

Manuscript Title
(Title no longer than 14 words)

(No need to enter ID)

Abstract

Abstract is written in Times New Roman 11 pt, single spaced with a maximum of 250 words.
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Keywords: *A maximum of five keywords are used and all are listed in the abstract*

Introduction

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used in the title, this section is not mandatory, but good research usually contains good theoretical explanations.

Methods

This section contains an explanation of the research design used, data and data sources, participant characteristics, data collection techniques, data validity checking techniques, and data analysis techniques. This section contains an explanation of the research design used, data and data sources, participant characteristics, data collection techniques, data validity checking techniques, and data analysis techniques. This section contains an explanation of the research design used, data and data sources, participant characteristics, data collection techniques, data validity checking techniques, and data analysis techniques. This section contains an explanation of the research design used, data and data sources, participant characteristics, data collection techniques, data validity checking techniques, and data analysis techniques. This section contains an explanation of the research design used, data and data sources, participant characteristics, data collection techniques, data validity checking techniques, and data analysis techniques. This section contains an explanation of the research design used, data and data sources, participant characteristics, data collection techniques, data validity checking techniques, and data analysis techniques.

Results and Discussion

This section contains a description of the research results which are explained separately from the research discussion, in the case of an article written within a conceptual review framework (Systematic Literature Review), then this section discusses the subheadings or themes that explain the core of the writing. This section contains a description of the research results which are explained separately from the research discussion, in the case of an article written within a conceptual review framework (Systematic Literature Review), then this section discusses the subheadings or themes that explain the core of the writing. This section contains a description of the research results which are explained separately from the research discussion, in the case of an article written within a conceptual review framework (Systematic Literature Review), then this section discusses the subheadings or themes that explain the core of the writing.

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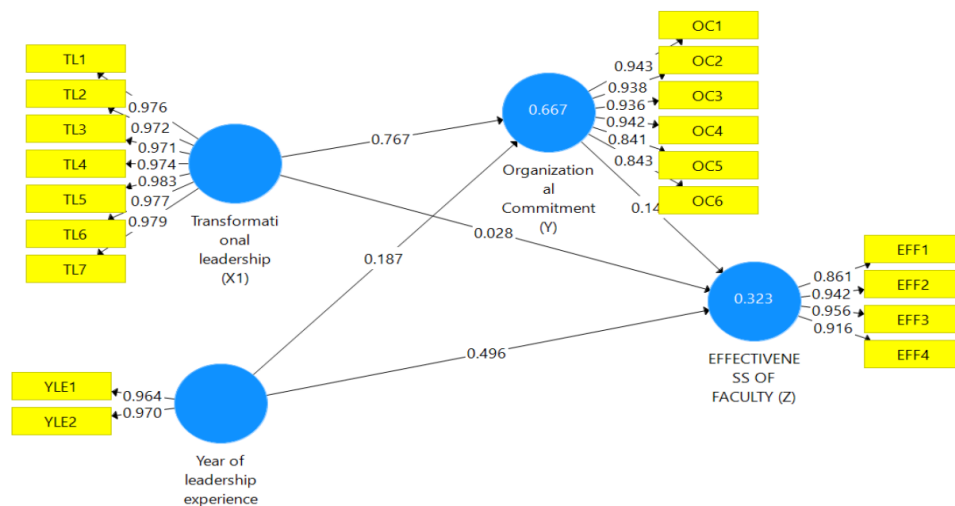


Figure 1. PLS-SEM Algorithm

Table 1. Research Hypothesis Test

	Original sample (O)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Transformational leadership (X1) -> Effectiveness of faculty (Z)	0,028	0,083	0,338	0,736
Year of leadership experience (X2) -> Effectiveness of faculty (Z)	0,496	0,092	5,384	0,000

Source: Output SmartPLS 3.0 (2022)

Tables are written with single spacing and Times New Roman 11 pt

Conclusion

Conclusions are written by including research objectives, a summary of research results, and research implications. Conclusions are written by including research objectives, a summary of research results, and research implications. Conclusions are written by including research objectives, a summary of research results, and research implications. Conclusions are written by including research objectives, a summary of research results, and research implications. Conclusions are written by including research objectives, a summary of research results, and research implications. Conclusions are written by including research objectives, a summary of research results, and research implications. Conclusions are written by including research objectives, a summary of research results, and research implications.

Reference

Writing references refer to the American Psychological Association (APA) 7th edition. You can take advantage of automated citation tools like EndNote, Mendeley, Zotero, etc. Articles must include at least 20 references from journals and books (two of them from articles published in IJHE), with a publication period of no longer than the last 10 years for scientific journals.

Budiharso, T., & Tarman, B. (2020). Improving quality education through better working conditions of academic institutes. *Journal of Ethnic and Cultural Studies*, 7(1), 99-115.

Burke, P. (2005). *History and social theory*. Polity.

Fafunwa, A. B. (2018). *History of education in Nigeria*. Routledge.

Tarman, B., & Kuran, B. (2015). Examination of the cognitive level of questions in social studies textbooks and the views of teachers based on bloom taxonomy. *Educational Sciences: Theory & Practice*, 15(1).