length must be written in 12-point Garamond font and preferably not exceeding 250 words, and be written in single space. There should be a maximum of 7 keywords, separated by semicolons (;).

Keywords: keyword; keyword; keyword; keyword; keyword; keyword

First Received:	Revised:	Accepted:	Published:
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How to cite (in APA style):

Last Name, X. X., Last Name, X., & Last Name, X. (2025). Title contains maximum 20 words with Garamond font-12point. *Journal of Research on English and Language Learning (J-REdLL)*, 6(2), xx-xx. <https://doi.org/10.33474/j-reall.v6i2.xxxx>

INTRODUCTION

An introduction to the paper should clearly state the purpose of the paper. It includes a review of related literature and research purpose in an academic style. The introduction should include key references to appropriate work. It states the significant contribution of the research. The introduction should consist of the background of the study, research contexts, literary review, and research objective (at the end of the introduction). **The introduction should explicitly state the research gap(s) and show the novelty of the research.** All introductions should be presented in the form of paragraphs, not pointers.

To maintain the journal standard, in the introduction, the first five in-text citations where each in-text citation should contain a minimum of 2-5 sources from the Scopus database is highly recommended. The length of the introduction should be between 5 to 7 paragraphs in a balanced topography.

Manuscripts must be in English. It should be typed in a Microsoft Word doc. format; using 12-pt Garamond font; left (2,5 cm), right (2 cm), top (2,4 cm), and bottom (2,7 cm); single-spaced on A4-sized paper; length: between 4,000 to 8,000 words (EXCLUDING abstract, references, and appendices). It is expected that the author will submit carefully written and proofread material.

Use *Reference Management Software* such as Mendeley (<https://www.mendeley.com>), Zotero (<http://www.zotero.org>) etc. (but it is not mandatory) for citations and references by following the style of the American Psychological Association (APA) 7th Edition. Careful checking for spelling and grammatical errors should be performed. It is suggested to use Grammar Checker Software Grammarly (<http://app.grammarly.com>).

LITERATURE REVIEW

This section consists of several subsections regarding the literature review as the theory of the recent study's issue. It deals with reviewing the key concept used in the present study and providing previous relevant studies/investigations relevant to the article. It also includes the current knowledge including substantive findings and theoretical and methodological contributions to your topic. The proportion of the **Introduction** and the **Literature review** sections is 15-20% of the total article length. In detail, the literature review length could be between 10-13 balanced topographical paragraphs. It is highly recommended that the literature review contains in-text citations from the Scopus database.

METHOD

The method section (with the proportion is 10-15% of the total article length) consists of a description concerning the research design, participants of the research, data sources, data collection (the real procedures of collecting data), and data analysis (the real procedures of analyzing data). This material and method as much as possible to give an idea to the reader through the methods used (Sa'aati, 2003) (references on this template is just an example). Sub-subhead on this method comprising at least on type of research; location research; materials law source; data collection technique; and data analysis (Coulson, 1968; Brenner, 1990).

The research design should be started by presenting the main objective of the research and followed by several sub-objectives. In addition, the research instruments might be presented to achieve the all research objectives. At last, present the utilized research method.

FINDINGS

The findings obtained from the research have to be supported by sufficient data. The research results and the discovery must be the answers, or the research hypothesis stated previously in the introduction part. The findings section consists of a description of the results of the data analysis to answer the research question(s). The findings should summarize (scientific) findings rather than providing data in detail. Please highlight the differences between your results or findings and the previous publications by other researchers. This section should be explained in several subsections

with a detailed explanation of the findings. Tables and Figures are presented left, as shown below and cited in the manuscript.

Table 1

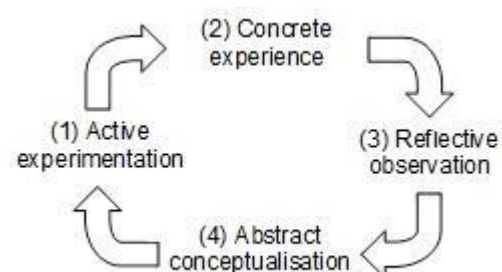
Labor Regulations Subjects

Labor agreement	Labor relationship	Industrial relationship	Industrial relation of dispute
(Article 1/14 Act 13/2003)	(Article 1/15 Act 13/2003)	(Article 1/15 Act 13/2003)	Article 56 Act No. 2/2004)
1. 1.	1. 1.	1. 1.	1. 1.
2. 2.	2. 2.	2. 2.	2. 2.
3. 3.		3. 3.	3. 3.
			4. 4.

Figure captions should be written following this example:

Figure 1

Experiential Learning Cycle, adapted from Kolb (year)



DISCUSSION

The discussion should explore the significance of the results of the work, not repeat them. In the discussion, it is the most important section of your article. Here you get the chance to sell your data. Make the discussion correspond to the results, but do not reiterate the results. Often should begin with a brief summary of the main scientific findings. The meanings of the findings should be shown from current theories and references of the area addressed. In the discussion section, you are comparing and contrasting the findings of current research with those from previous research or the supporting theories. There should be a similarity and contrast analysis. **The following components should be covered in the discussion section:**

- How do your results relate to the original question or objectives outlined in the Introduction section? What is your finding of research? (what/how)?
- Do you provide an interpretation scientifically for each of your results or findings presented (why)? This scientific interpretation must be supported by valid analysis and characterization (why)?
- Are your results consistent with what other investigators have reported (what else)? Or are there any differences?

(The proportion of the **Findings** and the **Discussion** sections is 40-60% of the total article length) or it should be minimum 5 paragraphs.

CONCLUSION

In the conclusion section, **it should include the following points:** *restatement of aims; summarizing research findings; suggesting implications; significance of the findings or research contribution; limitations of the current study; recommendations for future research; and implications or recommendations for theory/practice.* Without a clear conclusion, reviewers and readers will find it difficult to judge the work, and whether or not it merits publication in the journal. Do not repeat the Abstract, or just list experimental results. In addition, conclusion should be written in a paragraph.

ACKNOWLEDGEMENTS (if any)

Recognize those who helped in the research, especially funding supporter of your research. Include individuals who have assisted you in your study: Advisors, Financial supporters, or may other supporter i.e., Proofreaders, Typists, and Suppliers who may have given materials.

REFERENCES (Use Mendeley as Reference Manager Applications)

Authors should ensure that all references are cited in the text and vice versa. The authors are responsible for checking the accuracy of each reference. APA 7th Edition referencing conventions, attached in a separate file, should be followed.

(a References example)

Abrar, M. (2022). An investigation into Indonesian EFL university students' speaking anxiety.

JEELS (Journal of English Education and Linguistics Studies), 4(2), 221–448.

<https://doi.org/10.30762/jeels.v4i2.358>

Clandinin, D. J. (2016). *Engaging in Narrative Inquiry* (1st Ed). Routledge.

<https://doi.org/10.4324/9781315429618>

Dwijayani, I., & Musigrungsi, S. (2022). Investigating speaking tasks in relation to communicative goals: Possibilities and obstacles. *Studies in English Language and Education*, 9(2), 501-520.

<https://doi.org/10.24815/siele.v9i2.23566>

Wahyuningsih, S., & Afandi, M. (2020). Investigating English speaking problems: Implications for speaking curriculum development in Indonesia. *European Journal of Educational Research*, 9(3), 967-977.

<https://doi.org/10.12973/eu-jer.9.3.967>

Taylor, S., & Bogdan, R. (1984). *Introduction to qualitative research methods: The search for meanings* (2nd ed.). Wiley.

CONFLICT OF INTEREST STATEMENT:

About the authors (this section should be submitted separately)

Write down the Full Name of the first author followed by a description of his/her institution where s/he studies/works. It is possible for the author to have more than one role (i.e as a student as well as a lecturer). You may add the first author's accomplishments related to his/her academic role. Finally, it is suggested to add the author's expertise and research interest. End the author description with the ORCID ID's address and email.

Write down the Full Name of the second author followed by a description of his/her institution where s/he studies/works. It is possible for the author to have more than one role (i.e as a student as well as a lecturer). You may add the second author's accomplishments related to his/her academic role. Finally, it is suggested to add the author's expertise and research interest. End the author description with the ORCID ID's address and email.

Write down the Full Name of the third author followed by a description of his/her institution where s/he studies/works. It is possible for the author to have more than one role (i.e as a student as well as a lecturer). You may add the third author's accomplishments related to his/her academic role. Finally, it is suggested to add the author's expertise and research interest. End the author description with the ORCID ID's address and email.