TITLE BETWEEN 10 – 15 WORDS

(DO NOT ENTER THE IDENTIFICATION OF THE AUTHOR/INSTITUTION IN THE MANUSCRIPT)

Abstract

*Writing **in italics in English** which must briefly explain the **background of the research carried out, objectives, methods used, results and conclusions of theresearch** . The range for abstract writing is between a minimum of 150 – 200 words. Maximum 1 page abstract for English.*

Keywords: Must be 5 separated with semicolon

---------- (If this line goes to page 2, simplify title page ------ ---

Before you Write (Formatting)

At-Tadbir: management scientific journals apply several policies on the use of submission formats that are developed periodically, including:

- Language: English and Indonesian
- Font: Times New Roman, size 12pt
- Spacing: Entirespaces; Table 1 space
- Column Format: Single
- Margin: 2.54 Average

To avoid and minimize formatting errors, this template can be edited for submission purposes.

INTRODUCTION

This section contain statement from the current researcher about the topic being researched, a brief explanation of the method and pattern of article discussion which includes the introduction, central review, research methods, results and discussion, as well as conclusions and suggestions. an.

LITERATURE REVIEW

The literature review describes the preliminary studies related to the research being carried out. Preliminary studies can be adjusted to the number of variables and the focus of the research being carried out.

RESEARCH METHODS

Components of quantitative research methods must include sub-sections of *Research Type, Research Location and Time, Population and Sample, data collection techniques, and data analysis.* In qualitative research, *the population and sample* can be replaced with *data sources and* added focus as an indication of the limitation of the problem.

Type of Research

Describe the type of research/research design carried out which can be in the form of (but not limited to) quantitative/qualitative, positivist/post-positivist designs, and others.

Location and Time of Research

State in detail the location of the research conducted along with the reasons why the object is important to you. Also state the time period of the research conducted in days/months.

Population and sample (quantitative) / Informants

state who is the population (subject) of your research. Why the population is important. In the next stage for quantitative research, state the method of determining the sample, along with the method of selecting the sample.

For qualitative research, justify the importance of the informant being involved in your research. It would be better if the initials and functions of the informants in the system under study were stated in a table as an example.

Table 1. Informants involved in

Code	Function
TIP1	Officers enter the Bromot-Tengger-Semeru

tourist area Data collection techniques
State your tools and methods in collecting data. If using quantitative research, the editorial team will really consider if the author includes a list of questions along with the variables/indicators used as shown in table 2. The form of the table can be adjusted to the tastes of the author, but the information contained must include variables, sources (reference for constructing the construct). , indicators (if any), and a list of question items.

Table 2. Definition and Operationalization

Variables	**Indicator**	

data analysis
Quantitative
Specify the steps carried out in data analysis, for example: by mentioning the type of validity and reliability analysis (along with *the cut-off*) and the method of testing the hypothesis (regression; path; CB-SEM; PLS-SEM)

Qualitative: Mention in detail the process of data extraction starting from conducting a study with findings in the field, for example: detailing the process in the Miles, Huberman, & Saldana qualitative analysis method in each step. What are the stages in data collection; what stages are carried out in the condensation data, and what stages are carried out in the preparation of the conclusion. It will be more convincing if the process is stated with the help of excel software, atlas.ti, and NVivo as data analysis tools.

RESULTS AND DISCUSSION *Results*
Enter
the results of data analysis, formulas, formulas, pictures and images related to the results of data processing/ data analysis in the results section with a concise and clear explanation. The identity of the table is written above left aligned parallel to the very edge of the table and includes the source at the bottom of the table (table 1). The image along with the image identity and source is written below the image with the center aligned following the image (figure 1).

Table 1. Example from hypotheses testing using regression

Variable	Coefficient	Std. Error	T-test	Sig	Information
Constant (b0)					
Motivation (X1)					Significant
Organizational Climate (X2)					Not significant

Adjusted R Square = 0.042 R Square = 0.077 R = 0.278 F arithmetic = 2.172 SignifF = 0.124		F table = 3,1751 t table = 1,675

Source: Data processed, 2017



Figure 1. Example Image

Source: primary data processed, 2018

Discussion

The discussion section explains the findings after the previous analysis stage and then **must** compare them with previous articles (empirical findings)). The number of paragraphs can range from 1 – 5 paragraphs.

CONCLUSIONS AND SUGGESTIONS/ *CONCLUSSION*

Conclusion

Conclusion is a summary of the results and discussion described in the form of clear and straightforward paragraphs. Conclusions may not include statistical data or in the form of comparisons with previous research (quotes/citations).

Suggestions

The suggestions explained include the limitations of the research that explain the limitations and constraints in the implementation of the research and then provide suggestions for future research. Suggestions and research limitations can be separated or made into one sub-topic.

ACKNOWLEDGMENTS

If the research involves a funder, please list the funder and the research contract number.

REFERENCES

The writing and citation formats use APA 6th Edition in alphabetical order. To avoid writing errors, using a citation management such as Mendeley, Zotero, or endnote will speed up the editor's work and avoid desk-rejections. The next important point is that at least the referrals come from the main reference, the latest (up-to-date) referrals, and other references (eg: methods, and supporting data). Further reading on how to cite in APA format at the following link https://apastyle.apa.org/instructional-aids/reference-guide.pdf. An example of a journal writing format is as follows.

--Examples of Journal Writing--

1. Yoo, K.-H., & Gretzel, U. (2009). Comparison of Deceptive and Truthful Travel Reviews. In Information and Communication Technologies in Tourism 2009 (pp. 37–47). Vienna: Springer Vienna. https://doi.org/10.1007/978-3-211-93971-0_4
2. Zeng, F., Huang, L., & Dou, W. (2013). Social Factors in User Perceptions and Responses to Advertising in Online Social Networking Communities. Journal of Interactive Advertising, 10(1), 1–13. https://doi.org/10.1080/15252019.2009.10722159

--Bookwriting example--

1. Robbins, Stephen P.; Judge, Timothy A., 2008. Organizational Behavior Book 1, Salemba Empat, Jakarta.
2. Sondang P Siagaian, 2001, Human Resource Management, 1st Edition, Third Printing, PT. Bima Script, Jakarta.
3. T. Hani Handoko, 1987, Personnel Management and Human Resources. BPFE: Yogyakarta.
4. Triton, PB, 2009, Managing Human Resources, Oryza, Yogyakarta.