

**TEMPLATES** (In English)

Title (In English) (In English)

Title (In Indonesian) (In Indonesian)

(The title is concise, specific, and direct, and it accurately portrays the substance of the article. The title has no more than 15 words, is written in title case (every word begins with a capital letter), is 14 points in size, employs single spacing, and is centered. The title appears in both Indonesian and English

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(The author's complete name is written without academic degree, position, or rank and is placed one space below the article title)

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DOI: 10.55963

**Abstract** - (In English)

(OBSERVE THESE RULES) Abstracts are prepared in two languages, namely Indonesian and English, with a maximum of 200 words in one paragraph. The format of an abstract consists of a succinct introduction (goal), methods, results, and commentary. The abstract is typed with 9-point font and single spacing.

Up to five keywords, separated by commas, in alphabetical order (9 pts Italic)

**Abstrak** - (In Indonesian)

(OBSERVE THESE RULES) Abstracts are prepared in two languages, namely Indonesian and English, with a maximum of 200 words in one paragraph. The format of an abstract consists of a succinct introduction (goal), methods, results, and commentary. The abstract is typed with 9-point font and single spacing.

Up to five keywords, separated by commas, in alphabetical order (9 pts Italic)

**INTRODUCTION** (Written in alphabetical order, use Arial font, size 10, and spacing 1.15. Italicize foreign language writing)

The introduction provides a succinct, clear, and concise overview of the research's context, objectives, and supporting ideas. The use of subtitles is unnecessary for narrative writing. Included in the creation of operational definitions and written narratives, if judged necessary. All forms of citation must be documented in the source. Writing citations or references using body notes (APA style), namely by including the author's surname and publication year between brackets (eg Muthmainnah, 2017).

**LITERATURE REVIEW** (Written with Arial font, size 10, with 1.15em spacing. Italicize foreign language writing)

Literature review as an arrangement of scientific works might be understood as an acknowledgement of the scientific works' shortcomings. The summary in this section is given in its entirety inside the keywords in the abstract section. The preparation of any written work must therefore include a literature review. In order to avoid being accused of plagiarizing other people's work, it is crucial for anyone conducting a literature review to rewrite the language and words found in the literature search portion. Simple to employ direct or indirect quotations. This part is organized as a Grand Theory, Theory pertaining to research variables, relationships among variables, hypotheses, and conceptual frameworks. This section can be broken into multiple subchapters; however, it is not required to number them.

**RESEARCH METHOD** (Used Arial font, size 10, with a 1.15-inch margin)

The research method consists of the type of research, the sample and population or research subject, the time and location of the research, the instruments, procedures, and research methodologies, as well as any other relevant information regarding research methods. This section can be broken into multiple subchapters; however, it is not required to number them.

**FINDINGS AND DISCUSSION** (Using Arial font, size 10, with 1.15 em spacing)

This section includes (condensed) data, data analysis, interpretation of results, and commentary. Results can be given with tables or graphs to clarify the results verbally, because the appearance of drawings is sometimes more comprehensive and informative than the display in narrative form.

**CONCLUSION** (Using Arial font, size 10, with 1.15 em spacing)

Conclusions should relate to the study's title and objective. Do not make assertions that are insufficiently substantiated by your findings. Write general suggestions/improvements to the appropriate parties. Avoid creating further debate, repeating abstracts, and just listing study results. Don't use bullet points, instead use paragraph sentences.

**REFERENCES** (Used Arial font, size 10, with a 1.15-inch margin)

This section contains only references that are actually cited, therefore references submitted here will appear in the section preceding it. The bibliography employs APA-style references, which include the author's name and the publication year.

**Note:**

1. Articles are written in Indonesian with left-to-right oriented paragraphs and A4 page size of 15-18 inches.
2. Pages with 3 cm margins up, down, left, and right.
3. Writing with a single column
4. Cite using APA format (American Psychological Association). There are URLs and/or DOIs that can be searched with Endnote, Mendeley, and Zotero.
5. Using Microsoft Equation, mathematical formulas are typed on distinct lines and are numbered on the right.

$$x + y = z \qquad \dots(1)$$

6. TABLE (Written using Arial font, size 10, spaced 1.15)

The table description is positioned at the top of each table. The information is written in the center, one place away from the table. As with the image description, the table data is also assigned a serial number. The table source text is inserted below the table and aligned with the table's left margin using Arial font size 10. The text in the table contains a single space. There are no vertical lines within a table; only horizontal lines are present.

Example:

Table 4. Descriptive Statistical Results

	ILK	KA	KOMIND	KINST	KEMAN
Mean	1.883497	2.990909	0.425974	0.861495	0.114080
Median	0.911255	3.000000	0.375000	0.951731	0.047006
Maximum	15.13245	5.000000	0.833333	0.999983	0.682759
Minimum	0.056589	2.000000	0.285714	0.099730	0.000167
Std. Dev	2.219992	0.317544	0.123928	0.202304	0.157613

Source: E-Views 12 SV calculation results (2021).

7. IMAGE (Used Arial font, size 10, with a 1.15-inch margin)

The image is positioned in the centre and is mentioned in the text (according to the text). The bottom-written image captions are numbered with numbers. The text begins with a capital letter. If the image description is longer than one line, it is written with a single space. If the image is a reference, its source is also indicated. The image source is typed in 10 point Arial font size.

Example:

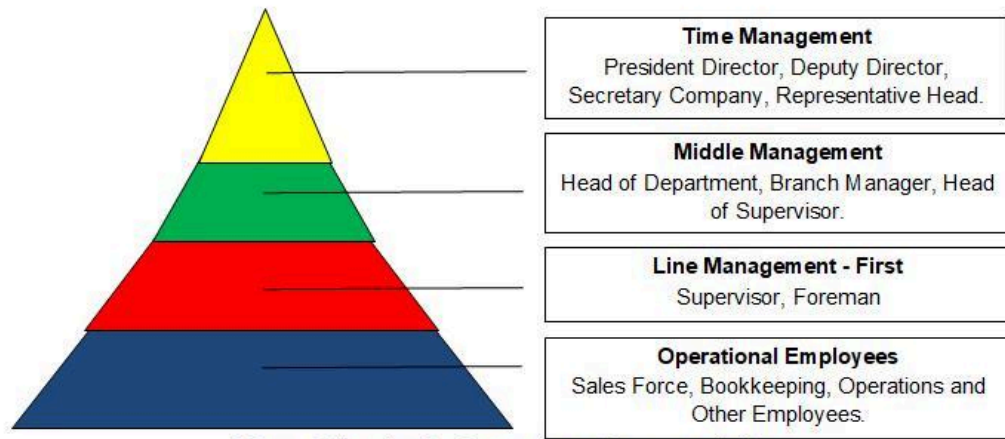


Figure 1 Three levels of management in an organization

Source: journal management.com

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