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AUTHOR INSTRUCTIONS — delete this box before submission

- Manuscripts may be written in Indonesian or English and must be carefully proofread before submission. All manuscripts must include the title, abstract, and keywords in English. The recommended length is 5,000–8,000 words, including references.
- Use this template as provided: A4 paper, 2.5 cm margins, single column, Times New Roman 11 pt.
- Articles must fit the journal's aims: they show how a technology, engineering method, or system creates, governs, or improves value, risk, decisions, or performance in organizations or society. Purely technical work without a managerial or organizational dimension is outside the scope.
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- Use the built-in styles (MJ Title, MJ Body Text, Heading 1, Heading 2, MJ Caption, MJ Reference) to keep formatting consistent.
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[Article Title: Concise and Informative, Maximum 15 Words]

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ABSTRACT

[150–250 words, one paragraph, no citations. State: (1) the purpose of the study; (2) the design, methodology, or approach; (3) the main findings; (4) practical or managerial implications; and (5) the originality or value of the study.]

1. INTRODUCTION

[Introduce the background and the problem, supported by evidence. Identify the research gap from recent literature, state the research objectives or questions, and explain the contribution of the study. End with a brief outline of the article.]

Citations follow APA 7th edition, for example (Ransi, 2024) or Ayuba and Metandi (2023). For three or more authors, write (Sari et al., 2025). Avoid non-scholarly sources such as blogs or Wikipedia.

2. LITERATURE REVIEW

[Review the relevant theories and recent studies, and develop the conceptual framework or hypotheses where applicable. In shorter articles this section may be merged into the Introduction.]

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3. RESEARCH METHOD

[Describe the research design, population and sample or case selection, data collection, instruments, and data analysis in enough detail to allow replication. For system or software development studies, describe the development method and how the system was evaluated in its organizational context.]

Equations are centered and numbered consecutively in parentheses at the right margin, for example:

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

Define every symbol after the equation: Y is [the dependent variable], X_1 and X_2 are [independent variables], and ε is the error term.

4. RESULTS

[Present the findings objectively, using tables and figures where they make the data clearer. Do not repeat the same data in the text, tables, and figures. Refer to each table or figure in the text before it appears, for example: Table 1 summarizes the descriptive statistics.]

Table 1. [Table title, e.g., Descriptive statistics and reliability of the constructs]

Construct	Mean	SD	Cronbach's α
[Construct 1]	[0.00]	[0.00]	[0.00]
[Construct 2]	[0.00]	[0.00]	[0.00]
[Construct 3]	[0.00]	[0.00]	[0.00]

Source: [data source], [year]

[Place the figure here: centered, minimum 300 dpi, all text in the figure readable]

Figure 1. [Figure title]

5. DISCUSSION

[Interpret the findings, compare them with prior studies, and explain the theoretical contributions and the managerial or practical implications for organizations.]

6. CONCLUSION

[Summarize the answers to the research questions, then state the limitations of the study and directions for future research. Avoid bullet points and citations.]

ACKNOWLEDGMENTS

[Optional. Acknowledge funding sources with grant numbers, institutions, and individuals who supported the study.]

AUTHOR CONTRIBUTIONS

[Use CRediT roles, for example: First Author: conceptualization, methodology, writing – original draft. Second Author: formal analysis, writing – review and editing.]

DECLARATION OF COMPETING INTEREST

The authors declare no competing interests. [Revise this statement if any competing interests exist.]

DATA AVAILABILITY STATEMENT

[State where the data supporting the findings can be accessed, or explain why the data cannot be shared.]

REFERENCES

[At least 20 references, of which at least 80% are primary sources (journal articles) published within the last 10 years. Use APA 7th edition style with a reference manager (Mendeley or Zotero), include DOIs where available, and list entries alphabetically. Every reference must be cited in the text. Examples:]

Journal article: Author, A. A., Author, B. B., & Author, C. C. (Year). Title of the article in sentence case. *Journal Name in Title Case, Volume*(Issue), first–last page. https://doi.org/xx.xxxx/xxxxx

Book: Author, A. A. (Year). *Title of the book in sentence case* (2nd ed.). Publisher. https://doi.org/xx.xxxx/xxxxx

Book chapter: Author, A. A. (Year). Title of the chapter. In E. E. Editor (Ed.), *Title of the book* (pp. xx–xx). Publisher.

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