International Journal of Law Policy and Governance
Vol.XX, No.XX, 2022
e-ISSN: 2830-3245

Title should be Concise and Indicate the Novelty of the Research: Not Exceeding 15 words (18 font)

Author Name[1], Author Name[2], **(11 font bold center)**
[1,2,] Affiliation (Faculty, University, Country)
Email: [1]xxxxxxx@xxx.xx, [2]xxxxxxx@xxx.xx,

Mobile Number For coordination purposes: 0856-xxxx-xxxx

ARTICLE INFO

Research Paper

Article history:
Received:
Revised:
Accepted:

Keywords: Triage, Guidelines and Standard of Triage, E-Triage

ABSTRACT

Purpose – This paper seeks to examine the efficacy of predicting turnover for employees and entrepreneurs from Estonia, Latvia, and Lithuania using attitudes towards benefits, pay satisfaction, pay, gender, and age across a four-year time frame.
Methodology/approach – A survey that included information on attitudes towards benefits and pay satisfaction was used to collect data from 153 Estonian, 157 Latvian, and 146 Lithuanian employees and 243 Latvian, 103 Estonian, and 109 Lithuanian entrepreneurs.
Findings – It was found that . Attitudes towards benefits were generally significant predictors of turnover for employees and entrepreneurs over a four-year time period while satisfaction with pay was typically significant for employees but not for entrepreneurs.
Novelty/value – As employee retention has been an important factor in the Baltic region over the last two decades it is vital to understand how to retain employees. Keywords Employee turnover, Entrepreneurs, Pay, Estonia, Latvia, Lithuania.

©2026 The Authors. Published by Asosiasi Dosen Peneliti Ilmu Ekonomi Dan Bisnis Indonesia. This is an open access article under the CC BY NC license (Attribution-Noncommercial 4.0 International - Creative Commons).

INTRODUCTION

Papers should be submitted in English as doc or pdf file attachments. Each paper should be single-spaced with wide margins, on one side only of the paper, preferably of A4 size, with pages in numbered sequence. The font used for the main body should be 12 pt Calibri and for the bodynotes 10 pt Times New Roman or the closest font available. Footnotes should be numbered consecutively and placed within the text. Please leave one line empty before and after every section.

In introduction clearly explain the nature of the problem, previous work, purpose, and contribution of the paper. Ensure that your paper has been fully proofread before submitting it for publishing.

In Introduction, Authors should state the objectives of the work at the end of introduction section. Before`the objective, Authors should provide an adequate background, and very short literature survey in order to record the existing solutions/method, to show which is the best of previous researches, to show the main limitation of the previous researches, to show what do you hope to achieve (to solve the limitation), and to show the scientific merit or novelties of the paper. Avoid a detailed literature survey or a summary of the results. Do not describe literature survey as author by author, but should be presented as group per method or topic reviewed which refers to some literatures.

© 2022 ADPEBI Publications. All Rights Reserved.

Example of novelty statement or the gap analysis statement in the end of Introduction section (after state of the art of previous research survey): *".... (short summary of background)..... A few researchers focused on ..... There have been limited studies concerned on ..... Therefore, this research intends to ..... The objectives of this research are ....."*.

LITERATURE REVIEW

In order to determine the originality and suitability for the journal, are there any elements of plagiarism over 25% of this paper field? Quick literature search can use certain tools such as Scopus to see if there are similarities from other parts.

- if the study had been previously done by other authors, it is still eligible for publication?
- is the article is fairly new, fairly deep, and interesting to be published?
- does it contribute to knowledge?
- does the article adhere to the standards of the journal?
- Scope - Is the article in line with the objectives and scope of the journal?

METHOD

It contains reserarch design, population, sample, techniques of data collection and analysis, in Calibri 12.

It does not need to present any research method for conceptual article/ literature study, it is only result and discussion ritght after introduction.

