Title

(Cambria, 14 pt, bold, Capitalize Each Word; there is a 15 words limit)

Muhammad GHALIH[1], Siti FATIMAH[2] (Cambria, 10 pt, bold, only the family name with UPPERCASE)

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Abstract: The Abstract should engage the reader by telling him/her what the paper is about and why they should read it. The authors must make a clear statement of the purpose of the paper and the research questions. It is also necessary to indicate the research design and methodology. The Abstract should then briefly describe the work to be discussed in the paper and give a concise summary of the findings. The Abstract should be limited between 250 and 300 words.

Keywords: lorem; ipsum; dolor; sit; amet. (Please provide between 5 and 7 keywords that closely reflect the content of the paper. List the keywords in order of importance. Please use semicolons to separate the keywords.)

Introduction (Cambria, 10 pt, bold)

The main body of the text should be in Cambria, 10 pt, single-spaced and fully justified. Also, please leave a blank line between paragraphs and do not add another space between paragraphs (i.e., before or after spacing). Please use normal capitalization within the text and do not use boldface for emphasis. Italics are acceptable. All headings should use initial capitals only, excepting for use of Acronyms.

Citations in text should follow the examples below:

"The effective organizational learning from crises requires intense cognitive processes of the managers "making-sense" of crises situations thus enabling changes in the core beliefs, values and assumptions of organizational members finally translated into sustained behavioural changes ..." (Pergel & Psychogios, 2013, p. 199).

Bratianu, Vătămănescu, Anagnoste and Dominici (2021) [Use as first citation in text] argue that knowledge is an intangible entity which is highly nonlinear…… Bratianu et al. (2021, p. 306) [Use as subsequent first citation per paragraph thereafter]……

as Zait et al. (2021) demonstrated...

Previous studies (Crane, Matten, & Moon, 2008; Vătămănescu et al., 2020; Bratianu et al., 2021; Zait et al., 2021) have shown that……..

Allport's diary (as cited in Nicholson, 2003).

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Heading 1 (**Cambria, 10 pt, bold**; do not insert numbering bullets, just write the name of the heading with no numbers assigned, with Sentence case)

Papers must have between 6,000 and 9,000 words in length, including abstract, figures, references and appendices. Before submitting your paper, please ensure that it has been carefully read for typographical and grammatical errors. If English is not your first language, please have your paper proofread by an English-speaking person. Papers will be returned if the standard of English (United States) is not considered good enough for publication. The proposal as .doc or .docx file should be uploaded on the journal platform. Papers must not be sent in PDF format and should not be zipped.

Please keep the page size as it is in the current template. Please do not insert other headers, footers or page numbers, do not use paragraph indents or tags. Do not insert bullets and numbering – instead of these, please insert a dash by hand. Do not refer to page numbers in your text as these will be changed. Do not use multiple columns.

Sub-Heading *(the name of the sub-heading is written with Sentence case, bold and italic fonts, no numbers assigned)*

The insertion of figures and tables is recommended since they are illustrative and facilitate understanding of the presented phenomena (Figure 1). Figures and tables should be placed as close to their reference point in the text as possible. All figures and tables must have titles and must be referenced from within the text.



Figure 1. Figure name (Cambria, 9pt. bold)

Images must be inserted as picture files (.gif, .jpg, .bmp, .pct, .png, .psd). If the paper is accepted for publication, you may be asked to supply the pictures as separate files (with the minimum resolution of 300dpi). By including the pictures in the proposal, the author(s) certify that they hold the rights for using that image.

Heading 2 (**Cambria, 10 pt**, bold; do not insert numbering bullets, just write the name of the heading with no numbers assigned)

A table example is presented in Table 1. The main body of the table should be in Cambria, 10 points, single-spaced. Please try to organize the table so that all the information presented fits the space of the cell correspondingly. Please avoid dividing words on two different lines.

Table 1. Table name (Cambria, 9 pt, Bold, Italics, Single Spaced, Center)

Title column 1	Title column 2
Main body	Main body

Main body	Main body

Source: Please mention all the sources (Cambria, 9 pt.)

Conclusions

This section should also argue which is the originality of the paper. Authors are also encouraged to stress the practical implications of their research.

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Acknowledgments (Cambria, 9 pt.): You may insert acknowledgments in the paper if necessary before the references section. Acknowledgments are compulsory in the case the paper is developed based on an unpublished presentation to an academic conference, or when the paper is the result of a previous grant, etc.

References (Cambria, 10pt.)

