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# Click Here, Type the Title of Your Paper, Capitalize the First Letter, Center, Font Times New Roman, Bold, 14pt

**Abstract**

(Times New Roman, 10 pt) The writing of an abstract (between 50 to 200 words) should be clear, concise, and easily comprehensible by non-specialists. The abstract summarizes the main elements of the paper, preferably related to the study's values, purposes, methods, and findings. It should not contain any references or equations.

**Keywords:** Include up to six keywords (separated by coma (,)) that describe your research for indexing and web searches. Capitalize each word.

## 1. Introduction (500 – 1000 words)

(Times New Roman, 11 pt, Justify) This section aims to entice the reader to the core compelling aspects of the research undertaken. State the motivation of the research by highlighting critical managerial and theoretical contexts being addressed in the study. By avoiding a detailed literature survey or summarized results of the study, a good introduction should:

- States broad theme or topic of the study
- Highlights academic and practical importance
- Cites most important prior studies relevant to the current research
- Emphasizes the most crucial knowledge gaps, inconsistencies, and controversies the current research addresses.
- Indicates the research problem/questions, specific objectives, and the context of the current research

Provides an outline of the structure of the remaining content in the article.

## 2. Literature Review (800 – 1500 words)

### 2.1. Sub Heading

(Times New Roman, 11 pt, Justify) This section represents the theoretical underpinnings of the current research. First of all, the theory section should extend, not repeat, those that have been introduced as a background of the study. Secondly, the results of the literature survey provide the readers with (1) a background of the selected theories and concepts relevant to the current research, (2) a summary (i.e., critical evaluations, organization, and synthesis) of relevant but pertinent previous studies, and (3) a critical inquiry (agreement or disagreement with the previous theoretical positioning and research findings) of the summary.

### 2.2. Footnotes

Footnotes are to be used sparingly and must be concise. Most articles contain no more than 10 footnotes, and each footnote should not exceed 40 words. Format footnotes in plain text, with a superscript number appearing in the text and the corresponding note after the reference section.

## 3. Methods (500 – 1000 words)

(Times New Roman, 11 pt, Justify) This section provides sufficient details about the design and execution of the current research and the justification for using specific research methods. The details allow readers and independent researchers to evaluate the reliability and validity of the findings and replicate the current research. The following sub-sections are typical in the writing of Methods:

- Sampling
  - Target population, research context, units of analysis
  - Sampling method
  - Respondent profile
- Data collection methods and processes
- Measures

## 4. Result (800 – 1500 words)

(Times New Roman, 11 pt, Justify) Results should be clear and concise, which interprets the data analysis summary (descriptive and inferential). Sufficient details must cover the use and justification of specific statistical analyses and the description and interpretation of results, the latter covering both the confirmed or rejected hypotheses of the current research.

### Figures and Tables

Photographs, charts, illustrations, and diagrams are called "Figure(s)." All **figures** and **tables** should be placed within the text and identified with consecutive Arabic (not Roman) numbers in the order they are referred to (separate numbers for tables and figures). All lettering, lines, and symbols must be of uniform size, drawn in black-and-white prints, and cropped to remove irrelevant information. It is better to use several simple tables than one large, complex table. All figures should be precise and suitable for reduction (up to 50% original size). Lettering must be clear and large enough to be reduced by the same proportion. A self-explanatory caption must accompany all tables and figures. The Caption for the Figure is placed below the figure, while the Table caption is placed above the table. Table content must be formatted in Times New Roman, 9 pt. Only horizontal lines in the table must be raised, and the vertical lines are hidden. The table's title is in Times New Roman 10 pt and capital letters only at the beginning of the sentence (Sentence case format).

Then, the picture's title must be formatted in Times New Roman 9 pt and capital letters only at the beginning of the sentence (Sentence case format). The authors bear the cost of color printing so that you may consider gray-scaling images before submission.

**Table 1.** This is the table's title (Times New Roman, 10pt)

| Parameter | | Frequency | % |
|---|---|---|---|
| Gender | Male | 34 | 30.9 |
| | Female | 76 | 69.1 |
| Age | 17 - 25 years | 53 | 48.2 |
| | 26 - 35 years | 51 | 46.4 |
| | > 36 years | 6 | 5.5 |
| Income | < 3 million | 10 | 9.1 |
| | 3 - 5 million | 25 | 22.7 |
| | 5 - 10 million | 51 | 46.4 |
| | > 10 million | 24 | 21.8 |

Source: (Refference, 2023)

Figures are placed immediately after their appearance in the text. Figures are numbered sequentially with Arabic numerals. Image captions are placed below the image. The writing of the image caption uses Times New Roman 10 pt, bold, and is placed as in the example. Images that other authors have published must obtain written permission from the author and publisher. Images displayed in the article must be of good quality; for photos, the minimum resolution is 300 dpi. Fonts used in creating images or graphics should be familiar to every word processor and operating system, such as Symbol, Times New Roman, and Arial, with a size of no less than 8 pt. Figure numbering is separate from table numbering.

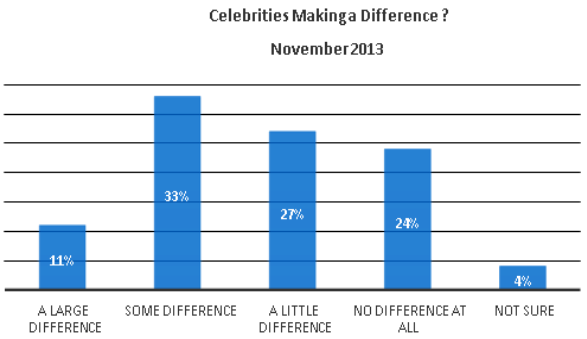



**Figure 1.** Type the figure title here

## Appendices

If Appendices are provided, they appear on a new page after the figures. Multiple appendixes are labeled with letters (Appendix A, Appendix B). A single appendix is labeled without letters (Appendix). Multiple appendixes must be numbered in the order in which they are to appear.

## 5. Discussion (800 – 1500 words)

(Times New Roman, 11 pt, Justify) The discussion section is the most critical section of a scientific article. It elaborates on the significance of the results for both the current and prior relevant research. Do not restate the findings reported in the result section nor add additional reports not stated earlier. Some authors combine the writing of results and discussion to provide a seamless transition between findings and the significance of findings. The following sub-sections are typical in the writing of Methods:

- Summary of findings (often linked with theoretical contributions)
- Managerial implications
- Limitations and directions for future research

## 6. Conclusions (100 – 300 words)

(Times New Roman, 11 pt, Justify) A conclusion section should be brief and may act as

a standalone section or form a subsection of a Discussion or Results and Discussion section.

**References**

References begin on their page and are listed alphabetically by the first author's last name. Only references cited within the text are included. All references should be in 10-point font and double-spaced. For both the submitted and accepted-for-publication, IJBS uses the American Psychological Association (APA) style in the 6th edition of the APA Publication Manual.