



The Influence of Organizational Commitment, Work Environment, and Organizational Citizenship Behavior on Public Service Motivation among Sub-district Employees

Write The Title Briefly And Clearly

Write the first author^{1*}; second author²; third author³

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Abstract

Write your abstracts of no more than 250 words

Keywords: please indicate of 3 to 5 keywords

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Introduction

This section contain the research background, purpose, contribution (the research benefit from theoretical and practical), research result and implication (Practical advise based on research result). The research result and implication in introduction section are only suggestion (not required).

Literature Review and Hypothesis (for Quantitative)/or Literature Review and Research Focus (for Qualitative)

This section contain referred literature and linked to the research and hypothesis development. This section contains about theory and literature referenced and linked to writing. Highly recom-mended that literature referenced is published the last 10 years with the following order: a reputed international journals, national journals accredited national journals, international symposiums, national symposiums, textbooks, and daily repute.

For hypothesis test research, the hypothesis formulation is built by learning into the support theory, previous research, and logical argumentation. After the explanation is made, then write your hypothesis with this following format:

H₁: write the formulated hypothesis.

For qualitative research without hypothesis testing, then presented in this section are literature review (theory and previous research and argumentation focused on research review) and research focus written in question form by following:

RQ: mention the problem that represents the research focus.

Method

This section contain the research design, subject/object/research sample, operational definition and measurement variable, collecting data technique/ instrument and data analysis also hypothesis testing. If the author want to represent picture/table in big size, so the picture/table can presented in a single column.

Result and Discussion

This section contain the data characteristic of subject/object/sample/ research respondent, data analysis result, testing instrument and hypothesis (if any), answer of research question, findings and findings interpretation. This section if possible, can be graphed for each research variable. Furthermore the descriptive statistic value was presented (e.g.: Mean, SD, Maximum, Minimum) with its interpretation. In the end of this section showed the hypothesis research result and its discussion completely.

Implication (if any)

This part presents inter finding debate among similar research from all over the world. It could be confirmation on the previous research findings or contrasting with the one. Author would recommend the new middle range theory. **Implication will be two types: practical implication and theoretical one.**

Conclusion

Presented the research conclusion, implication, limitation and advise sequently. Implication is practical advises from result research. Research limitation includes things that can be met or researchers do in conducting his research. While the research advise is advise for next research based on limitation that can not be done by researcher in his research.

Appendix (If Any)

Contain the research instrument, questionnaires, experiment scenario, interview question list, and other instruments.

References

References should follow the APA style. Its recommended for author to write using citation software such as Mendeley, endNote, Zotero, etc.

Andersen, Lotte Bøgh. (2012). Attracting Public Service Motivated Employees: How to Design Compensation Packages. *International Review of Administrative Sciences*, December 2012; Vol. 78, No. 4.

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Conway, M. Margareth. (2000). *Political Participation in the United States*. 3rd Ed. Washington, DC: CQ Press.

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