
***TITLE ARTICLE:** The title of articles in English should describe the main content of manuscripts, be informative, concise, and not too wordy (12-15 words only), and not contain formulas*

Author 1 | Author 2 | (The author's name: Full name without academic degrees and titles)

Department, Faculty, Country (The author's affiliation address)

Author email (the email address of corresponding author)

Abstract

Written briefly in English in one paragraph of 100-200 words, containing:

Objective – contains research objectives

Design/Methodology/Approach – contains the research methodology used

Findings – contains research results

Conclusion and Implications – contains research conclusion and theoretically or and practically implications

Keywords: Written in English 3-5 words or groups of words, written alphabetically

All article pages are a maximum of 15 pages

INTRODUCTION

Explains the description of the research topic and background, formulation of the research problem, objectives, novelty, benefits of the research, and scope of the problem, as well as a review of previous research and ended with a paragraph on research purposes. Can include a hypothesis (if any). There should be no sub-chapters or numbering. The introduction is presented in the form of paragraphs of approximately 1500 words.

METHODS

In research methods all techniques/procedures are stated (mention the name if standard, or description if the procedure is new or modified). Write down in full the research location, number of respondents (if any), how to process the results of observations or interviews or questionnaires (if any), how to measure performance benchmarks; Common methods do not need to be written in detail, but simply refer to a reference book. Tables can be created as follows:

Table 1. Variable identification

Variable	Definition	Indikator Variabel
Quality of Work Life (X1) Zin (2004)	a situation where employee needs are met, there is an opportunity for employees to play a role in determining how to work and the contribution that employees can make to the organization	- Participation in problem solving
		- Innovative reward system
		- Restructuring work
		- Improved work environment

Source: Concept developed in this research, 2019

RESULTS AND DISCUSSION

Results are presented systematically in accordance with the structure of 'research objectives' or 'hypotheses' and must be supported by good data processing and illustrations. Numerical narration in tables or illustrations is not necessary; every figure and table must be referred to in the text and vice versa; When referring to images or tables, do not use words that indicate location such as "above" or "below", for example: "Based on Figure 1 above...", "...presented in Table 1...".

CONCLUSION

Conclusions are outlined briefly to answer the research objectives or hypotheses in the article. Indication of research limitations. Suggestions for improvements related to research limitations. Recommendations for future research and for policy change. Written critically, carefully, logically and honestly based on the facts obtained. Avoid lists of conclusions in bullet/number form.

ACKNOWLEDGMENT (OPTIONAL)

Contributors who are not mentioned as authors should be acknowledged and their particular contribution should be described. All sources of funding for the work must be acknowledged, both the research funder and the grant number (if applicable) should be given for each source of funds.

REFERENCES

Manuscripts are written using standard citation applications (Mendeley/Endnote/Zotero). APA (American Psychological Association) reference style is required. Citing an article written by two authors, both authors should be mentioned, however, for three and more authors only the first author is mentioned followed by et al., for example, Sambung & Kristinae (2020), Meitiana et al. (2022). A series of references should be presented in ascending date order (Aprilia, 2019; William et al., 2021; George et al., 2023). Different publications with the same author(s) and year will be presented separately, as follows 2022a, 2022b. References of unpublished data and personal communication should not appear in the list but should be cited in the text only (e.g., Mulyani 2019, pers. com. (personal communication); Indriani DR 2020, unpublished data). In the reference list, the references should be listed in alphabetical order. More or less 80% of references for literature reviews should be the recent (up-to-date) journals published in the last 10 years, but the rest of the 20% of references can be cited from research reports and or articles. minimum 20 bibliography.

Reference example:

- Ghozali, Imam. (2011). *Aplikasi Analisis Multivariate Dengan Program SPSS*. Edisi 5. Semarang: BP Universitas Diponegoro (*book example*)
- Renwick, D. W., Jabbour, C. J., Muller-Camen, M., Redman, T., & Wilkinson, A. (2016). Contemporary developments in Green (environmental) HRM scholarship. (*journal example*)
- Shen, J., Dumont, J., & Deng, X. (2018). Employees' perceptions of green HRM and non-green employee work outcomes: The social identity and stakeholder perspectives. *Group & Organization Management*, 43(4), 594-622.

The elements of reference writing must be complete, including:

JOURNAL: author's name, year, article title, journal name, volume, number, start page-end page (for journals),

BOOK: author's name, year of publication, book title, publisher's name, city of publication (for books), etc