



ARTICLE TITLE

Write the Title Concisely, Clearly, and Aligned Left

(Recommended not more than 20 words, Calibri Light 14, Uppercase, single spacing)

The article title must be concise, engaging, and descriptive of the article's content.

First Author's Name^{1*}, Second Author's Name², and so on

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Abstract

Research aims:

Design/Methodology/Approach:

Research findings:

Conclusion:

The abstract should briefly inform readers about the manuscript's purpose, methods, findings, and value. References may not be cited in the abstract. The abstract is written concisely and clearly in a single paragraph (150–250 words). The abstract includes 3–5 keywords or phrases. (Calibri Light 10, single spacing, spacing before 0 pt, after 0 pt).

Keywords: State 5 keywords related to your research

INTRODUCTION

This section contains the research background, objectives, contribution (theoretical and practical benefits of the research); novelty must be stated explicitly, along with the research findings and their implications (practical recommendations based on the research results). It covers the background, research objectives, and the scope of the discussion. (Calibri Light 11, single spacing, spacing before 0 pt, after 0 pt).

LITERATURE REVIEW

This section presents the literature referenced and linked to the research and hypothesis development. It also covers the theories and literature cited and connected to the writing of the article. It is strongly recommended that the literature referenced was published no more than 10 years prior, in the following order of priority: reputable international journals, accredited national journals, national journals, international symposiums, national symposiums, textbooks, and reputable periodicals.

For research involving hypothesis testing, hypothesis development should be built on supporting theory, prior research, and logical argumentation. After the rationale has been formulated, write your hypothesis using the following format:

H1: The hypothesis is written in bold, italics, and left-aligned.

Hypotheses are not mandatory, particularly for research using qualitative methods. (Calibri Light 11, single spacing, spacing before 0 pt, after 0 pt)



METHODS

This section essentially explains how the research was conducted. The key elements of this section are: (1) research design; (2) population and sample (research target); (3) data collection and instrument development techniques; and (4) data analysis techniques. For research using tools and materials, it is important to specify their specifications. Tool specifications describe the sophistication of the equipment used, while material specifications describe the type of materials used. For qualitative research such as classroom action research, ethnography, phenomenology, case studies, etc., it is necessary to add information on the researcher's presence, research subjects, informants who assisted in data collection, the location and duration of the research, and a description of the validity checks performed on the research results.

(Calibri Light 11, single spacing, spacing before 0 pt, after 0 pt)

RESULTS AND DISCUSSION

This section is the main part of the research article and is usually the longest section. The data analysis process, such as statistical calculations and hypothesis testing procedures, does not need to be presented. Only the results of the analysis and hypothesis testing should be reported. Tables and figures may be used to clarify the verbal presentation of the research results. Tables and figures must be discussed or commented on.

For qualitative research, the results section contains detailed sub-topics directly related to the research focus and its categories.

The discussion in this article aims to: (1) answer the research problem and research questions; (2) show how the findings were obtained; (3) interpret the findings; (4) relate the research findings to the existing body of knowledge; and (5) generate new theory or modify existing theory.

In answering the research problem and research questions, the results must be stated explicitly. Interpretation of the findings is carried out using existing logic and theory. Field findings are integrated with the results of previous research or with existing theory. For this purpose, references must be provided. In introducing new theories, old theories may be confirmed or rejected, and some may require modification of existing theories.

(Calibri Light 11, single spacing, spacing before 0 pt, after 0 pt).

CONCLUSION

This section contains the research conclusions, implications, limitations, and suggestions for future research. Implications are practical recommendations arising from the research results. Research limitations cover all aspects that researchers should consider in order to improve future research. Research suggestions, on the other hand, are recommended for subsequent research based on the limitations that the researcher was unable to address in the current study.

(Calibri Light 11, single spacing, spacing before 0 pt, after 0 pt).

Equations

Equations should be written in Calibri Light font or Symbol font. If there is more than one equation, number them. Equation numbers must be sequential, placed at the far right, i.e. (1), (2), and so on. Use appropriate notation to keep the equation writing concise. Use italic font for variables and bold font for vectors.

$$n = \frac{N}{1+Ne^2} \dots\dots\dots (1)$$

Figures and Tables

Place the table label above the table, while the figure label goes below the figure. Refer to a specific table by name, e.g. Table 1, when citing it in the text. An example of table and figure captioning is as follows:

Table 1. Table Format

Table Head	Table Column Head	
	Column Sub-head	Column Sub-head
Content	Table content	Table content
Content	Table content	Table content
Content	Table content	Table content

Source: Table source

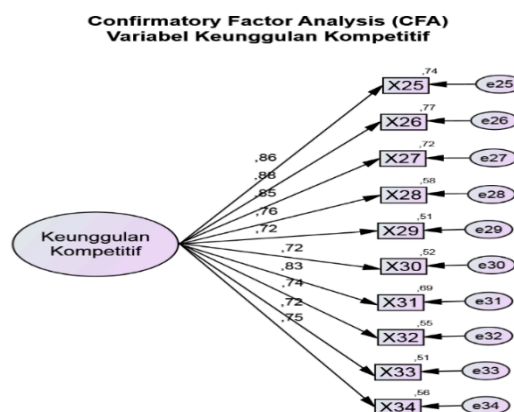


Figure 1. CFA Competitive Advantage

REFERENCES

References are written using the American Psychological Association (APA), 7th edition, style. Authors are encouraged to use reference management tools such as Mendeley or EndNote. References are listed in alphabetical order. (Calibri Light 12, Bold, single spacing, spacing before 12 pt, after 0 pt).

Example of a Journal Article Citation

Author, A. A., & Author, B. B. (Year). Article title. Journal Name, volume(issue), page–page.
<https://doi.org/xxxx>

Example:

Felstead, A., Jewson, N., Phizacklea, A., & Walters, S. (2002). Opportunities to work at home in the context of work-life balance. *Human Resource Management Journal*, 12(1), 54–76.



Example of a Book Citation

Author, A. A., & Author, B. B. (Copyright Year). Book title (edition). Publisher. DOI or URL.

Example:

Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. (2006). Multivariate data analysis. Upper Saddle River, NJ: Pearson Education Inc.

Example of a Book Chapter Citation

Author, A. A., & Author, B. B. (Year). Chapter title. In A. A. Author & B. B. Author (Eds.), Book title (2nd ed., pp. page–page). Publisher. DOI or URL.

Example:

Berry, W. (2005). War does not maintain peace or promote freedom. In L. I. Gerdes (Ed.), War: Opposing viewpoints (pp. 71–79). Detroit, MI: Greenhaven Press.