

Title of Manuscript

(The title of the manuscript should be “Capitalized Each Word”, bold, double space, Times New Roman/ Arial font style, and 12pt font size)

Author X¹, Author XX¹, Author XXX¹, Author XXXX²

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¹ Affiliation of Author with superscript 1

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Corresponding Author

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Co-Author:

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Title of Manuscript

The title of the paper should be concise and informative. Avoid abbreviations and formula where possible. It should be written clearly and concisely describing the contents of the research.

Judul makalah harus ringkas dan informatif. Hindari singkatan dan rumus jika memungkinkan. Harus ditulis dengan jelas dan ringkas menggambarkan isi penelitian.

Abstract

Background:

Purpose/ objective:

Methods:

Results:

Conclusions:

Keywords:

Manuscripts are written in English accompanied by structured abstract (250-300 words), 2-5 key words. The abstract is listed below the author's name. The abstract component consist of background, objective, method, result, and conclusion.

The keywords should be avoiding general and plural terms and multiple concepts. Do not use words or terms in the title as keywords. These keywords will be used for indexing purposes. Keywords should not more than 5 words or phrases *in alphabetical order*.

Naskah ditulis dalam bahasa Inggris disertai abstrak terstruktur (250-300 kata), 2-5 kata kunci. Abstrak dicantumkan di bawah nama penulis. Komponen abstrak terdiri dari latar belakang, tujuan, metode, hasil, dan kesimpulan.

Kata kuncinya harus menghindari istilah umum dan jamak serta konsep ganda. Jangan menggunakan kata atau istilah pada judul sebagai kata kunci. Kata kunci ini akan digunakan untuk tujuan pengindeksan. Kata kunci tidak boleh lebih dari 5 kata atau frasa sesuai urutan abjad.

Introduction

State the objectives of the work and provide an adequate background, avoiding a detailed literature survey or a summary of the results. Explain how you addressed the problem and clearly state the aims of your study. As you compose the introduction, think of readers who are not experts in this field. Please describe in narrative format and not using sub-chapter.

Nyatakan tujuan pekerjaan dan berikan latar belakang yang memadai, hindari survei literatur yang terperinci atau ringkasan hasil. Jelaskan bagaimana Anda mengatasi masalah tersebut dan nyatakan dengan jelas tujuan penelitian Anda. Saat Anda menulis pendahuluan, pikirkan pembaca yang tidak ahli dalam bidang ini. Mohon diuraikan dalam format naratif dan tidak menggunakan subbab

Materials and Methods

Explain in detail about the research design, settings, time frame, variables, population, samples, sampling, instruments, data analysis, and information of ethical clearance fit test

Menjelaskan secara rinci tentang desain penelitian, setting, kerangka waktu, variabel, populasi, sampel, sampling, instrumen, analisis data, dan informasi uji kesesuaian izin etis.

Design

Sample and setting

Variable

Instruments

Intervention

Data collection

Data analysis

Ethical consideration,

Results

Result should be presented continuously start from main result until supporting results. Unit of measurement used should follow the prevailing international system. It also allowed to present diagram, table, picture, and graphic followed by narration of them.

Hasil harus disajikan secara berkesinambungan mulai dari hasil utama hingga hasil pendukung. Satuan ukuran yang digunakan harus mengikuti sistem internasional yang berlaku. Juga diperbolehkan menyajikan diagram, tabel, gambar, dan grafik yang diikuti dengan narasinya.

Figures and Tables placed separated in last page of manuscript and must be as follow:

Figures, tables, and diagram should be **editable** ones.

Figures's remarks placed in bottom with before 4pt. The title of figures placed after the remarks with single space.

The title of tables should be written first with Times New Roman 11, single space and after 6pt.

Content of the tables should be written using Times New Roman 10 single space and the remarks of tables placed in the bottom with Times New Roman 10, single space and before 4pt.

Gambar dan Tabel ditempatkan terpisah pada halaman terakhir naskah dan harus sebagai berikut:

Gambar, tabel, dan diagram harus dapat diedit.

Keterangan gambar ditempatkan di bawah dengan sebelum 4pt. Judul gambar ditempatkan setelah keterangan dengan spasi satu.

