INTEGRATED RESEARCH JOURNAL OF BUSINESS AND MANAGEMENT

Vol. x, No. x (June, 2024)
Page. 001-010
E-ISSN: XXXX-XXX

Title Written In English (Maximum 15 Words, Calibri (Body), 16pt, Bold)

***Author name 1 ← 11pt, bold**
Department of xxxx, faculty of xxxxx, University of xxxxx, Province, Country ← 11pt, italic
Author Name 2 ← 11pt, bold
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Article History :
Received :yyyy-mm-dd
Revised : yyyy-mm-dd
Accepted : yyyy-mm-dd
Online : yyyy-mm-dd

Abstract

Research aims:

Design/Methodology/Approach:

Research findings:

Theoretical Contribution/Originality:

Practical/Policy/Social Implications:

Research Limitations/Implications:

Keywords: *Keyword1, Keyword2, Keyword3, Keyword4, Keyword5, Keyword6*

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INTRODUCTION ← Capital, Calibri (Body), 12pt, Bold

General requirements for the manuscripts are: (1) Studies in the field of marketing management, financial and banking management, human resource management, operation management & management information system, sharia management, e-business, international business, business ethic and sustainability, anf entrepreneurship; (2) The manuscript which sent to the InJBM should be original work, i.e. the same manuscript must have not been published or accepted for publication in any other journals/ books either in full or substantial part; and must not be submitted to any other journal for concurrent publication or being considered for publication or even being reviewed; (3) The manuscript is written in English and attaching the author's name, institutional affiliation, and e-mail address. The soft file format should be in Microsoft Word, margin 3 cm for every side, font type is calibri (body), size 12, space 1.5, in a A4 paper, and justify; (4) Manuscripts must comply with the following guidelines, and should be formatted according to InJBM template for submission. The paper which does not comply this re requirement may be returned for revision (format/template) before entering the review process; (5) The manuscript only could be sent via open journal system (OJS) mechanism (not by email) in web address: https://icess.uin-suska.ac.id/index.php/injbm/about/submissions; (6) The Editor of InJBM reserves the right to edit the grammar and spelling of the text contained without reducing or changing the intent of writing. The minimum length of the article including abstract, correspondence, content, and references is 5,000 words.

This section contains the purpose of the study, research background, contribution of the research (from theoretical and practical), and implication. The main section of an article should start with an introductory section, which provides more details about the paper's purposes, motivation, research methods, and findings. The introduction should be relatively nontechnical, yet clear enough for an informed reader to understand the manuscript's contribution. Use Harvard citation style.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT ← CALIBRI (BODY), 12PT, BOLD

The literature review represents the theoretical core of an article. In this section, we will discuss the purpose of a literature review. We will also consider how one should go about to find appropriate literature on which to base a literature review and how this information should be managed. Finally, we will answer four questions that first-time researchers often battle with when compiling a literature review.

These questions are: which aspects should I include in a literature review?; how should I go about synthesizing information in a literature review?; how should I structure a literature review? what writing style should I use when compiling a literature review?

The purpose of a literature review is to "look again" (re + view) at what other researchers have done regarding a specific topic (Leedy & Ormrod 2005:70). A literature review is a means to an end, namely to provide background to and serve as motivation for the objectives and hypotheses that guide your own research (Perry et al. 2003:660)

A good literature review does not merely summarise relevant previous research. In the literature review, the researcher critically evaluates, re-organizes and synthesizes the

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work of others (Leedy & Ormrod, 2005:84). In a sense, compiling a literature review is like making a smoothie or fruit shake: The end product is a condensed mix that differs totally in appearance from the individual ingredients used as inputs. The key to a successful literature review lies in your ability to "digest" information from different sources, critically evaluate it and resent your conclusions in a concise, logical and reader-friendly" manner.

This section contains theoretical underpinning and literature referenced pertaining to previous research that is related to the topic and also highlighted a research gap. It is highly recommended that the literature referenced is published no more than ten years. Also, it is suggested to prioritize the literature as the following order: reputable international journals, accredited national journals, national journals, international symposiums, national symposiums, and textbooks.

For research with hypothesis testing, the hypothesis development is built based on supporting theory, previous research, and logical reasoning. After the explanation is formulated, then write your hypothesis with this following format:

H_1: *write the formulated hypothesis.*

For qualitative research (without hypothesis testing), then presented in this section is a literature review (theory and previous research and argumentation focused on research review). If necessary, research focus could be written in this part in the question form by the following format:

R_Q: *write the problem that represents the research focus.*

METHOD ← Calibri (Body), 12pt, Bold

The methods section describes the steps followed in the execution of the study and also provides a brief justification for the research methods used (Perry et al., 2003:661). It should contain enough detail to enable the reader to evaluate the appropriateness of your methods and the reliability and validity of your findings. Furthermore, the information should enable experienced researchers to replicate your study (American Psychological Association, 2001:17).

