

**THE TITLE IS WRITTEN IN ALL CAPS USING
12-POINT ARIAL BOLD
(MAXIMUM 20 WORDS)**

**Author 1¹, Author 2² etc. [Arial 12 Bold and Names Must Not Be Abbreviated
Without Academic Titles]**

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ABSTRACT [Arial 12, Bold and Italic]

The abstract must be written in English and should include the main issues, research objectives, methods/approaches, and research results. The abstract must be written in a single paragraph, not exceeding 200 words (Arial 12, single-spaced, and italicized), left- and right-aligned, and no longer than one page.

Keywords: *A maximum of 5 keywords separated by semicolons (in accordance with the scope of the article and journal). [Arial 12, single-spaced, and italicized]*

INTRODUCTION

The introduction covers the background of a problem as well as the urgency and rationale for the activity (research or community service). The objectives of the activity and the plan for solving the problem are presented in this section. A relevant literature review and the development of hypotheses are included in this section. [Arial, 12, normal] single-spaced.

RESEARCH METHODS

The research methods section describes the approach, activity design, scope or subject, main materials and tools, location, data collection techniques, operational definitions of research variables, and analysis techniques. [Arial, 12, normal], single-spaced.

RESULTS AND DISCUSSION

This section presents the research results. The results may be accompanied by tables, graphs (figures), and/or charts. The discussion section presents the results of data analysis, interprets the findings logically, and relates them to relevant references. [Arial, 12, normal], single-spaced. Image format: png/jpg.

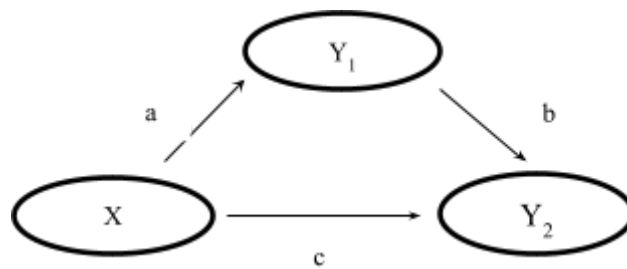
Tables, graphs, and figures must be presented clearly. The titles of tables, graphs, and figures should be written above them. Colored figures are only acceptable if the information in the manuscript would be lost without them. Graphs should preferably be in black and white, and different line styles should be used to distinguish one graph from another. All tables, graphs, and figures must cite their sources.

Table 1
Reliability Test Results

Variable	Cronbach s Alpha	Description
Organizational Justice (X)	0.817	Reliable
Job Satisfaction (Y_1)	0.822	Reliable
Organizational Commitment (Y_2)	0.854	Reliable

Source: processed primary data, 2017

Figure 1
Research Path Analysis Model



Source: Compiled for this article

CONCLUSION

The conclusion contains a brief summary of the research results and discussion. [Arial, 12, normal], single-spaced.

ACKNOWLEDGMENTS

This section contains acknowledgments to funding agencies or individuals, and/or those who assisted in the conduct of the research and the writing of the manuscript, as well as the authors affiliated institutions. [Arial, 12, normal], single-spaced.

REFERENCES

A minimum of 20 references from the last 10 years. General guidelines for writing the reference list: [Arial, 12, normal], single-spaced.

Example:

Bell JD, Bartley DM, Lorenzen K, Loneragan NR. 2006. Restocking and stock enhancement of coastal fisheries: Potential, problems, and progress. *Fisheries Research*. 80(1): 1 8.