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Tittle (max 20 words, Garamond, 14pt, bold)

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Abstrack

The abstract must be written in 150–250 words and should provide a clear and comprehensive summary of the manuscript. It must include a **Background/Problem Statement**, which briefly describes the issue or research gap addressed by the study, followed by the **Purpose/Aim**, which states the main objective of the research. The abstract should also present the **Methods**, summarizing the research design, data collection techniques, and analytical procedures used. Authors must then provide the **Results**, highlighting the key findings or outcomes of the study. Finally, the abstract should include the **Conclusions/Implications**, emphasizing the significance of the study, its theoretical contributions, managerial implications, or recommendations. The abstract should be self-contained, written in clear academic English, free from citations, and should avoid unnecessary abbreviations. At the end of the abstract, authors must include three to six relevant keywords to support indexing and discoverability. **(Garamond, 12 pt, reguler)**

Keyword: max 5 phrase

Introduction

The Introduction must provide a clear and compelling foundation for the research by presenting the broader context, the specific problem, and the scholarly relevance of the study. Authors should begin by discussing the global, regional, or organizational phenomenon related to the topic, followed by a focused explanation of the research gap, limitations of prior studies, or unresolved issues that justify the need for the research. The Introduction must clearly articulate the purpose of the study and outline the key research questions or hypotheses being investigated. Authors are expected to build a coherent narrative supported by up-to-date and high-quality scholarly references, demonstrating how the study contributes to existing knowledge in management and organizational innovation. The writing should be analytical, logically structured, and avoid unnecessary descriptions. By the end of the section, readers must understand the significance, novelty, and intended contribution of the research within its academic domain. **(Garamond, 12 pt, reguler)**

Literature Review

The Literature Review must demonstrate a comprehensive understanding of the theoretical foundations, empirical findings, and scholarly debates relevant to the study. Authors are expected to synthesize—not merely summarize—previous research by identifying patterns, inconsistencies, gaps, and emerging themes within the academic discourse. The section should establish the conceptual framework that informs the study, highlighting how existing theories and empirical evidence relate to the research questions or hypotheses. Authors must use recent, high-quality, and

peer-reviewed sources to ensure academic rigor, emphasizing works published within the last ten years unless referencing foundational theories. The Literature Review should guide readers toward the logical development of the study's model, arguments, or propositions, and must clearly indicate how the current research positions itself as a meaningful contribution to the field of management and organizational innovation. This section should be written cohesively, analytically, and free from descriptive or repetitive explanations. **(Garamond, 12 pt, reguler)**

Method

The Method section must provide a clear, detailed, and replicable explanation of the research procedures used to achieve the study's objectives. Authors should describe the research design and justify why it is appropriate for addressing the research questions or hypotheses. This section must explain the population and sample, including sampling techniques, sample size, and respondent characteristics when applicable. Authors should also outline the data collection procedures, such as surveys, interviews, experiments, observations, or secondary data sources, ensuring that ethical considerations are addressed. The instruments or measurement scales used in the study must be described, including their validity and reliability. Additionally, the Method section must present the analytical techniques employed—such as statistical tests, regression models, structural equation modeling, qualitative coding, or mixed-method approaches—along with software used for analysis. Clarity and transparency are essential to ensure that other researchers can understand and replicate the study. The writing should focus on methodological rigor, coherence, and alignment with the study's theoretical and empirical aims. **(Garamond, 12 pt, reguler)**

Result and Discussion

The Results & Discussion section must present the study's findings clearly, systematically, and objectively, followed by an in-depth interpretation of their meaning. In the Results part, authors should report the outcomes of the analyses without subjective commentary, using tables, figures, and statistical indicators only when necessary and ensuring they are properly labeled and explained. Findings must align with the research questions or hypotheses and be presented in a logical sequence that reflects the methodological steps taken.

The Discussion should interpret these findings by linking them to existing theories, empirical studies, and the conceptual framework outlined in the Literature Review. Authors should explain the significance of the results, highlight theoretical implications, and discuss how the findings contribute to advancing knowledge in management and organizational innovation. Practical or managerial implications should also be articulated, showing how the results can inform decision-making, strategy, or organizational practices. Additionally, authors should acknowledge limitations of the study and suggest directions for future research. The writing must be analytical, coherent, and grounded in scholarly reasoning, ensuring that the Results and Discussion together form a meaningful narrative that strengthens the overall contribution of the research. **(Garamond, 12 pt, reguler)**

