

ARTICLE TITLE

Write the Title Short, Clear and Align Left

(no more than 20 words recommended, Calibri Light 14, Uppercase, 1 space)

The article title should be short, catchy, and describe the content of the article.

First Author's Name^{1*}, Second Author's Name², and so on

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Abstract

(Calibri Light 11, Bold, space 1, spacing before 12 pt, after 0 pt)

The abstract should inform the readers briefly about the manuscript's purpose, methods, findings, and values. References are not allowed to be cited in the abstract. The abstract is written briefly and clearly in one paragraph (150-250 words). The abstract contains 3-5 keywords or phrases.

(Calibri Light 10, spasi 1, spacing before 0 pt, after 0 pt).

Keywords: Please state 5 keywords that related to your research

INTRODUCTION (Calibri Light 11, Bold, spasi 1,5, spacing before 12 pt, after 0 pt)

This section contains the research background, objectives, contributions (research benefits from theoretical and practical), novelty should be explicitly written, research results and implications (Practical advice based on research results). Contains the background, research objectives and scope of discussion. (Calibri Light 11, spacing 1, spacing before 0 pt, after 0 pt).

LITERATURE REVIEW AND HYPOTHESIS FORMULATION (Calibri Light 11, Bold, spasi 1,5, spacing before 12 pt, after 0 pt)

This section contains literature that is referenced and linked to hypothesis research and development. This section also contains theories and literature that are referenced and connected to article writing. It is highly recommended that the referenced literature be published **no more than 10 years** in advance in the following order: well-known international journals, accredited national journals, national journals, international symposiums, national symposiums, textbooks, and daily reputations.

For research with hypothesis testing, hypothesis development is built on supporting theories, previous research, and logical argumentation. Once the explanation is formulated, then write your hypothesis in the following format:

H1: Hypothesis is written in bold, italic and left-aligned.

Hypotheses are not mandatory, especially for research with qualitative methods.

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RESEARCH METHODS (Calibri Light 11, Bold, spasi 1,5, spacing before 12 pt, after 0 pt)

Basically, this section explains how the research was conducted. The important points of this section are: (1) research design; (2) population and sample (research target); (3) data collection and instrument development techniques; (4) and data analysis techniques. For research that uses tools and materials, it is important to write down the specifications of the tools and materials. The tool specification describes the sophistication of the tool used while the material specification describes the type of material used. For qualitative research such as classroom action research, ethnography, phenomenology, case studies, etc., it is necessary to add the presence of researchers, research subjects, informants who help collect research data, the location and duration of the research and a description of the validity check of the research results.
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RESULTS AND DISCUSSION (Calibri Light 11, Bold, spasi 1,5, spacing before 12 pt, after 0 pt)

This section is the main section of a research article and is usually the longest section of an article. Data analysis processes such as statistical calculations and hypothesis testing processes do not need to be presented. Only the results of the analysis and the results of the hypothesis test must be reported. Tables and graphs can be used to clarify the presentation of research results verbally. Tables and graphs should be commented on or discussed.

For qualitative research, the results section contains detailed sections in the form of sub-topics that are directly related to the research focus and its category.

The discussion in this article aims to: (1) answer the formulation of research problems and questions; (2) show how the findings were obtained; (3) interpreting/interpreting findings; (4) linking research findings with existing knowledge structures; and (5) giving rise to new theories or modifications to existing theories.

In answering the formulation of research problems and questions, the results of the research must be concluded explicitly. The interpretation of the findings is carried out using existing logic and theory. Field reality findings are integrated with previous research results or with existing theories. For this purpose, there must be a reference. In bringing in new theories, old theories can be confirmed or rejected, some may need to modify theories from old theories.
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CONCLUSION (Calibri Light 11, Bold, spasi 1,5, spacing before 12 pt, after 0 pt)

Contains research conclusions, implications, limitations, and suggestions for future research. Implications are practical suggestions from the results of the study. The limitations of the study include all aspects that can be considered by the researcher to improve future research. Meanwhile, research suggestions are suggested for further research based on limitations that cannot be carried out by researchers in their research.
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Equation

You should write the equation in the Calibri Light font or the Symbol font. If there are multiple equations, give them the number of the equations. The number of equations must be sequential, placed on the far right, namely (1), (2), and so on. Use tags to make the writing of the equation more concise. Use italic fonts for variables, bold fonts for vectors.

$$1. \quad n = \frac{N}{1+Ne^2} \dots\dots\dots ie (1)$$

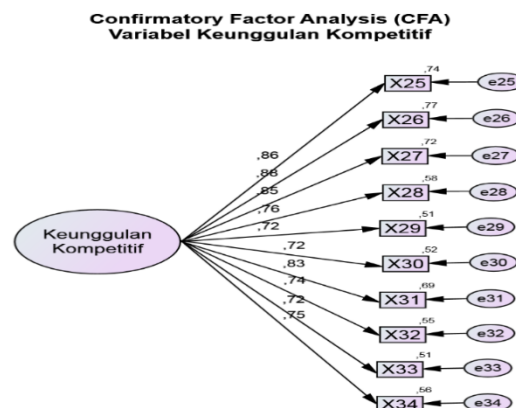
2. Figures and Tables

Place the table label on top of the table, while the image label is at the bottom of the image. Write down a specific table, such as Table 1, when referencing a table. Examples of writing tables and captions are as follows:

Table 1. Table Format

Table Head	Table Column Head	
	Sub-head Column	Sub-head Column
Isi	Isi tabel	Isi tabel
Isi	Isi tabel	Isi tabel
Isi	Isi tabel	Isi tabel

Source: Table source



Gambar 1. CFA Competitive Advantage

BIBLIOGRAPHY (Calibri Light 12, Bold, spasi 1,5, spacing before 12 pt, after 0 pt)

The bibliography was written using the American Psychology Association 7th edition model. Authors are advised to use reference tools such as Mendeley / EndNote. The bibliography is written in alphabetical order. (Calibri Light 12, Bold, spacing 1, spacing before 12 pt, after 0 pt).

Example citations from Articles

Author, A. A., & Author, B. B. (year). Article Title. *Journal Name*, volume(issue), #-#. <https://doi.org/xxxx>

Example:

Felstead, A., Jewson, N., Phizacklea, A., & Walters, S. (2002). Opportunities to work at home in the context of work-life balance. *Human Resource Management Journal*, 12(1), 54-76.

Example of a quote from a book

Author, A. A., & Author, B. B. (Copyright Year). Book Title (edition). Publisher. DOI or URL.

Example:

Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. (2006). *Multivariate data analysis*. Upper Saddle River, NJ: Pearson Education Inc.

Examples of quotations from a book

Author, A. A., & Author, B. B. (year). Book chapter title. In author A. A. & author B. B. (eds.), Book Title (2nd ed., pp. #-#). Publisher. DOI or URL.

Example:

Berry, W. (2005). War does not maintain peace or promote freedom. In L. I. Gerdes (Ed.), *War: Opposing viewpoints* (pp. 71-79). Detroit, MI: Greenhaven Press.