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ABSTRACT

Describe an abstract in one concise and clear way, with no more than 200 words. The abstract should not include an introduction or conclusion of the article; instead, it is encouraged to include several key points: 1) Main questions and context of the discussion; 2) Role of the study; 3) Results of the data; 4) How the article discussed; and 5) Main findings. It is still possible to convey the things that are significant and contribute to the research as long as the words do not exceed the number as mentioned beforehand. It is also highly necessary to avoid the footnotes, references, and subtitles. The more concise the abstract is, the better assessment it will be.

***Keywords:** Keywords should be written following a summary between 4-5 words.*

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1. | INTRODUCTION

Manuscripts must be written in English with correct and consistent grammar. Authors are encouraged to use professional language editing services if needed to eliminate grammatical errors. The language must be inclusive and free from bias, following IEEE guidelines for bias-free language. Non-English words should be italicized, and quotation marks ["..."] should not be used. Authors are advised to adhere to standard transliteration guidelines.

The text must use an 11pt font size with single spacing. No blank spaces are permitted after the title or before a new paragraph. Authors should follow this sample format, including the method for creating new paragraph lines, and avoid introducing new formatting styles.

Discuss the research thoroughly to convince readers of its significance, its relationships, and correlations with existing work. A comprehensive literature review is essential, prioritizing recent publications and prestigious academic works. Use the IEEE citation style, citing references with numerical markers in square brackets, e.g., [1], [2], based on the order of appearance in the text. The reference list at the end of the manuscript must be numbered and formatted according to IEEE guidelines, with full publication details (e.g., journal titles in quotes, book titles in italics, and DOIs or URLs for online sources where applicable).

Address three key questions to engage readers: 1) why the issues raised are important and warrant discussion; 2) how other scholars have responded to these issues; and 3) how your work responds to and contributes to the subject. Detailed methodological descriptions are not required; instead, briefly mention the method in one or two sentences to support the discussion.

In the final part of the introduction, outline the article's purpose, methodology, problem statement, comments, and the research's relevance and expected contributions. Avoid using numbering or alphabetical systems for these elements.

2. | LITERATURE REVIEW

Sub-heading

This section discusses the purpose of the literature review which represents the theoretical core of the article. Literature review not only presents a summary of previous relevant research, but also evaluates and synthesizes the work of others reviewed by researchers.

It is important to consider the literature being reviewed and how to manage it. Some questions that researchers must take into account when first compiling a literature review are as follows: which aspects should be included in the literature review; how is the information in the literature review synthesized; how should the literature review be organized; what style should be used in compiling the literature review; and other significant questions to be answered.

Citation style

Citation The IEEE citation system is used for assessment. Please find the following samples for reference:

1. A single work is cited with a number in square brackets: for example, [1];
2. Works with two authors are cited with a single number: [2];
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3. | RESEARCH METHOD

This section explains the steps the writer took in the research, and provides a brief justification for the method used. In this section the writer must present enough information to enable the reader to be able to evaluate the suitability of the method, the reliability and the validity of your findings. It would be better if the information presented could be replicated by other researchers in the future.

The methodology section usually has several sub-sections:

1. Sampling (description of target population, research context and unit of analysis; examples; and profile of respondents)
2. Data collection
3. Measures (Alternatively, Measurement)

4. | RESULTS AND DISCUSSION

This section summarizes the information collected in a statistical-descriptive form. In addition, the authors must also present the results of relevant inferential statistics analysis, for example, hypothesis testing, which is applied to data processing. Report the results in detail so that the reader can see what statistical analysis you are using and why you are using it, and to justify your conclusions.

State all relevant findings including those that contradict the hypothesis you proposed. Present your findings briefly but each provides sufficient detail to justify the tone conclusions. This allows the reader to understand precisely what you are doing in analyzing the data and why.

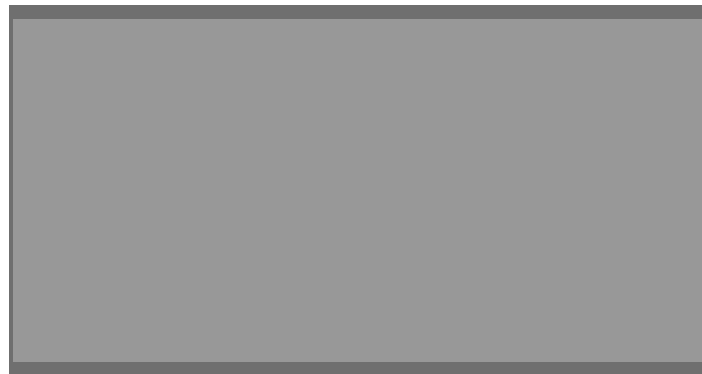
Presenting tables and figures

Tables, pictures and supporting illustrations are presented in the middle of the text (not attached) of the manuscript. The description of the table is written on the table, the description of the picture is below the picture. Source tables and figures are included below (see examples). Tables and figures must be numbered separately (Table 1, Table 2; Figure 1, Figure 2).

Table 1. Example

Example	Example	Example	Example
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Example	Example	Example	Example
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Example	Example	Example	Example
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Source: Example



Source: Example
Figure 1. Example

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In this section not only relate the findings found in the results, or report additional findings that have not been discussed. This section emphasizes more on the broader implications of research findings and relates them to previous research. Make sure that the conclusions you reach follow logically from and be strengthened by the evidence presented in your research.

5. | CONCLUSION

Give your comment here as a closing statement. This can be the final conclusion of your discussion and analysis and your recommendations for further research

projects. Conclusions can include the main points of this paper, but do not replicate abstracts in conclusions.

This section not only shows the main shortcomings and limitations of studies that can reduce the validity of writing, thus raising the question of the reader (whether, or in what way) the limits in his study might have influenced the results and conclusions. The author can provide answers to possible questions that arise, for example: Is this a problem caused by an error, or in the method chosen, or its validity, or vice versa?

Acknowledgement (if any) Give credit to those involved in the success of your article. Do not describe in detail what their contributions are, and how they help you.

Declaration of Conflicting Interests The author(s) declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

Data Availability Statement The data that support the findings of this study are available from the corresponding author upon reasonable request.

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REFERENCES

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1. N. E. Alias, N. M. Nor, and R. Hassan, "The relationships between talent management practices, employee engagement, and employee retention in the information and technology (IT) organizations in Selangor," in Proc. 1st AAGBS Int. Conf. Bus. Manage. 2014 (AiCoBM 2014), Singapore: Springer, 2016, pp. 101–115.
2. R. Common, "Administrative change in the Asia Pacific: Applying the political nexus triad," *Int. Public Manage. J.*, vol. 7, no. 3, pp. 347–364, 2004.
3. R. Common, "Public management and policy transfer in South-East Asia," in *Policy Transfer in Global Perspective*, M. Evans, Ed. London, UK: Routledge, 2017, pp. 143–161.
4. R. Common, "Beyond the horizon: Policy learning and development," in *International Development Governance*, A. S. Huque and H. Zafarullah, Eds. London, UK: Routledge, 2017, pp. 671–681.

5. V. Duggan, S. Rahardja, and G. Varela, "Service sector reform and manufacturing productivity: Evidence from Indonesia," World Bank Policy Res. Working Paper, no. 6349, 2013.
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