

Title: the title should be short, clear, and informative, but does not exceed 20 words

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	<i>Abstract</i>
Keywords: keyword 1; keyword 2; keyword 3 (List three to five pertinent keywords specific to the article; yet reasonably common within the subject discipline; use lower case except for names).	A single paragraph of about 250 words maximum. For research articles, abstracts should give a pertinent overview of the work. We strongly encourage authors to use the following style of structured abstracts, but without headings: (1) Background: Place the question addressed in a broad context and highlight the purpose of the study; (2) Purpose of the Study: Identify the purpose and objective of the study; (3) Methods: Describe briefly the main methods or theoretical framework applied; (4) Results: Summarize the article's main findings; and (5) Conclusions: Indicate the main conclusions or interpretations.

	<i>Abstrak</i>
Kata kunci: Motivator, Strategi, Kinerja. Article history: Received: 15-01-2025 Revised 13-04-2025 Accepted 22-04-2025	A single paragraph of about 250 words maximum. For research articles, abstracts should give a pertinent overview of the work. We strongly encourage authors to use the following style of structured abstracts, but without headings: (1) Background: Place the question addressed in a broad context and highlight the purpose of the study; (2) Purpose of the Study: Identify the purpose and objective of the study; (3) Methods: Describe briefly the main methods or theoretical framework applied; (4) Results: Summarize the article's main findings; and (5) Conclusions: Indicate the main conclusions or interpretations.

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PENDAHULUAN/INTRODUCTION

The introduction should briefly place the study in a broad context and highlight why it is important. It should define the purpose of the work and its significance. The current state of the research field should be reviewed carefully, and key publications cited. Please highlight controversial and diverging hypotheses when necessary. Finally, briefly mention the main aim of the work and highlight the principal conclusions. As far as possible, please keep the introduction comprehensible to scientists outside your particular field of research. References should be cited as (Kamba, 2018) or (Marchlewska et al., 2019) or (Cichocka, 2016; Hidayat & Khalika, 2019; Ikhwan, 2019; Madjid, 2002) or (Miller & Josephs, 2009, p. 12) or Rakhmat (1989). See the end of the document for further details on references. Technical terms should be defined.

Symbols, abbreviations, and acronyms should be defined the first time they are used. All tables and figures should be cited in numerical order.

Pendahuluan (Tidak lebih dari 4 sd 6 paragraf) (1) Apa yang krusial dari suatu ISU (fenemona) sehingga perlu ditulis (perlu diterbitkan): kuantitatif atau kualitatif (atau kedua-duanya). (2) Apa tulisan yang (sudah) ada tidak cukup? Jelaskan: apa yang SUDAH ditulis orang lain dan apa yang BELUM ditulis (makanya perlu tulisan ini). (Riset terdahulu) (Novelty). (3) Tujuan (khusus) dari tulisan apa? (apakah itu berbeda dengan yang lain? Tujuan tulisan ini MELENGKAPI kekurangan dari tulisan yang ada)=> focus tulisan. (4) Apa yang ingin diuji (dibuktikan) dalam tulisan ini? (argument atau hipotesis yang mau diuji)..

RESEARCH METHODS

. The research method should be included in the Introduction. The method contains an explanation of the research approach, subjects of the study, the conduct of the research procedure, the use of materials and instruments, data collection, and analysis techniques.

The method section describes the steps that were passed in executing the research or study. Therefore, it is necessary to show in detail to the reader why the method used is reliable and valid in presenting research findings. The research methods section should be able to explain the research methods used, including how the procedures are implemented, an explanation of the tools, materials, media or instruments used, an explanation of the research design, population and sample (research targets), data collection techniques, instrument development, and technique of data analysis. Writing subtitles in the method should be included in the paragraph instead of bullets, or numbering.

For qualitative research such as classroom action research, case studies, etc., it is necessary to add the presence of researchers, research subjects, and informants who helped along with ways to explore research data, location and duration of research as well as a description of checking the validity of research results

RESEARCH RESULTS AND DISCUSSION

Results

Perhatikan dengan baik bahwa hasil dan Pembahasan di pisahkan

The main provisions in writing research or study findings are as follows: 1) present the research or study findings briefly, while still providing sufficient detail to support conclusions, 2) may use tables or pictures, but do not repeat the same information, by providing narration at the bottom of the table or picture so that the reader can understand the tables or pictures presented by the author, and 3) each research finding or study must be interpreted properly using standard spelling.

Data analysis processes such as statistical calculations or hypothesis testing processes need not be presented, only the results of the analysis and the results of hypothesis testing need to be reported. Tables or graphs can be used by the author to describe the results of research or studies found verbally, by

providing narration or comments at the bottom of the tables or graphs by referring to previous research results contained in reputable scientific journals both internationally and nationally. The use of tables or figures can be seen in Table 1 and Figure 1 below.

Table 1 Descriptive Statistics Results (11pt, after spacing 6pt)

No.	Descriptive Size (Bold, 10 pt.)	Score (Bold, 10 pt.)
1.	Modus	6.56
2.	Median	6.78
3.	Mean	6.85
4.	Standard Deviation	1.20
5.	Varian's	1.44



Figure 1 Type the title of the image here (11pt, after spacing 12pt)

All tables or figures presented must be centered and numbered consecutively.

If the research is qualitative, the results section must be able to contain detailed study sections in the form of sub-topics that are directly related to the research focus or categories of the research. Subtopics discussed or reviewed, are written in paragraphs rather than pointers, bulleting, or numbering.

Discussion

The discussion section aims to: (1) answer the problem formulation and research or study questions; (2) shows how the findings were obtained or found; (3) interpret the findings; (4) linking research findings or studies with established knowledge structures; and (5) bring up new theories or modifications to existing theories, by comparing the results of previous studies that have been published in reputable journals.

In answering the formulation of the problem or research questions, the results of the study must be concluded explicitly regarding previous research. Interpretation of research findings or studies can be done using empirical logic based on existing theories or previous research results in reputable journals both international and national, while findings in the form of reality in the field are integrated or linked to the

results of previous studies or with existing theories. For this purpose, the author is required to refer to international journals (Scopus) and national journals (Sinta). In bringing up new theories, old theories can be confirmed or rejected by the author, some may need to modify theories from old theories, and reference the results of research or studies used by the author, must reference the last 10 (ten) years, a minimum of 20 (twenty) references.

The discussion section is expected to contribute and new colors for the development of science. Therefore, the authors are expected to pay special attention to ensure that the discussion is written is an important part of the entire contents of the article, which can improve the quality of science in the field of educational management science. Articles are written in Tarbawi: Jurnal Keilmuan Manajemen Pendidikan ranging from 3000 to 5000 words or equivalent to 10 to 16 pages according to the provisions in this template.

CONCLUSION

. The conclusion consists of a summary of the article that presents a summary of the results of research that has been carried out and is the answer to the formulation of the problem. Conclusions must be aligned with the formulation of the problem and research objectives. If the conclusion is more than one, then it's written using numbering numbers in paragraphs, not by using bullets, and the writer can also add the prospect of development of the results of the research or study as well as how to further implications will be the prospects of research or further research.

REFERENSI

Bibliography writing must use the Zotero application for citations and APA 6th (American Psychological Association 7th edition) as a reference style

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