Judul tabel ditulis terlebih dahulu dengan Times New Roman 11, spasi tunggal dan setelahnya 6pt.

Isi tabel ditulis menggunakan Times New Roman 10 spasi tunggal dan keterangan tabel diletakkan di bawah dengan Times New Roman 10 spasi tunggal dan sebelum 4pt.

Discussion

Describe the significance of your findings. Consider the most important part of your paper. Do not be verbose or repetitive, be concise and make your points clearly. Follow a logical stream of thought; in general, interpret and discuss the significance of your findings in the same sequence you described them in your results section. Use the present verb tense, especially for established facts; however, refer to specific works or prior studies in the past tense. If needed, use subheadings to help organize your discussion or to categorize your interpretations into themes. The content of the discussion section includes: the explanation of results, references to previous research, deduction, and hypothesis.

Jelaskan pentingnya temuan Anda. Pertimbangkan bagian terpenting dari makalah Anda. Jangan bertele-tele atau berulang-ulang, singkat saja dan sampaikan maksud Anda dengan jelas. Ikuti alur pemikiran yang logis; secara umum, tafsirkan dan diskusikan pentingnya temuan Anda dalam urutan yang sama seperti yang Anda jelaskan di bagian hasil. Gunakan present verb tense, terutama untuk fakta yang sudah ada; namun, merujuk pada karya tertentu atau studi sebelumnya dalam bentuk lampau. Jika diperlukan, gunakan subjudul untuk membantu mengatur diskusi Anda atau untuk mengkategorikan interpretasi Anda ke dalam tema. Isi bagian pembahasan meliputi: penjelasan hasil, referensi penelitian terdahulu, deduksi, dan hipotesis.

Conclusions

Conclusion should be explained clearly related to hypothesis and new findings. Suggestion might be added contains a recommendation on the research done or an input that can be used directly by consumer.

Kesimpulan harus dijelaskan secara jelas terkait hipotesis dan temuan baru. Saran yang dapat ditambahkan berisi rekomendasi atas penelitian yang dilakukan atau masukan yang dapat digunakan langsung oleh konsumen.

Declaration of Interest

when the proposed publication concerns any commercial product, either directly or indirectly, the author must include in the cover letter a statement (1) indicating that he or she has no financial or other interest in the product or distributor of the product or (2) explaining the nature of any relation between himself or herself and the manufacturer or distributor of the product. Other kinds of associations, such as consultancies, stock ownership, or other equity interests or patent licensing arrangements, also must be disclosed. If, in the Editor's judgment, the information disclosed represents a potential conflict of interest, it may be made available to reviewers and may be published at the Editor's discretion; authors will be informed of the decision before publication.

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Acknowledgment

This section is compulsory. Grants, financial support and technical or other assistance are acknowledged at the end of the text before the references. All financial support for the project must be acknowledged. If there has been no financial assistance with the project, this must be clearly stated. The role(s) of the funding organisation, if any, in the collection of data, its analysis and interpretation, and in the right to approve or disapprove publication of the finished manuscript must be described in the Methods section of the text.

Bagian ini wajib. Hibah, dukungan keuangan dan bantuan teknis atau lainnya disebutkan di akhir teks sebelum referensi. Semua dukungan finansial untuk proyek ini harus diakui. Jika tidak ada bantuan keuangan untuk proyek tersebut, hal ini harus dinyatakan dengan jelas. Peran organisasi pemberi dana, jika ada, dalam pengumpulan data, analisis dan interpretasinya, dan hak untuk menyetujui atau menolak publikasi naskah yang telah selesai harus dijelaskan di bagian Metode dalam teks.

Funding

You are requested to identify who provided financial support for the conduct of the research and/or preparation of the article and to briefly describe the role of the sponsor(s) in the whole research process.

Anda diminta untuk mengidentifikasi siapa yang memberikan dukungan finansial untuk pelaksanaan penelitian dan/atau persiapan artikel dan menjelaskan secara singkat peran sponsor dalam keseluruhan proses penelitian.

Data Availability

This section provides information on data availability. If corrections are needed, they can be found at the author's location. Example “The datasets generated during and analyzed during the current study are available from the corresponding author upon reasonable request.”

