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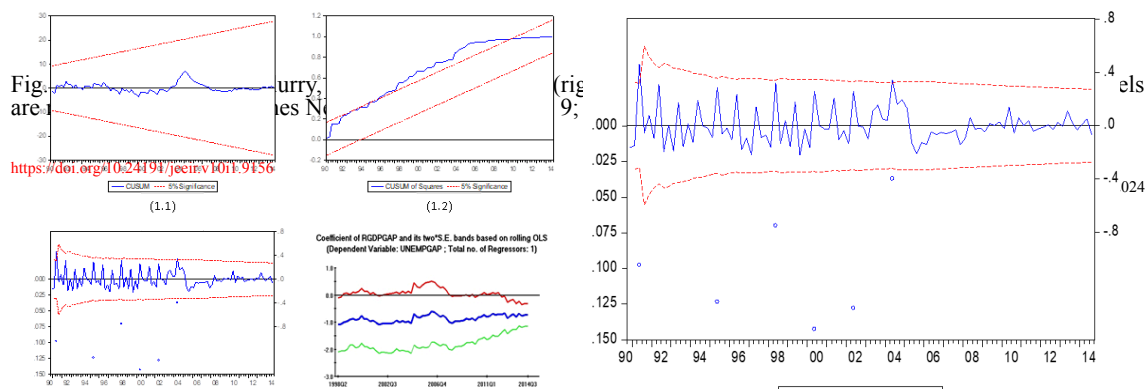
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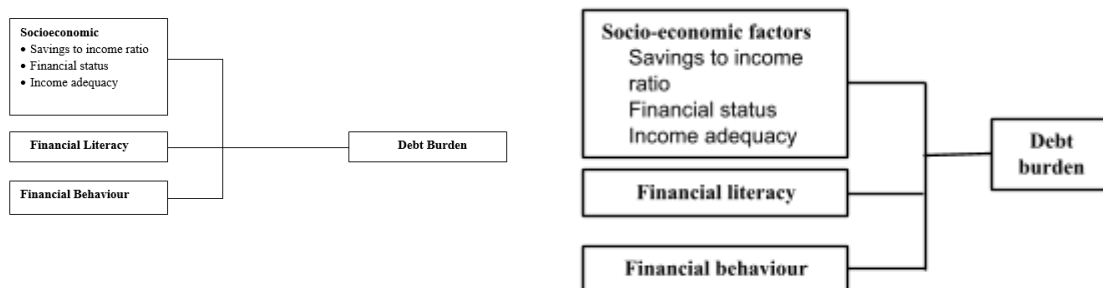


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The authors would like to acknowledge the support of Universiti Teknologi Mara (UiTM), Cawangan Negeri Sembilan, Kampus Kuala Pilah and Faculty of Applied Sciences, Universiti Teknologi MARA, Shah Alam, Selangor, Malaysia for providing the facilities and financial support on this research.

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Jaya Subramaniam carried out the research, wrote and revised the article. Rahmah Hassan conceptualised the central research idea and provided the theoretical framework. Rahmah Hassan and Chong Ju Lian designed the research, supervised research progress; Rahmah Hassan anchored the review, revisions and approved the article submission.

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An example appendix

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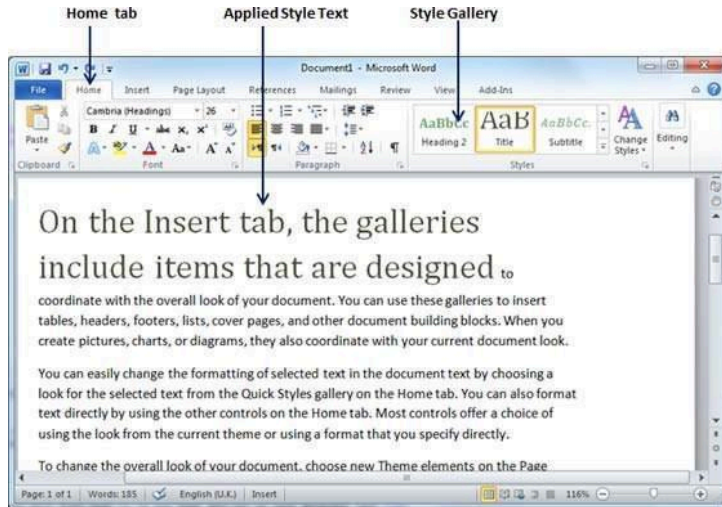
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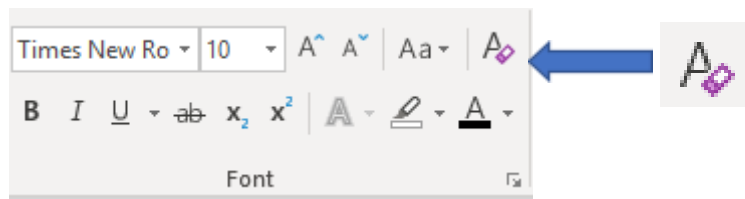
Danial Rashid, PhD is Associate Professor in the Department of Management and Finance at the University of Nusantara. His main research activity is in the area of organizational innovation and organizational learning. He has published widely on these subjects in publications such as the *International Journal of HRM*, *Industrial Marketing Management*, *Journal of Business Research*, *International Journal of Information Management and Management Decision*. His can be reached through his email at danialrashid@nusantarauni.edu.my

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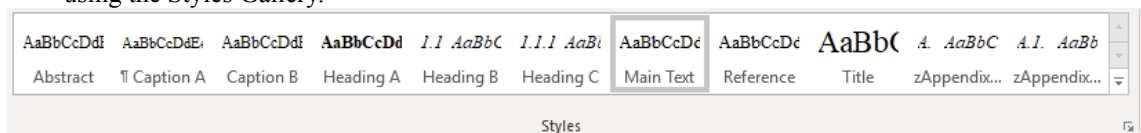
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