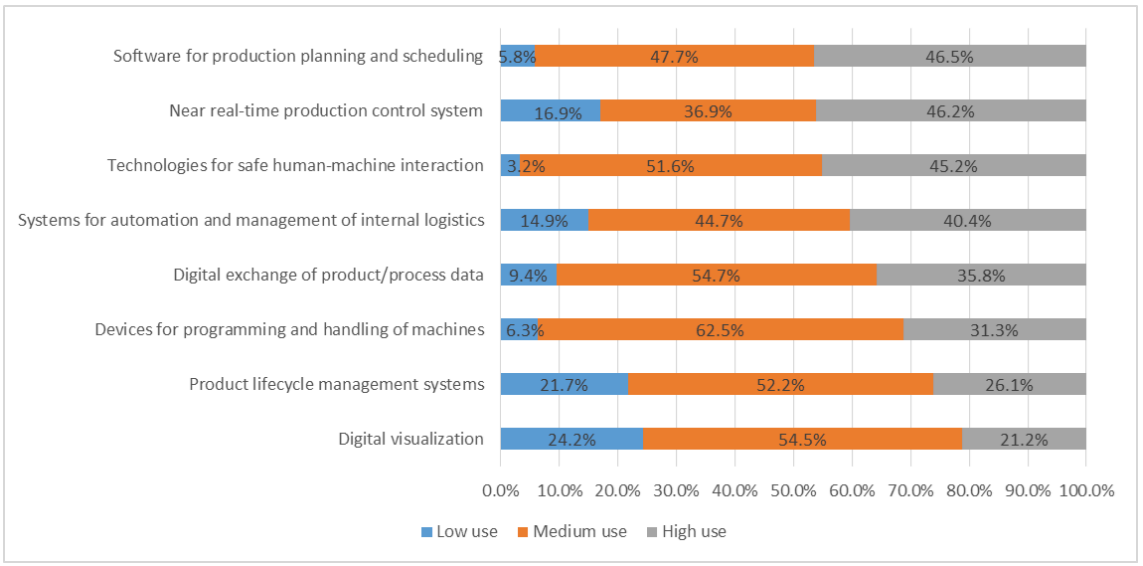
RESULT AND DISCUSSION

The result of the article contains the data analysis written descriptively using Calibri 12. Tables and figures in each article is three (3) at most, B&W, not colorful.

Discussion presents each of the findings compared to relevant theories or previous studies, actual facts, comments, and reasonable analysis from researchers.

Figure

Figures should be numbered consecutively (e.g., Figure 1, etc.). The caption should be center justified and placed under the figure.



© 2022 ADPEBI Publications. All Rights Reserved.

figure 1. kurva IS

Tables

Tables should be arranged consecutively (e.g., Table 1, etc.). The caption should be (center justified) and placed above, as like the following example.

Table 1. The Growth of Islamic Banks

Group of Banks	2013	2014	2015	2016	2017
Islamic Banks	11	12	12	13	13
Conventional Banks	120	119	118	116	115
Islamic Business Units	23	22	22	21	21
Islamic Rural Banks	163	163	163	166	167

Source: Indonesia Banking Statistics 2013-2017, processed

Mathematical Formula

Mathematical formulas should be numbered and clearly presented using microssoft

$$f(x) = a_0 + \sum_{n=1}^{\infty} \left(a_n + b_n \sin\frac{n\pi x}{L}\right) f(x) = a_0 + \sum_{n=1}^{\infty} \left(a_n + b_n \sin\frac{n\pi x}{L}\right) \quad (1)$$

CONCLUSION

It contains conclusion and suggestion. Conclusion briefly illustrates the results that address the hypotheses and/or research purposes or findings. It is the summary of the research and discussion, relevant to the findings, presented descriptively, not numeric. Suggestion provides things expected to conduct related to further ideas the research has proposed.

ACKNOWLEDGMENT

Recognize those who helped in the research, especially funding supporter of your research. Include individuals who have assisted you in your study: Advisors, Financial supporters, or may other supporter i.e. Proofreaders, Typists, and Suppliers who may have given materials.

REFERENCES

Citations and references must strictly follow APA 7 (American Psychological Association) style with DOI NUMBER. References should relate only to the content that is cited within the text of the

© 2022 ADPEBI Publications. All Rights Reserved.

manuscript. Consulting the APA style manual (http://www.apastyle.org/pubmanual.html) is highly recommended for compiling manuscript submissions.

Bahari, N., Yunus, A. R., Jabar, J. A., & Yusof, S. W. M. (2018). Entrepreneur Characteristics and Firm Performance: A Study on Malaysian Food Manufacturing Industry Sme's. *IOSR Journal Of Humanities And Social Science (IOSR-JHSS)*, *23*(2), PP 92-98. https://doi.org/10.9790/0837-2302079298

Iskamto, D. (2022). Stress and Its Impact on Employee Performance. *International Journal of Social and Management Studies*, *2*, 142–148. https://doi.org/10.5555/ijosmas.v2i3.42

Laguna, M., Wiechetek, M., & Talik, W. (2012). Competencies of Managers and Their Business Success. *Central European Business Review*, *1*(3), 7–13. https://doi.org/10.18267/j.cebr.25

Riewe, M., & Université de Liège > Master ingé. gest., À. F. (2020). *Development of an incentive system and steering tool in the operating room management*. https://matheo.uliege.be/handle/2268.2/8680

Sajilan, S., & Tehseen, S. (2015). Cultural Orientations, Entrepreneurial Competencies and SMEs Business Success: The Contingent Roles of Environmental Turbulence and Network Competence. *Society of Interdisciplinary Business Research*, *4*, 16.

© 2022 ADPEBI Publications. All Rights Reserved.