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The Title of the Manuscript, Written in English, with Each Initial Letter Capitalized (10–20 Words)

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Abstract

The abstract should concisely summarize the background and research problem, objectives, method, key findings, conclusions, and implications of the study in a single paragraph of approximately 150–300 words. It should clearly highlight the significance and contribution of the study, particularly its relevance to labour and employment issues. Write the abstract in English using Times New Roman, 12 pt, with single-line spacing and justified alignment, and avoid citations, abbreviations, or displayed equations within this section. Three to six relevant keywords should be provided below the abstract, separated by commas.

Keywords: keyword a, keyword b, keyword c, keyword d, keyword e, keyword f.

1. Introduction

The manuscript must be written in English on A4 paper (21.0 × 29.7 cm), with margins of 2.5 cm at the top, 1.62 cm at the bottom, and 1.75 cm on both sides, with a 1.62 cm header and a 1.29 cm footer. The manuscript should use a single-column layout, justified alignment, Times New Roman 12 pt, single-line spacing, and a 0.75 cm first-line indentation. The manuscript should be 4,000–8,000 words in length and must undergo a Turnitin similarity check maximum score of 20%.

The Introduction should clearly present the research background, problem, objectives, significance, and urgency, supported by relevant data and evidence. It should provide sufficient context to explain why the research problem is important and establish the state of the art through relevant theories, concepts, regulations, policy documents, and previous studies. The research gap and novelty should be clearly identified by explaining how the study differs from, addresses limitations in, or advances previous research. The literature should provide a strong conceptual and empirical foundation for positioning the study within the existing body of knowledge. References should be relevant, preferably recent and authoritative, and cited using APA 6th edition style (e.g., Author, Year).

The Introduction should also explain the study's academic and/or policy contribution and its relevance to labour and employment issues. Where applicable, the implications for labour market policy, productivity, employment governance, workforce development, and other relevant employment challenges in Indonesia should be highlighted. The section should provide a clear

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foundation for the study and conclude by explicitly stating its purpose and research objectives.

2. Research method

The Research Method section should clearly and concisely describe the methods used in the study, including the research design, type and source of data, data collection procedures, and data analysis techniques. The selected analytical methods should be appropriately justified, and the stages of data analysis should be clearly explained. Where applicable, the research framework may be presented as a figure accompanied by a brief and clear explanation.

2.1. Sub Title 1

Equations should be numbered consecutively throughout the manuscript. Each equation should be centered, with its corresponding number placed in parentheses, as shown in the example below.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \varepsilon \quad (1)$$

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon \quad (2)$$

where Y is the dependent variable, X1, X2, X3 are the independent variables, β_0 is the intercept, β_1 and β_2 are the regression coefficients, and ε is the error term.

2.2. Sub Title 2

This section is an example of content from subtitle 2.

2.2.1. Sub subtitle 1

Tables should be presented as editable text rather than images. Each table should be numbered consecutively and centered within the manuscript. Table contents should use 12 pt font with single-line spacing. The table number and title should be placed above the table, while the data source, if applicable, should be provided below the table. The table title and source should be centered, as shown in the example below.

Table 1. Number of Workers and Average Age Based on Location

Location	Sampling Amount	Average Age Workforce
Jakarta	200.000	34
Surabaya	100.000	45
Medan	90.000	38

Source: Processed

Figures should be centered and numbered consecutively. The figure title and source, if applicable, should be placed below the figure and centered, as shown in the example below.

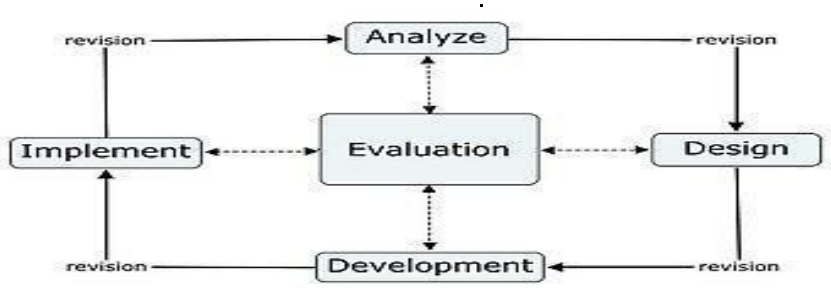


Figure 1. Concept of Study Analysis and Evaluation
Source: Dessler (2009)

3. Results and Discussion

The Results and Discussion section should clearly present the main research findings, supported by appropriate data, tables, figures, or other relevant evidence. The findings should be interpreted in relation to the research objectives, relevant theories or concepts, and previous studies.

The discussion should provide a critical and in-depth interpretation of the findings, including similarities or differences with previous research, possible explanations for the results, and any relevant challenges or limitations. It should clearly demonstrate how the findings contribute to the existing literature and understanding of labour and employment issues.

The section should also highlight the academic, policy, and/or practical implications of the findings, particularly for labour market policy, employment governance, productivity, or workforce development, where relevant. The discussion should demonstrate how the findings collectively address the research objectives. Citations should follow APA 6th edition style.

4. Conclusion and Recommendations

The Conclusion and Recommendations section should concisely summarize the key findings and contributions of the study without repeating the results. Recommendations should be relevant, feasible, and supported by the findings, with clear implications for policy, practice, and/or future research. This section should be written without subsections.

Acknowledgement

This section may acknowledge individuals or institutions that supported the research, including funding, facilities, or technical assistance. Funding sources and grant information should be provided where applicable. Authors must comply with publication ethics and disclose any potential conflicts of interest. If none exist, authors should state: “The authors declare no conflict of interest.”.

References

All sources cited in the manuscript must be included in the References section, and all references listed must be cited in the text. References should follow the American Psychological Association (APA) 6th edition style, and the DOI should be provided where available. Authors are encouraged to use reference management software, such as Mendeley, to ensure consistency and accuracy.

Badan Pusat Statistik. (Year). *Title of statistical publication*. Jakarta: Badan Pusat Statistik.

Creswell, J. W. (2014). *Research design: Qualitative, quantitative, and mixed methods approaches (4th ed.)*. Thousand Oaks, CA: SAGE Publications.

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