Conclusion

The Conclusion must provide a clear and concise synthesis of the study's key findings in relation to the research objectives. Authors should restate the central purpose of the study and briefly summarize the most important results without repeating detailed data or analysis. This section

must highlight the theoretical contributions, practical or managerial implications, and the value the study adds to the field of management and organizational innovation. Authors should also acknowledge the limitations of the research in a constructive manner and offer well-reasoned suggestions for future studies, ensuring that potential avenues for further investigation are explicitly articulated. The Conclusion should be coherent, forward-looking, and reflective of how the research enhances scholarly understanding and organizational practice. **(Garamond, 12 pt, reguler)**

Tables and Figures Guidelines

Tables and figures must be presented clearly, accurately, and professionally to support the interpretation of the study's findings. All tables and figures should be numbered consecutively in the order they appear in the manuscript and must include concise, descriptive titles. Each table or figure must be referenced in the main text and accompanied by a brief note or caption that explains its content, symbols, or abbreviations. Tables should be submitted in an editable format (not as images), while figures must be high-resolution, generally at least 300 dpi. Authors must ensure that visual elements are original or properly credited if adapted from other sources. Tables and figures should not duplicate information already presented in the text but should enhance clarity and understanding by summarizing key data effectively. The formatting of all visual materials must follow APA 7th guidelines and maintain consistent style throughout the manuscript.

Table 1. **(Garamond, 11 pt, reguler)**

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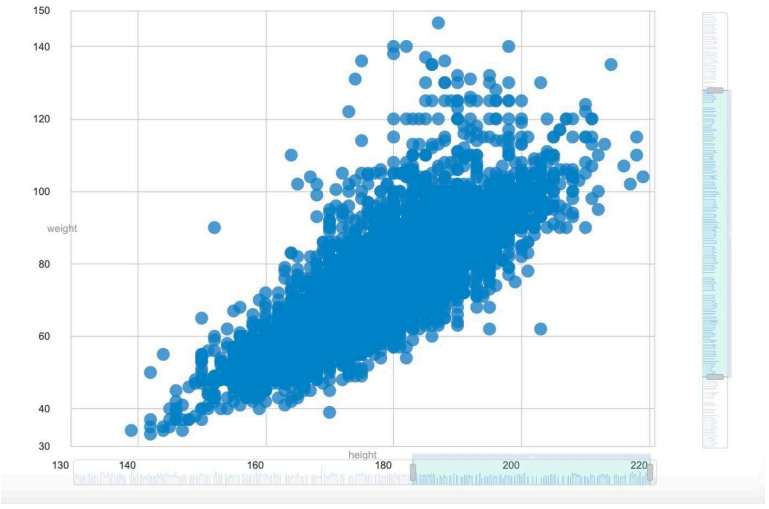


Figure 1. **(Garamond, 11 pt, reguler)**

APA 7th Edition Reference Writing Ethics Guide

Authors are required to follow the ethical and stylistic standards of the **APA 7th Edition** when citing and referencing scholarly work. All in-text citations must correspond to complete and accurate entries in the reference list, and only cited sources may appear in that list. The APA **author–date** citation system must be applied consistently using narrative or parenthetical formats.

References must be accurate, verifiable, and drawn from credible scholarly sources such as peer-reviewed journals, academic books, and reputable reports. Authors should prioritize recent literature (within the last ten years), except when citing foundational theories. Each reference entry must follow APA formatting, including author names, publication year, title, source, and DOI/URL when available. Authors may not fabricate, alter, or misrepresent citations and should avoid excessive self-citation or citation practices that may introduce bias. Proper adherence to APA 7th ensures clarity, academic integrity, and ethical scholarly communication.

Examples of APA 7th Reference List Entries

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   Setiawan, R., & Nugroho, Y. (2021). Digital transformation and organizational agility in SMEs. *Journal of Business Strategy, 15*(2), 134–150. https://doi.org/10.1234/jbs.2021.56789
2. **Book**
   Porter, M. E. (2020). *Competitive advantage: Creating and sustaining superior performance*. Free Press.
3. **Book Chapter**
   Grant, R. M. (2020). Strategic analysis tools. In J. Smith (Ed.), *Modern management practices* (pp. 50–68). Pearson.
4. **Website**
   McKinsey & Company. (2023). Digital transformation insights for 2023. https://www.mckinsey.com/digital/insights
5. **Conference Proceeding**
   Sari, D., & Pratama, I. (2022). Innovation capability in micro-enterprises. In *Proceedings of the International Conference on Business Innovation* (pp. 102–110). Springer.
6. **Thesis or Dissertation**
   Ardiani, L. (2021). *Digital leadership and employee innovation behavior* (Master's thesis). Universitas Indonesia.

Reference List Format Requirements

- Arrange entries alphabetically by the first author's last name.
- Use a **hanging indent** of 0.5 inch for all references.
- Apply consistent spacing (double-spaced or as required by the journal template).
- Ensure all DOIs follow the format: https://doi.org/xxxxxx