Title of Manuscript

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[1] Affiliation of Author with superscript 1

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TITLE (Times New Roman 12)

The title of the paper should be concise and informative. Avoid abbreviations and formula where possible. It should be written clearly and concisely describing the contents of the research. .....

ABSTRACT (Times New Roman 11)

The abstract comes after title page in the manuscript. Abstract must be integrated and independent which is consist of introduction and purpose, methods, results, conclusion and suggestion. However, the abstract should be written as a single paragraph without these headers. For this reason, references should be avoided. Also, non-standard or uncommon abbreviations should be avoided, but if essential they must be defined at their first mention in the abstract itself. Abstract must be written using 150 until 250 words which has no reference and accompanied keywords. .....

KEYWORDS (Times New Roman 11)

The keywords should be avoiding general and plural terms and multiple concepts. Do not use words or terms in the title as keywords. These keywords will be used for indexing purposes. Keywords should not more than 5 words or phrases *in alphabetical order*. .....

INTRODUCTION (Times New Roman 11)

State the objectives of the work and provide an adequate background, avoiding a detailed literature survey or a summary of the results. Explain how you addressed the problem and clearly state the aims of your study. As you compose the introduction, think of readers who are not experts in this field. Please describe in narrative format and not using sub-chapter.....

MATERIALS AND METHODS (Times New Roman 11)

Explain in detail about the research design, settings, time frame, variables, population, samples, sampling, instruments, data analysis, and information of ethical clearance fit test.....

RESULTS (Times New Roman 11)

Result should be presented continuously start from main result until supporting results. Unit of measurement used should follow the prevailing international system. It also allowed to present diagram, table, picture, and graphic followed by narration of them. .....

Figures and Tables placed separated in last page of manuscript and must be as follow:
Figures, tables, and diagram should be **editable** ones.
Figures's remarks placed in bottom with before 4pt. The title of figures placed after the remarks with single space.
The title of tables should be written first with Times New Roman 11, single space and after 6pt. Content of the tables should be written using Times New Roman 10 single space and the remarks of tables placed in the bottom with Times New Roman 10, single space and before 4pt.

Table 1. Characteristics of Respondents of Factors influencing the application of situational leadership in hospitals (n = 115)

Table 2. Variable Frequency Distribution of Factors influencing the application of situational leadership in hospitals (n = 115)

Table 3. Multiple Linear Regression Analysis of Factors influencing the application of situational leadership in hospitals (n = 115)

No.	Characteristics of Respondents	N	%
1.	**Gender**		
	Male	44	38.3 %
	Girl	71	61.7 %
2.	**Gender**		
	17-25 years	17	14.8 %
	26-45 years	93	80.9 %
	46-65 years	5	4.3 %
3.	**Marriage status**		
	Single	29	25.2%
	Married	86	74.8 %
4.	**Last education**		
	Associate's degree	66	57.4%
	Bachelor of Nursing	7	6.1%
	Nurse profession	42	36.5%
5.	**Employment status**		
	Government employees	50	43.5 %
	Contract employees	56	48.7 %
	Honorary Employees	9	7.8 %
6.	**Length of working**		
	1-5 years	81	70.4 %
	6-10 years	13	11.3 %
	11-15 years	12	11.4%
	16-20 years	6	5.2%
	>20 years	3	2.6%

No.	Variable		n	%
1	Internal Factors of Leaders	Personality		
		Extrovert	110	95.7%
		Introverted	5	4.3%
		Motivation		
		High	97	84.3%
		Moderate	16	13.9%
		Low	2	1.7%
		Self-concept		
		Positive	111	96.5,7%
		Negative	4	3.5%
2	Nurse Factor	Knowledge		
		Well	52	45.2%
		Enough	59	51.3%
		Less	4	3.5%
		Hope		
		High	103	89.6%
		Moderate	12	10.4%
		Low	0	0%
3	Job Characteristics	**Objective Performance**		
		Selected	115	100%
		Not Selected	0	0%
		Feedback		
		Selected	113	96.3%
		Not Selected	2	1.7%
		~~**Correction**~~		
		Selected	110	95.7%
		Not Selected	5	4.3%
		Job Design		

No.	Variable		n	%
		Selected	110	95.7%
		Not Selected	5	4.3%
		Work schedule		
		Selected	112	97.4%
		Not Selected	3	2.6%
4	Situational Leadership	**Instruction**		
		Well	46	40%
		Enough	68	59.1%
		Less	1	0.9%
		Consultation		
		Well	104	90.4%
		Enough	11	9.6%
		Less	0	0%
		Participation		
		Well	112	97.4%
		Enough	3	2.6%
		Less	0	0%
		Delegation		
		Well	54	47%
		Enough	61	53%
		Less	0	0%