The bibliographic and formatting standards to be considered: Publication Manual of the American Psychological Association (APA), 7th edition (10 pt.). Providing all the information for the listed references is mandatory. Please be careful to include in the references the information marked with yellow, according to the source type (e.g., book, edited book, article in a journal, etc.). Please comply with the punctuation marks in the provided APA style examples.

Examples**:**

Articles:

Bratianu, C., Vătămănescu, E.-M., Anagnoste, S., & Dominici, G. (2021). Untangling knowledge fields and knowledge dynamics within the decision-making process. *Management Decision*, *59*(2), 306-323. https://doi.org/10.1108/MD-05-2019-055

Cegarra-Navarro, J.G., Vătămănescu, E.-M., & Martínez-Martínez, A. (2021). A context-driven approach on coping with COVID-19: From hiding knowledge toward citizen engagement. *Knowledge and Process Management*, *28*(2), 134–140. https://doi.org/10.1002/kpm.1662

Soda, G., Mannucci, P. V., & Burt, R. S. (2021). Networks, creativity, and time: Staying creative through brokerage and network rejuvenation. *Academy of Management Journal*, *64*(4), 1164–1190. https://doi.org/10.5465/amj.2019.1209

Vătămănescu, E.-M., Cegarra-Navarro, J.-G., Andrei, A.G., Dincă, V.-M., & Alexandru, V.-A. (2020). SMEs strategic networks and innovative performance: a relational design and methodology for knowledge sharing. *Journal of Knowledge Management*, *24*(6), 1369-1392. https://doi.org/10.1108/JKM-01-2020-0010

Zaiț, A., Bratianu, C., Vătămănescu, E.-M., Andrei, A.G., & Horodnic, I.A. (2021). Interdisciplinarity: A complexity approach towards academic research. *Systems Research and Behavioral Science*, *38*(3), 294–306. https://doi.org/10.1002/sres.2783

Online articles:

Ellison, N., Steinfield, C., & Lampe, C. (2007). The benefits of Facebook “friends”: Exploring the relationship between college students’ use of online social

networks and social capital. *Journal of Computer-Mediated Communication*, *12*(3), article 1. http://jcmc.indiana.edu/vol12/issue4/ellison.html

Articles in online newspapers:

Giddens, A. (2012, January 12). In Europe's dark days, what cause for hope?. *The Guardian*. http://www.guardian.co.uk/world/2012/jan/25/anthony-giddens-europe-dark-days-hope

Books:

Bolisani, B., & Bratianu, C. (2018). *Emergent knowledge strategies. Strategic thinking in knowledge management.* Springer International Publishing. https://link.springer.com/book/10.1007/978-3-319-60657-6

Engert, K. (2022). *The body of knowledge. Fieldwork and conceptualization in social inquiry* (1st ed.). Routledge. https://doi.org/xxxx or URL

Zieba, M. (2021). *Understanding Knowledge-Intensive Business Services. Identification, systematization, and characterization of knowledge flows*. Springer International Publishing. https://link.springer.com/book/10.1007/978-3-030-75618-5

Chapters in edited books or conference proceedings:

Vătămănescu E.-M., & Alexandru, V.-A. (2018). Beyond innovation: The crazy new world of industrial mash-ups. In E.M. Vătămănescu & F. Pînzaru (Eds.), *Knowledge management in the sharing economy - cross-sectoral insights into the future of competitive advantage* (pp. 271-285). Springer International Publishing.

Vătămănescu, E.-M., Stratone, M. E., & Alexandru, V.-A. (2021). An exploratory view on scholars' affiliation to online knowledge networks in academia. In C. Bratianu, A. Zbuchea, F. Anghel & B. Hrib (Eds.), *Strategica. Shaping the Future of Business and Economy* (pp. 979-988). Tritonic.

Presentations at conferences:

Vătămănescu, E.-M., Mitan, A., Dincă, V. M., Andrei, A. G., & Alexandru, V.-A. (2021, November 4-5). *SMEs Internationalization: between strategic collaborators and intermediaries* [Paper presentation]. 15th International Management Conference "Managing people and Organizations in a Global Crisis", Bucharest, Romania.

Reports:

European Commission's Science and Knowledge Center. (2021). *Telework in the EU before and after the COVID-19: Where we were, Where we head to.* European Commission. https://ec.europa.eu/jrc/sites/default/files/jrc120945_policy_brief_-_covid_and_telework_final.pdf

First Insight. (2020). *The state of consumer spending: gen Z shoppers demand sustainable retail.* Reports & White Papers. https://www.firstinsight.com/white-papers-posts/gen-z-shoppers-demand-sustainability

World Bank. (2019). *How much do our wardrobes cost to the environment?* https://www.worldbank.org/en/news/feature/2019/09/23/costo-moda-medio-ambiente