



Research article

Title, Calibri, Font Size 18, Max 20 Words

Author^{1*}, Author², & Author³

ABSTRACT

Abstract between 100-200 words, should be presented in English, providing a brief description of the phenomenon under study, research objectives, methods, findings, conclusions, and the importance of the findings or implication. Citations are not allowed to be cited in the abstract. It should be relatively nontechnical, yet clear enough for an informed reader to understand the article.

Keywords: keywords provide 3-5 essential keywords, which are specific and reflect what is essential about the article

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Corresponding author:

Nama penulis. Email: penulis@abc.ac.id

Extended author information available on the last page of the article



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Abstrak

Abstrak dalam Bahasa Indonesia. Abstrak antara 100-200 kata, memberikan gambaran singkat tentang fenomena yang diteliti, tujuan penelitian, metode, temuan, kesimpulan, dan pentingnya temuan atau implikasinya. Kutipan tidak diperbolehkan dikutip dalam abstrak. Ini harus relatif non-teknis, namun cukup jelas bagi pembaca yang berpengetahuan untuk memahami artikel tersebut.

Kata Kunci: keywords provide 3-5 essential keywords, which are specific and reflect what is essential about the article.

1. Introduction

The introduction presents the background, the phenomenon being studied, the relationship between existing phenomena and theories, the research gap, originality, rationale, and research objectives. References need to be included in this section, in relation to the justification of the urgency of the research, the emergence of research problems, alternative solutions, and the chosen solution.

The degree of up-to-date materials is referenced by looking at the proportions of the last 10 years and referring to the main library. Problems and objectives, as well as the use of research written narratively in paragraphs, do not need to be given a special subtitle, and are not allowed to use bullets and numbering. For detail please visit: [Link](#)

2. Theoretical background and hypothesis

The literature review should contain supporting theories, the logic of the research, and previous research. The hypothesis must be clearly stated, put it in the following section. The hypothesis is directly related to a theory but contains operationally defined variables and is in a testable form. It is a specific, testable prediction about what the author expects to happen in a study. Researchers might draw a hypothesis from a specific theory or build on previous research of the past ten years. The conceptual framework can be shown at the end of the literature review (see figure 1). For detail please visit: [Link](#)

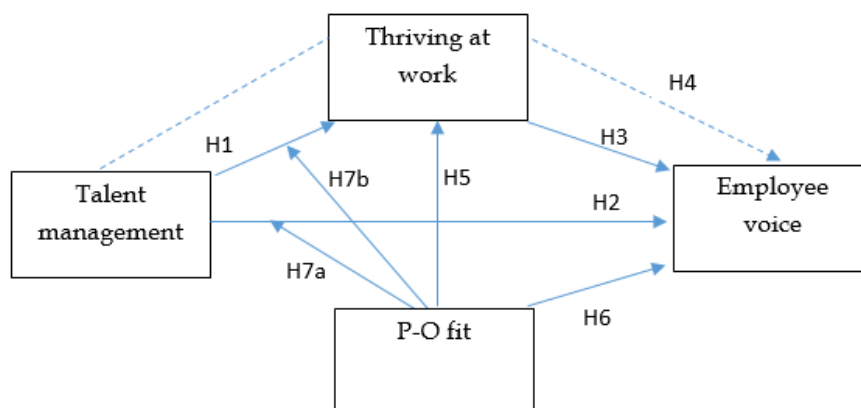


Figure 1. Research model

Note: Figures must have high resolution

3. Methods

This section consists of the research design (the method, the data, the data source, population and samples, sampling techniques, the variables measurement and the scales which are used in the research, the data collecting technique, the data analysis technique) that are written in the form of a paragraph. The time and place of the research need to be clearly stated. For detail please visit: [Link](#)

3.1. Sample and procedures

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3.2. Measurement

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3.3. Data analysis technique

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4. Results and discussion

4.1. Results

The results and discussion contain answers to research problems and conclude explicitly. Research results are presented in the form of graphs, tables, or descriptive. Analysis and interpretation of these results is required before they are discussed. The table is written in the middle or at the end of each descriptive text of research results/acquisitions. If the width of the table is not enough to be written in half a page, it can be written a full page. Table title is written from left to center, all words begin with capital letters, except conjunctions. If more than one line is written in a single space. For example, it can be seen in Table 1 and Table 2.

Table 1. Descriptive statistics and correlation between variables

Variable	Mean	SD	1	2	3	4	5
1 Gender	1.419	0.494	1				
2 Education	1.374	0.485	-.053	1			
3 Tenure	2.099	0.730	-.029	-.008	1		
4 TMN	3.414	0.594	.040	-.014	.005	1	
5 VOICE	3.691	0.699	.052	.029	-.012	.619*	1

Note. N = 406. Gender (1 = female, 2 = male); education (1 = Bachelor degree, 2 = Master degree); organizational tenure (1= < 5 years, 2 = 5-10 years, 3 = > 10 years); TMN = talent management; THR = thriving at work; POF = person-organization fit; VOICE = employee voice; ** p < .01

Table 2. Regression results

Variable	β	SE	P-value
Leadership	.232	.08	.013
Commitment	.425	.06	.034
R ²	.245		
F-Statistics / p-value	16.245 (0.014)		

Source:

4.2. Discussion

The discussion is focused on linking the data and the results of their analysis to the problem or research objective and the wider theoretical context. It can also be discussed as an answer to the question of why facts are found as in the data. The discussion is attempted not to be separated from the data discussed. Discussion is to explain possible reasons why a particular hypothesis is rejected or accepted and how they relate to previous studies. For detail please visit: [Link](#)



Figure 2. Journal cover

5. Conclusion

5.1. Conclusion

The conclusion presents from the description in the discussion, presented in essay form, not numerical (numbering). The conclusion conveys the main point of the study, the interesting results as the main findings of the study. A conclusion may cover the main points of the paper, but do not replicate the abstract in the conclusion. The limitations of the study revealed, among other things, the scope of the research that could reduce the validity of the writing, so that it might have influenced the results and conclusions. For detail please visit: [Link](#)

5.2. Limitations

Require critical assessment and interpretation of their research impact. The recommendations are based on conclusions and refer to practical actions and the possibility of future research development. For detail please visit: [Link](#)

References

References uses the APA style, and reference management software as Mendeley, Zotero or EndNote is recommended. References can be sourced from: journals, proceedings, books.

Declarations

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Conflicts of interest/ Competing interests:

The authors have no conflicts of interest to declare that are relevant to the content of this article.

Data, Materials and/or Code Availability:

Data sharing is not applicable to this article as no new data were created or analyzed in this study.

Additional information

Authors and Afliations

Uun Sunarsih

Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta

Email: uun_sunarsih@stei.ac.id

Dahlifah

Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta

Email: dahlifah@steiac.id

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