The methodology section typically has the following sub-sections:

- Sampling (description of the target population, research context, and units of analysis; sampling; and respondent profile)
- Data collection

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- Measures (Alternatively: Measurement)

RESULTS AND DISCUSSION ← Calibri (Body), 12pt, Bold

A. Results

The results section summarizes the data collected for the study in the form of descriptive statistics and also reports the results of relevant inferential statistically analysis (e.g., hypothesis tests) conducted on the data. You need to report the results in sufficient detail so that the reader can see which statistical analyses were conducted and why, and to justify your conclusions. Mention all relevant results, including those that are at odds with the stated hypotheses (American Psychology Association 2001: 20).

There is no fixed recipe for presenting the findings of a study. We will, therefore, first consider general guidelines and then turn our attention to options for reporting descriptive statistics and the results of the hypothesis test.

Reporting Research Results

You should present your findings as concisely as possible and still provide enough detail to adequately justify your conclusions, as well as enable the reader to understand exactly what you did in terms of data analysis and why.

You may assume that the reader has a working knowledge of basic statistics (i.e., typically the contents covered in a 1st statistics course). It is, therefore, not necessary to discuss basic statistical procedures in detail. You may, however, have to explain advanced multivariate statistical methods (e.g., repeated measures ANOVA, two- or –way ANOVA, multiple regression analysis, and factor analysis) in nen-technical terms. Figures and Tables (detached from main of the manuscript) often allow one to present findings in a clear and concise manner.

Exampleof Table style:

Table xx. Reliability Test

Variables	***Alpha Cronbach's Coefficient***	**Results**
Earnings Managemen Practices	0.872	Reliable
Asymetric Information	0.798	Reliable
Audit Committee	0.803	Reliable
Proportion of the Board of Commissioners	0.782	Reliable
Company Size	0.792	Reliable

Source: The Processed Primary Data (2023)

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Exampleof Figure style:

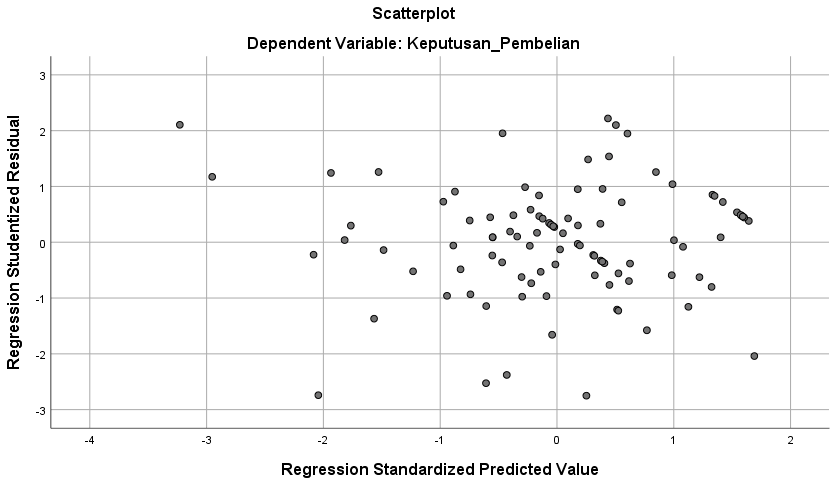


Figure xx. Heteroscedasity Test

B. Discussion

In many ways, it is the most important section in an article (Feldman, 2004:4). Because it is the last thing a reader sees, it can have a major impact on the reader's perceptions of the article and the research conducted (Summers 2001:411).
Different authors take different approaches when writing the discussion section. According to Feldman (2004:5), Perry et al. 2003: 658), and Summers 2001: 411412), the discussion section should:

- Restate the study's main purpose
- Reaffirm the importance of the study be restating its main contributions
- Summarize the results in relation to each stated research objective or hypothesis without introducing new material
- Relate the findings to the literature and the results reported by other researches
- Provide possible explanations for unexpected or non-significant findings
- Discuss the managerial implications of the study
- Highlight the main limitations of the study that could influence its internal and external validity
- Discuss insightful (i.e., non-obvious) directions or opportunities for future research on the topic

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The discussion section should not merely restate the findings reported in the result section or report additional findings that have not been discussed earlier in the article. The focus should instead be on highlighting the broader implications of the study's findings and relating these back to previous research. Make sure that the conclusions you reach follow logically from and are substantiated by the evidence presented in your study (Varadarajan 1996: 5).

CONCLUSION (Calibri (Body), 12, Bold)

In this section, the author presents brief conclusions from the results of research with suggestions for advanced researchers or general readers. A conclusion may review the main points of the paper, do not replicate the abstract as the conclusion.

