Research paper **Open Access**

Title, California, Font Size 16, Max 20 Words

SUBJECTS
Choose an item.

Author[1] 🆔, **Author[2]** 🆔, **& Author[3]** 🆔

[1]Department , Faculty, University, City, Country;
[2]Department, Faculty, University, City, Country;
[3]Department , Faculty, University, City, Country

ABSTRACT

Abstract between 150-200 words, should be presented in English, providing a brief description of the phenomenon under study, research objectives, methods, findings, conclusions, and the importance of the findings or implication. Citations are not allowed to be cited in the abstract. It should be relatively nontechnical, yet clear enough for an informed reader to understand the article.

Purpose:
Methods:
Findings:
Originality:

CORRESPONDING AUTHOR:
Name Corresponding author, Email: author@email.ac.id. Faculty, Univesity, City, Country

ORCID
1. Author http://orcid.org/0000-000X-XXXX-XXXX
2. Author http://orcid.org/0000-000X-XXXX-XXXX
3. Author http://orcid.org/0000-000X-XXXX-XXXX

Abstrak

Abstrak dalam Bahasa Indonesia. Abstrak antara 100-200 kata, memberikan gambaran singkat tentang fenomena yang diteliti, tujuan penelitian, metode, temuan, kesimpulan, dan pentingnya temuan atau implikasinya. Kutipan tidak diperbolehkan dikutip dalam abstrak. Ini harus relatif non-teknis, namun cukup jelas bagi pembaca yang berpengetahuan untuk memahami artikel tersebut.

Kata Kunci: keywords provide 3-5 essential keywords, which are specific and reflect what is essential about the article.

1. Introduction

The introduction section of a research paper should provide a background on the topic being studied, including any existing theories and their relationship to the phenomenon being investigated. It should also identify the research gap, highlight the study's originality, and state the research objectives. It is important to include references that support the urgency of the research, explain the research problem, discuss alternative solutions, and justify the chosen solution. Using up-to-date materials is crucial, and using sources from the last ten years is recommended. The main library should be consulted to ensure that the most recent and relevant sources are used. The research problem and objectives should be presented in narrative paragraphs without specific subtitles, and bullets and numbering should not be used.

2. Theoretical Background and Hypothesis

The literature review should contain supporting theories, the logic of the research, and previous research. The hypothesis must be clearly stated, and it will be put in the following section. The hypothesis is directly related to a theory but contains operationally defined variables and is testable. It is a specific, testable prediction about what the author expects to happen in a study. Researchers might draw a hypothesis from a specific theory or build on previous research of the past ten

years. The conceptual framework can be shown at the end of the literature review (see Figure 1).
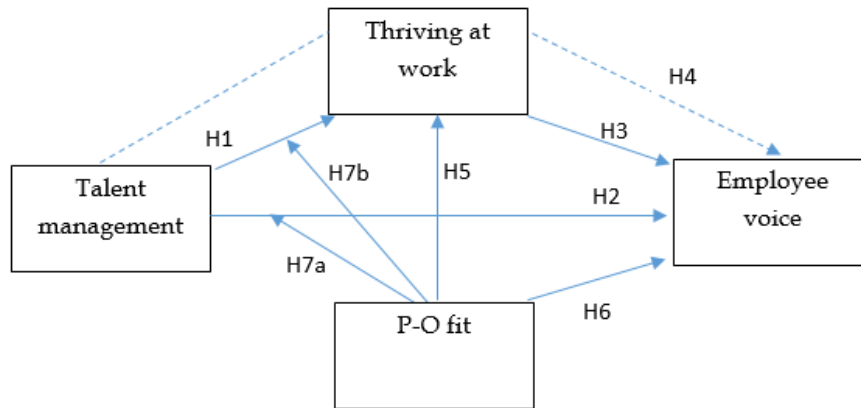

Figure 1. Research model

<mark>Note: Figures must have high resolution</mark>

3. Methods

3.1. Sample and procedures

Authors must clearly explain the population and sample, sampling technique, and sample size used in the study. Respondent descriptions (if using a questionnaire) are also explained in this section.

Table 1. Respondent characteristics

Characteristics	Frequency	Percent
Department		
Accounting	97	53.3
Management	86	47.3
Monthly expenses		
< IDR 1 million	38	20.9
IDR 1-2 million	124	68.1
> IDR 2 million	24	13.2
Marital status		
Single	168	92.3
Married	18	9.9

Source: ....

3.2. Measurement

The author should explicitly explain the measurement scale and cite the source if it is adapted from a previous study. If the scale is developed independently, the author should describe the scale development process.

3.3. Data analysis technique (Optional)

The author may provide details on data analysis procedures and techniques but should not include theories, definitions, or general explanations.

4. Results and Discussion

4.1. Results

The results and discussion contain answers to research problems and conclude explicitly. Research results are presented in the form of graphs, tables, or descriptive. Analysis and interpretation of these results is required before they are discussed. The table is written in the middle or at the end of each descriptive text of research results/acquisitions. If the width of the table is not enough to be written in half a page, it can be written a full page. Table title is written from left to center, all words begin with capital letters, except conjunctions. If more than one line is written in a single space. For example, it can be seen in Table 2 and Table 3.

Table 2. Descriptive statistics and correlation between variables

Variable	Mean	SD	1	2	3	4	5
1 Gender	1.419	0.494	1				
2 Education	1.374	0.485	-.053	1			
3 Tenure	2.099	0.730	-.029	-.008	1		
4 TMN	3.414	0.594	.040	-.014	.005	1	
5 VOICE	3.691	0.699	.052	.029	-.012	.619**	1

Note. N = 406. Gender (1 = female, 2 = male); education (1 = Bachelor degree, 2 = Master degree); organizational tenure (1= < 5 years, 2 = 5-10 years, 3 = > 10 years); TMN = talent management; THR = thriving at work; POF = person-organization fit; VOICE = employee voice; ** $p < .01$

Table 3. Regression results

Variable	β	SE	P-value
Leadership	.232	.08	.013
Commitment	.425	.06	.034
R^2	.245		
F-Statistics / p-value	16.245 (0.014)		

Source: ....

4.2. Discussion

The discussion section of a research paper focuses on connecting the data and the findings of the analysis to the research objective and the broader theoretical context. It should explain why facts were found in the data and why a specific hypothesis was either rejected or accepted. The discussion should also relate the findings to previous studies and highlight theoretical and practical implications.

4.3. Limitations
Describe the limitations of the study and suggestions for future research.

5. Conclusion / Final Remark

The conclusion presents from the description in the discussion, presented in essay form, not numerical (numbering). The conclusion conveys the main point of the study, the interesting results as the main findings of the study. A conclusion may cover the main points of the paper, but do not replicate the abstract in the conclusion.

References
APA style ver 6/7 is used for References. We recommend using reference management software like Mendeley, Zotero, or EndNote. References can be sourced from journals, proceedings, and books. Articles not using reference manager tools will not be processed.

Publisher's Note
Imperium Research Institute remains neutral with regard to jurisdictional claims in published maps and institutional affiliations

Cite this paper: