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The Title Should Not Exceed 15 Words; It Should Be Clear, Concise, and Informative (16pt, bold)

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Abstract

The abstract must be written as a single, fully justified paragraph and should stand alone, without including any citations. It should contain concise and clear information about the research objective, the methods used, and the main findings. **The abstract should also explain the relevance of the study to innovation issues in the public sector**. It must be clear enough for readers to easily understand the manuscript's contribution. The abstract should be typed in a single-paragraph format and consist of 200 to 250 words.

Keywords: xxxxx, xxxxxx, xxxx

INTRODUCTION

This section should present the research background, research problem, and research objectives, supported by a solid theoretical framework and up-to-date references relevant to the issue. It should also highlight the novelty of the study and **its relevance to innovation issues in the public sector**. The manuscript should be approximately 6,000–7,000 words in length, using Times New Roman font, size 10 pt.

METHOD

This section outlines the research methodology used in the study. It should explain the research method, procedures, research instruments, sources and types of data, as well as the data analysis techniques employed. The section must be written in a concise, clear, and focused manner, while still providing sufficient detail.

RESULT AND DISCUSSION

This section provides answers to the research questions and presents the study's findings—including hypothesis testing results, if applicable—along with analysis and discussion. The discussion should be enriched by connecting the findings to current theoretical debates and contemporary practices at the global level, as published in peer-reviewed scientific journals.

Corresponding author(s): John Joni, Email: john.joni@xxxx.ac.id

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If necessary, this section may be organized into several subsections using the following format:

Subheading
Sub-subheading

The use of direct quotations is generally discouraged, or at least should be kept to a minimum. However, if a direct quotation of fewer than 40 words is included, it must be integrated into the paragraph and enclosed in quotation marks ("...").

Citations must be managed using reference management tools such as Mendeley, EndNote, or Zotero.

The results and discussion section may include various forms of data presentation, such as tables, figures, graphs, photographs, and diagrams. These visual elements should not be excessively long, large, or numerous. Authors are encouraged to use a variety of presentation formats, combining visual data with descriptive narrative. All tables and figures must be clearly referenced within the text.

For abbreviations and acronyms, the full term must be written out at first mention in the manuscript, followed by the abbreviation in parentheses. Subsequent references may use the abbreviation alone. The use of abbreviations or acronyms in the manuscript title should be avoided.

CONCLUSION

This section presents the conclusion derived from the research findings and, if necessary, may include implications, limitations, and recommendations. The conclusion is not a summary but should convey the essential meaning and significance of the findings. It should also explain the knowledge gaps that the research has addressed and highlight its relevance to innovation issues in the public sector. The conclusion must be written in a single paragraph.

ACKNOWLEDGEMENTS

This section contains expressions of gratitude to sponsors, funding agencies, resource persons, or other parties who have played a significant role in the implementation of the research.

REFERENCES

All references must be written in accordance with the American Psychological Association (APA) style and arranged alphabetically. Reference management tools should be used to ensure consistency and accuracy in citation formatting. At least 70% of the total references must come from primary and up-to-date sources.