Not only does the author write down the major flaws and limitations of the study, which can reduce the validity of the writing, thus raising questions from the readers (whether, or in what way), but the limits in his studies may also have affected the results and conclusions. Limitations require critical judgment and interpretation of their impact. The author should provide the answer to the question: is this a problem with error, method, validity, and or otherwise?

Writing an academic article is a challenging but very fulfilling endeavor. Hopefully, the guidelines presented here will enable you to write your first academic article with relative ease. Students, however, often underestimate the time required to produce a “polished” first effort. You cannot write a proper research article in a weekend or even a week. It is, therefore, extremely important to allow yourself enough time –at least three to four weeks—to work on the successive draft.

LIMITATION

It is certain that your research will have some limitations and it is normal. However, it is critically important for you to strive to minimize the range of scope of limitations throughout the research process. Also, you need to provide the acknowledgement of your research limitations in conclusions chapter honestly. It is always better to identify and acknowledge the shortcomings of your work, rather than to leave them pointed out by the reviewer. While discussing your research limitations, don’t just provide the list and

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description of shortcomings of your work. It is also important for you to explain how these limitations have impacted your research findings.

Your research may have multiple limitations, but you need to discuss only those limitations that directly relate to your research problems. For example, if conducting a meta-analysis of the secondary data has not been stated as your research objective, no need to mention it as your research limitation.

REFERENCES (Calibri (Body), 12, Bold)

Each manuscript must include a reference list containing only the quoted work and using the Mendeley, EndNote, or Zotero tool. Each entry should contain all the data needed for unambiguous identification. With the author-date system, use the following format recommended by **Harvard Citation Style**.

A basic reference list entry for a journal article in APA must include:

- Author or authors. The surname is followed by first initial(s).
- Year of publication of the article (in round brackets).
- Article title (in single quotes).
- Journal title (in *italics*).
- Volume of journal.
- Issue number of journal in round brackets.
- Page range of article.
- DOI or URL
- The first line of each citation is left adjusted. Every subsequent line is indented 5-7 spaces

Examples:

Material Type	In Text Citation	Reference List Entry
Book (with single author)	Bryman (2016) recommends…. Quantitative data is more suited to the study due to……(Bryman, 2016)	Bryman, A. (2016) *Social research methods.* 5th edn. Oxford: Oxford University Press.
Book (with two authors)	Wallace and Wolf (2006) found that... Globalization is a theory that has many concepts... (Wallace and Wolf, 2006).	Wallace, R. A. and Wolf, A. (2006) *Contemporary sociological theory: expanding the classical tradition.* 6th edn. Upper Saddle River, N.J.: Prentice Hall.

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Book (with three authors)	Greig, Taylor and MacKay (2013) found that... Finding the reasons behind a child's behaviour... (Greig, Taylor and MacKay, 2013).	Greig, A., Taylor, J. and MacKay, T. (2013) *Doing research with children: a practical guide.* 3rd edn. London: Sage.
Book with four or more authors	Begg *et al*. (2014) found that... The elasticity of demand demonstrates... (Begg *et al*., 2014).	Begg, D.K.H. *et al*. (2014) *Economics*. 11th edn. London: McGraw-Hill.
Book chapter	He (1997) found that... The ethnic relations in China ...(He, 1997).	He, X. (1997) 'The market economy and ethnic relations in China', in Ikeo, A. (ed.) *Economic development in twentieth century East Asia: the international context.* London: Routledge, pp. 190–205.
Journal article (print)	Austin (2009) argues that periodical conflict may be expected... It can be assumed that pickpocketing...(Austin, 2009)	Austin, T. (2012) 'Takers keepers, losers weepers: theft as customary play in southern Philippines', *Journal of Folklore Research,* 49(3), pp. 263–284.
Journal article with a DOI	Dobson (2006) identified that the depiction... The stereotypical portrayal of cultures...(Dobson, 2006).	Dobson, H. (2006) 'Mister Sparkle meets the 'Yakuza': depictions of Japan in The Simpsons', *Journal of Popular Culture*, 39(1), pp. 44–68. doi: https://doi.org/10.1111/j.1540-5931.2006.00203.x
Report	Johnson and Fitzpatrick (2007) note that street users... Enforcement areas for the problem...(Johnson and Fitzpatrick, 2007)	Johnson, S. and Fitzpatrick, S. (2007) *The impact of enforcement on street users in England*. Bristol: The Policy Press.
Web page	In Michael Rosen's biography (2021)... He began writing poetry at the age of twelve...(Rosen, 2021)	Rosen, M. (2021) *Michael Rosen Biography*. Available at: https://www.michaelrosen.co.uk/for-adults-biography/ (Accessed: 26 April 2021).

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