Article Title (14 Pts Times New Roman)

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Abstract (Times New Roman 11 Pts)

Research Aims: The aim of this study is to lorem ipsum dolor sit amet, consectetur adipiscing elit. Integer velit ligula, dignissim in dui at, consectetur molestie purus. **Design/Methodology/Approach:** Lorem ipsum dolor sit amet, consectetur adipiscing elit. Integer velit ligula, dignissim in dui at, consectetur molestie purus. Phasellus malesuada nisl nisi, a venenatis nisi hendrerit in. Integer rutrum feugiat erat in porttitor. **Research Findings:** Lorem ipsum dolor sit amet, consectetur adipiscing elit. Integer velit ligula, dignissim in dui at, consectetur molestie purus. Phasellus malesuada nisl nisi, a venenatis nisi hendrerit in. Integer rutrum feugiat erat in porttitor. Morbi enim leo, posuere in sodales ac, sollicitudin eget neque. Cras nec posuere tortor. **conclusion:** Lorem ipsum dolor sit amet, consectetur adipiscing elit. Integer velit ligula, dignissim in dui at, consectetur molestie purus. Phasellus malesuada nisl nisi, a venenatis nisi hendrerit in. Integer rutrum feugiat erat in porttitor. Morbi enim leo, posuere in sodales ac, sollicitudin eget neque. Cras nec posuere tortor. Vivamus sit amet fermentum lectus. (10 Pts)

Keywords: keyword1, keyword2, keyword3 (3 – 5 keywords) (Times New Roman 9 Pts)

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1. Introduction (Times New Roman 11 Pts)

What is the underlying objective of this study? What drives the pursuit of this research? The primary segment of the article should commence with an initial section that delves deeper into the intentions, impetus, research methodologies, and discoveries of the paper. This introduction is intended to be comprehensible to a broad audience, striking a balance between accessibility and providing the necessary clarity for well-informed readers to grasp the manuscript's significance (Times New Roman 9 Pts).

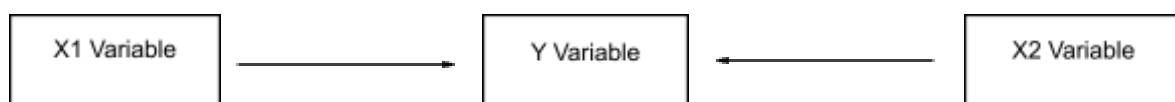This study follows the conceptual framework shown in Figure 1.

Figure 1: Conceptual Framework
Source: Developed by the Researcher

H_1: Financial rewards influence employee performance.
H_2: Non-financial rewards influence employee performance.

2. Literature Review

The subsequent section, labeled as the "Empirical Literature Review," delves into the void that will be identified and addressed. A coherent and interconnected progression of ideas is essential, characterized by meticulous craftsmanship and thorough elaboration. This phase serves as the wellspring of the research inquiry, with particular emphasis on laying the foundation for the hypotheses that align with the research objectives. It is recommended to draw upon contemporary and principal sources from reputable international references, including top-tier journals.

3. Method, Data, and Analysis

The third segment of the manuscript, titled "Methodology, Data Description, and Analysis," is dedicated to delineating the characteristics of the data utilized. The methodology is to be comprehensively expounded upon to enrich the model, detailing the analytical approach and the sequential steps taken. Equations presented in this section are to be appropriately numbered for reference.

This section conventionally encompasses the subsequent sub-divisions:

1. **Sampling:** This subsection encapsulates insights into the target population, the research context, and the units under examination. It encompasses a portrayal of the sample, along with profiles of the respondents.

2. **Data Collection:** Descriptive information regarding the acquisition of data is presented within this segment.

3. **Measurement:** Alternatively referred to as "Measures," this section outlines the quantifications employed to assess variables in the study.

The research methodology should be characterized by the following elements:

- **Concise Methodological Explanation:** A succinct exposition of the research methodology prevails.

- **Rationale for Method Selection:** Clear justifications for selecting specific methodologies are provided.

- **Precision in Research and Sample Design:** The research design is meticulously outlined, and the sample design is well-suited to the study's objectives.

- **Thorough Data Collection Procedures:** The processes for gathering data are rigorously conducted and meticulously detailed.

- **Relevance of Data Analysis:** The data analysis methods employed are both pertinent and aligned with contemporary practices.

4. Result and Discussion

The author must provide an ample level of detail in presenting the results. This enables readers to discern the specific statistical analyses performed and the reasons behind them. Furthermore, this detail serves to substantiate the author's eventual conclusions.

The section labeled "Discussion and Analysis" serves to elucidate the underlying logic behind the obtained results, addressing the question of "why these results manifest as they do?" It not only expounds upon relevant theories but also draws connections to the empirical evidence derived from the results. This section goes beyond mere explanation of figures and delves into a comprehensive analysis aimed at bridging the identified gap that the study seeks to address.

Table 1. Title of the table….

Column 1	Column 2	Column 2	Column 2
Abcde1	0.xxx	0.xxx1	0.xxx2
Abcde2	0.yyyy	0.yyyy1	0.yyyy2
Abcde3	0.zzz	0.zzz1	0.zzz2
Abcde4	0.aaaa	0.aaaa1	0.aaaa2

Notes: ….

Source: ….

5. Conclusion and Implications

Within this segment, the author outlines concise takeaways derived from the research outcomes, offering insights tailored to both advanced researchers and general readers. The conclusion encapsulates key aspects of the paper, avoiding duplication of content from the abstract.

Authors are encouraged to elucidate the empirical and theoretical merits, along with the economic implications, stemming from their work. This is also an opportune moment to introduce any novel discoveries made. Additionally, it is appropriate to openly address significant drawbacks and limitations inherent in the study. Scrutinizing these limitations is pivotal as they may impact the writing's validity, potentially prompting readers to question the extent to which these constraints have influenced the results and conclusions. These limitations necessitate a discerning evaluation, including an interpretation of their influence on the research's significance. Ultimately, authors should address the query: Does this issue arise from an error, the chosen methodology, validity concerns, or other factors?

Acknowledgment, if relevant.

is a space where authors may extend gratitude to individuals or organizations that provided support in various capacities. Please maintain a singular heading even if multiple acknowledgments are warranted.

References

Within this segment, it is imperative for the author(s) to meticulously enumerate all reference documents that have been cited throughout the text. To ensure accuracy and ease in this endeavor, employing reference management tools like Mendeley comes highly recommended. Adhering to the American Psychological Association (APA) referencing style (6th edition), both the citations within the text and the subsequent reference list must be meticulously crafted. Should an alternative formatting be necessary, the exemplar references and citations detailed in this guide can serve as a reference point.

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Some examples of the reference list

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