Model	**Unstandardized Coefficients**		**Standardized Coefficients**	**T**	**Sig.**	**Anova Regression**		**Model Summary**	
	B	**Std. Error**	**Beta**			**F**	**Sig.**	**R**	**R Square**
(Constant)	38.214	14.906		2.564	0.012	28.719	0.000	0.661	0.437
Internal Leader Factors	.515	.106	.397	4.837	0.000				
Nursing Factors	1.220	.224	.387	5.004	0.000				

Job Characteristics	.390	.745	.040	0.524	0.601

a. Predictors: (Constant), Job Characteristics, Nurse Factors, Leader's Internal Factors
b. Dependent Variable: Situational Leadership

DISCUSSION (Times New Roman 11)

Describe the significance of your findings. Consider the most important part of your paper. Do not be verbose or repetitive, be concise and make your points clearly. Follow a logical stream of thought; in general, interpret and discuss the significance of your findings in the same sequence you described them in your results section. Use the present verb tense, especially for established facts; however, refer to specific works or prior studies in the past tense. If needed, use subheadings to help organize your discussion or to categorize your interpretations into themes. The content of the discussion section includes: the explanation of results, references to previous research, deduction, and hypothesis. .....

CONCLUSIONS (Times New Roman 11)

Conclusion should be explained clearly related to hypothesis and new findings. Suggestion might be added contains a recommendation on the research done or an input that can be used directly by consumer. .....

Acknowledgement (Times New Roman 11)

This section is compulsory. Grants, financial support and technical or other assistance are acknowledged at the end of the text before the references. All financial support for the project must be acknowledged. If there has been no financial assistance with the project, this must be clearly stated. The role(s) of the funding organisation, if any, in the collection of data, its analysis and interpretation, and in the right to approve or disapprove publication of the finished manuscript must be described in the Methods section of the text. .....

Funding Source (Times New Roman 11)

You are requested to identify who provided financial support for the conduct of the research and/or preparation of the article and to briefly describe the role of the sponsor(s) in the whole research process. .....

Conflict of Interest (Times New Roman 11)

when the proposed publication concerns any commercial product, either directly or indirectly, the author must include in the cover letter a statement (1) indicating that he or she has no financial or other interest in the product or distributor of the product or (2) explaining the nature of any relation between himself or herself and the manufacturer or distributor of the product. Other kinds of associations, such as consultancies, stock ownership, or other equity interests or patent licensing arrangements, also must be disclosed. If, in the Editor's judgment, the information disclosed represents a potential conflict of interest, it may be made available to reviewers and may be published at the Editor's discretion; authors will be informed of the decision before publication.....

REFERENCES (Times New Roman 11)

The author-year notation system is required and completed. All reference mentioned should be written down in reference using **APA 7th Edition styles** and arranged from A to Z. Articles have minimal 25 recent references (last 10 years) and 80% is journal. References from journal publication should be provided by DOI. **All cited references must be mentioned in in-text citation.** If you are Mendeley user, please download the reference style here https://www.mendeley.com/guides/apa-citation-guide/

Citation Style:
(Tasew et al., 2019)
(De Groot et al., 2022)
(WHO, 2021)
(Tim Pokja SDKI DPP PPNI, 2017)
(Kurniawati et al., 2023)

Reference to a Journal Publication:

De Groot, K., De Veer, A. J. E., Munster, A. M., Francke, A. L. & Paans, W. (2022). Nursing documentation and its relationship with perceived nursing workload: a mixed-methods study among community nurses. *BMC Nursing*, *21*(1), 1–12. https://doi.org/10.1186/s12912-022-00811-7

Tasew, H., Mariye, T. & Teklay, G. (2019). Nursing documentation practice and associated factors among nurses in public hospitals, Tigray, Ethiopia. *BMC Research Notes*, *12*(1), 1–6. https://doi.org/10.1186/s13104-019-4661-x

Reference to a Book:

Kurniawati, K., Huda, K. K., Utami, R. A., Saragih, D., Tendean, A. F., Nugroho, W., Jauhar, M., Ratuliu, G., Rajin, M. & Damanik, S. M. (2023). *Terapi Keperawatan Komplementer untuk Mahasiswa Keperawatan*. Yayasan Kita Menulis.

Tim Pokja SDKI DPP PPNI. (2017). *Standar Diagnosis Keperawatan Indonesia Definis dan Indikator Diagnostik* (1st ed.). Dewan Pengurus Pusat Persatuan Perawat Nasional Indonesia.

Reference to a Website:

WHO. (2021). *Situation by Country, Territory & Area*. https://covid19.who.int/table