

**THE TITLE MUST BE CONCISE, INFORMATIVE, AND NOT EXCEED 15 WORDS
(Times New Roman 12 Capital Bold)**

Author^[1], Author^[2], Author^[3] (Times New Roman 11 Italic Bold)

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^{[1], [2], [3]} The Institution name, one author one affiliation.
City, Country (Times New Roman 11)

Abstract: The abstract should be no longer than 200 words and written using Times New Roman font size 11 with single line spacing. Apply mirror margins with the following specifications: top 2.54 cm, inside 2.54 cm, bottom 2.54 cm, and outside 2 cm, including an indentation. The abstract must clearly present the research problem, methodology, and conclusions. Citations are not permitted within the abstract. Keywords should be selected carefully to help readers easily find the article and should consist of no more than five words.

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Abstrak: Abstrak tidak boleh melebihi 200 kata dan ditulis menggunakan font Times New Roman ukuran 11 dengan spasi tunggal. Gunakan pengaturan margin mirror dengan rincian: atas 2,54 cm, dalam 2,54 cm, bawah 2,54 cm, dan luar 2 cm, serta diberi indentasi. Abstrak harus memuat permasalahan penelitian, metode yang digunakan, serta kesimpulan. Tidak diperkenankan mencantumkan sitasi dalam abstrak. Kata kunci harus dipilih secara cermat agar memudahkan pembaca dalam menemukan artikel, dan ditulis tidak lebih dari lima kata.

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Keywords: up to five words, Times New Roman 11, xxxxxx, xxxxxx, xxxxxx

INTRODUCTION (Times New Roman 11 Capital Bold) (no numbering)

The introduction presents the study within a broad context and clarifies its importance. It explicitly outlines the purpose and significance of the paper. While it may

include relevant references, it should not take the form of a historical account or a full literature review. The research gap must be carefully identified and examined, with key publications appropriately cited. Hypotheses should be discussed by comparing and

contrasting them with findings from previous studies. The objective of the paper may be expressed either as a question or as a statement.

The structure of the paper consists of an Introduction, Method (for research-based articles), Findings and Discussion, Conclusion, and References. A literature review can be incorporated into the Introduction section. For non-research-based articles, the content may be organized into several sub-sections with flexible titles, depending on the focus of the study. All technical terms, acronyms, abbreviations, and symbols must be clearly defined.

References should follow the APA 7th edition style. Citations should appear in formats such as (Berhanu, 2020; Desalegn, 2016; Esubalew, 2015), (Chomsky, 2013, 2014, 2015), (Chomsky, 2013, 2013a, 2013b, 2014, 2015; Rizzi, 2016), and (Chomsky, Angel & Dennis, 2017; Edith, 2019). All references must be managed using a reference management tool, with full details provided at the end of the document.

The manuscript must be written in Times New Roman, size 11, using a two-column format with mirror margins: top 2.54 cm, inside 2.54 cm, bottom 2.54 cm, and outside 2 cm. The header and footer should follow this template. The length of the paper should be between 6,000 and 8,000 words.

METHOD (Times New Roman 11 Bold) (no numbering)

The method section should clearly and concisely explain the research design or approach employed in the study. It needs to describe the participants or subjects involved, along with their relevant characteristics, selection criteria, and sampling techniques. In addition, it should outline the research procedures step by step, including the setting, duration, and stages of the study implementation.

The materials and instruments used must be specified in detail, including their functions, development process, and, where applicable, evidence of validity and reliability. Furthermore, the section should explain the data collection techniques, such as observations, interviews, questionnaires, or documentation, along with the procedures for ensuring data accuracy and consistency.

The methods of data analysis should also be described systematically, including the analytical techniques, tools or software used, and the steps taken to interpret the data. If relevant, ethical considerations such as informed consent, confidentiality, and data protection should be briefly addressed to ensure the research adheres to academic and professional standards.

FINDINGS AND DISCUSSION

The findings and discussion section presents and interprets the results of the analysis in a clear and structured manner. It is typically organized into several subheadings to enhance readability and coherence. This section should integrate relevant references and supporting information to strengthen the credibility of the findings. The results must be supported by sufficient and appropriate data to ensure their validity.

Furthermore, the discussion should critically examine whether the findings align with or challenge the hypotheses proposed in previous studies. It should highlight the originality or novelty of the results in terms of theoretical contributions, practical implications, and their relevance to existing literature. In cases where the findings differ from earlier hypotheses or studies, clear explanations and justifications must be provided to account for these discrepancies.

Additionally, this section may include interpretations of the results in a broader context, potential implications for future research or practice, as well as any limitations that may affect the generalization of the findings.

Sub Heading 1(Times New Roman 11 Italic Bold) (no numbering)

The placement of the picture is like Figure 1, i.e., it is in the middle with the caption below written in Times New Roman 9 font. The caption has to mention the title and the source of the picture.

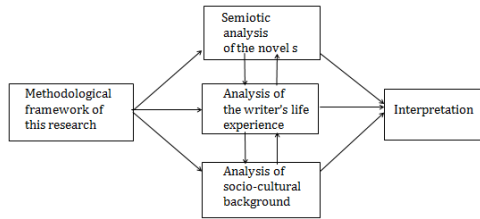


Figure 1. Analysis Diagram (Source: Source name, 2004)

Sub Heading 2(Times New Roman 11 Italic Bold) (no numbering)

Each table must be typed and consecutively numbered, just like Table 1. The title is above the table in Times New Roman 9 font, while the source is in the same font.

Table 1. Title

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Source:

CONCLUSION (Times New Roman 10 Capital Bold)

The conclusion should restate the purpose of the study and summarize its key findings in a concise and rephrased manner, without directly repeating earlier statements. It should emphasize the main insights, contributions, and overall significance of the research in relation to the problem addressed.

In addition, the conclusion may highlight the implications of the findings for theory, practice, or policy, depending on the scope of the study. It is also important to briefly acknowledge any limitations of the research that may influence the interpretation or generalization of the results. Furthermore, this section can provide clear suggestions and practical recommendations, particularly for future researchers, including possible areas for further investigation, methodological improvements, or new perspectives that can enrich subsequent studies.

REFERENCE (Times New Roman 10 Capital Bold)

With A.P.A 7 (American Psychological Association) standardization

The literature does not necessarily require a large number of books; rather, it is more important to include a limited number of sources that are highly relevant to the topic. The total number of references should be at least 20, with a minimum of 75% coming from primary sources such as journal articles, preferably published within the last five years.

Examples of reference writing:

Kolubinski, D. C., Marino, C., Nikčević, A. V., & Spada, M. M. (2019). A metacognitive model of self-esteem. *Journal of Affective Disorders*, 256, 42-53.

Smith, J. A., & Brown, L. K. (2021). Educational leadership in the digital era: Challenges and opportunities. *International Journal of Educational Management*, 35(4), 567-580.

Rahman, A., & Hidayat, T. (2022). Quality assurance in higher education: A systematic review. *Journal of Education Policy and Management*, 14(2), 101-115.

Lee, M., Chen, Y., & Garcia, P. (2020). Student engagement and academic performance in online learning environments. *Computers & Education*, 150, 103-120.

Wang, X., & Zhao, H. (2023). The impact of leadership style on institutional performance. *Educational Management Administration & Leadership*, 51(1), 75-90.

Further reference examples are available at
<https://apastyle.apa.org/style-grammar-guidelines/references/examples>.