Bagian ini memberikan informasi tentang ketersediaan data. Jika diperlukan koreksi, dapat ditemukan

di lokasi penulis. Contoh “Kumpulan data yang dihasilkan selama dan dianalisis selama penelitian ini tersedia dari penulis terkait berdasarkan permintaan yang masuk akal.”

References

Writing a bibliography refers to the APA style using reference management such as Mendeley (<https://www.mendeley.com/guides/apa-citation-guide/>), author's name and year of publication in the order of appearance based on the author's name alphabetically, the number of references used is at least 20 of the latest references from journals of the last 5 years and text book of at least 10 years final.

Penulisan daftar pustaka mengacu pada gaya APA dengan menggunakan manajemen referensi seperti Mendeley (<https://www.mendeley.com/guides/apa-cite-guide/>), nama penulis dan tahun penerbitan dengan urutan kemunculan berdasarkan nama penulis. sebutkan berdasarkan abjad, jumlah referensi yang digunakan minimal 20 referensi terbaru dari jurnal 5 tahun terakhir dan buku ajar minimal 10 tahun terakhir.

Attachments (tables, graphs, diagrams, etc.)

Table 1. Characteristics of Respondents of Factors influencing the application of situational leadership in hospitals (n = 115)

No.	Characteristics of Respondents	N	%
1.	Gender		
	Male	44	38.3 %
	Girl	71	61.7 %
2.	Gender		
	17-25 years	17	14.8 %
	26-45 years	93	80.9 %
	46-65 years	5	4.3 %
3.	Marriage status		
	Single	29	25.2%

No.	Characteristics of Respondents	N	%
	Married	86	74.8 %
4.	Last education		
	Associate's degree	66	57.4%
	Bachelor of Nursing	7	6.1%
	Nurse profession	42	36.5%
5.	Employment status		
	Government employees	50	43.5 %
	Contract employees	56	48.7 %
	Honorary Employees	9	7.8 %
6.	Length of working		
	1-5 years	81	70.4 %
	6-10 years	13	11.3 %
	11-15 years	12	11.4%
	16-20 years	6	5.2%
	>20 years	3	2.6%

Table 2. Variable Frequency Distribution of Factors influencing the application of situational leadership in hospitals (n = 115)

No.	Variable		n	%
1	Internal Factors of Leaders	Personality		
		Extrovert	110	95.7%
		Introverted	5	4.3%
		Motivation		
		High	97	84.3%
		Moderate	16	13.9%
		Low	2	1.7%
		Self-concept		
		Positive	111	96.5,7%
		Negative	4	3.5%
2	Nurse Factor	Knowledge		
		Well	52	45.2%
		Enough	59	51.3%

No.	Variable	n	%
	Less	4	3.5%
	Hope		
	High	103	89.6%
	Moderate	12	10.4%
	Low	0	0%
3	Objective Performance		
	Selected	115	100%
	Not Selected	0	0%
	Feedback		
	Selected	113	96.3%
	Not Selected	2	1.7%
	Correction		
	Selected	110	95.7%
	Not Selected	5	4.3%
	Job Design		
	Selected	110	95.7%
	Not Selected	5	4.3%
	Work schedule		
	Selected	112	97.4%
	Not Selected	3	2.6%
4	Instruction		
	Well	46	40%
	Enough	68	59.1%
	Less	1	0.9%
	Consultation		
	Well	104	90.4%
	Enough	11	9.6%
	Less	0	0%
	Participation		
	Well	112	97.4%
	Enough	3	2.6%
	Less	0	0%

No.	Variable	n	%
Delegation			
	Well	54	47%
	Enough	61	53%
	Less	0	0%

Table 3. Multiple Linear Regression Analysis of Factors influencing the application of situational leadership in hospitals (n = 115)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Anova Regression		Model Summary	
	B	Std. Error	Beta			F	Sig.	R	R Square
(Constant)	38.214	14.906		2.564	0.012	28.719	0.000	0.661	0.437
Internal Leader Factors	.515	.106	.397	4.837	0.000				
Nursing Factors	1.220	.224	.387	5.004	0.000				
Job Characteristics	.390	.745	.040	0.524	0.601				

a. Predictors: (Constant), Job Characteristics, Nurse Factors, Leader's Internal Factors

b. Dependent Variable: Situational Leadership

Etc.