Title

[a] Author 1; [b] Author 2; [c] Author3; etc4

[a] Affiliation of Author 1 (Institution/University, etc); [b] Affiliation of Author 2 (Institution/University, etc); [c] Affiliation of Author 3 (Institution/University, etc); [4] etc

Abstract.

In this abstract section, English is set in Book Antique 12. The abstract should include the research objectives, methods, findings, conclusions, and implications. The abstract should be 150-250 words. Keywords consist of 3-5 words.

Keywords: Keyword 1; Keyword 2; Keyword 3; Keyword 4; Keyword 5

INTRODUCTION

The introduction section uses the Book Antique font in size 12. This section has a maximum length of 2000 words. It should also include an overview of the research, the research problem gap, the research contribution, the literature review, and the research objectives/research problem formulation.

THEORETICAL FRAMEWORK

This section contains the theories used in this research. The text can be adjusted to fit the subheading. The theoretical framework should be no more than 1000 words.

Article history Received:……., Revised:……., Accepted:…….., Published:……..

Correspondence Name Email 1st Author @gmail.com

© 2023

RESEARCH METHODS

This section must include the type of research, data sources, data collection techniques, and data analysis. Each of these contents must be detailed thoroughly. This section is a maximum of 1000 words.

RESULTS AND DISCUSSIONS

The contents of the Results and Discussion, namely the main discussion containing the results and discussion, are written in the font Book Antiqua 12. The results are not raw data, but data that have been processed/analyzed using predetermined methods. Discussion compares the results obtained with the concepts/theories presented in the literature review. The results and discussion include statements, tables, pictures, diagrams, graphs, sketches, and so on.

Sub Theme 1

exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate.

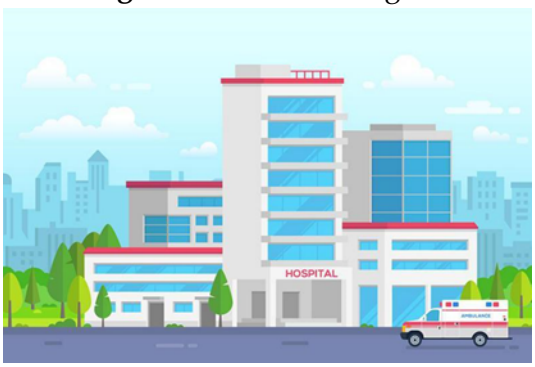
Ex Sub Theme 1

exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate.

Sub Theme 2

Velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Figure 1. Title of the Figure



Source: www.google.com (year)

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Table 1. Title of the table

Information	Min.	Max.	Avg.	Dev.
Exit service obtained	2.0	5.00	3.180	.87342
Very sluggish service	2.0	5.00	3.520	.93110
Local government is working well	1.0	4.00	3.140	.70015
Service is ideal	2.0	5.00	2.880	.82413
Complain directly to the local government	2.0	5.00	3.840	.76559
Complain to others	2.0	5.00	3.560	.73290
Trust that the work of local government	2.0	5.00	3.280	.78350

officials can be completed				
Care about the efforts of local government officials	1.0	5.00	3.600	.75593
Services regardless of service speed	1.0	5.00	3.440	.92934

Source: www.google.com (year)

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

CONCLUSIONS

The conclusion section must include the main conclusion of the research, the contributions/implications of the research, the limitations of the research, and recommendations for future research. In this section, a maximum of 1000 words.

REFERENCES

The bibliography entries are set in Book Antique 12 font and are spaced 1 line. The bibliography is a source of references used as quotation material for writing a manuscript. The bibliography is written using the rules of the American Psychological Association (APA) Style. The bibliography must consist of at least 30 references. The number of reference sources that are used as a bibliography of manuscripts is at least 10 scientific literature titles (80% primary references and 20% secondary references). We recommend that you write quotes using the Mendeley reference manager application, here is an example of a bibliography>

Akçayır, M., Dündar, H., & Akçayır, G. (2016). What makes you a digital native? Is it enough to be born after 1980? Computers in Human Behavior, 60, 435–440. https://doi.org/10.1016/j.chb.2016.02.089

Anggadwita, G., & Palalić, R. (2020). Entrepreneurship in Indonesia: some contextual aspects. In Research Handbook on Entrepreneurship in Emerging Economies (pp. 179–204). https://doi.org/10.4337/9781788973717.00018

Apandi, A. (2020). Strategi Peningkatan Kompetensi Aparatur Sipil Negara Melalui Peningkatan E-Literasi dan Edukasi Kebijakan Publik. Cendekia: Jurnal Pendidikan Dan Pembelajaran, 14(1), 27–36. https://doi.org/10.30957/cendekia.v14i1.608

Armstrong, M. (2011). Armstrong's Handbook of Strategic Human Resource Management. Kogan Page.

Chrisnandi, Y. (2016). Menuju Smart asn 2019. Sumber dari internet: https://www.menpan.go.id/site/cerita-sukses-rb/menuju-smart-asn-2019, diakses 05 desember 2022.

Creswell, J. W. (2016). Research design: pendekatan metode kualitatif, kuantitatif, dan campuran. Yogyakarta: Pustaka Pelajar, 5.

Faozan, H. (2018). Perubahan Paradigma Pengembangan Kompetensi Menuju Smart ASN. Jurnal Pendayagunaan Aparatur Negara Reformasi Birokrasi Menuju Pemerintahan Kelas Dunia, VIII(VIII), 22–40.

Government effectiveness - Country rankings. (2021). Sumber dari internet: Government effectiveness by country, around the world | TheGlobalEconomy.com, diakses tgl 12 December 2022.

Hasan, E. (2019). Membangun Smart Aparatur Sipil Negara (ASN) Menuju Birokrasi Berkelas Duniatahun 2024. Jurnal Politik Pemerintahan Dharma Praja, 12(1), 1–12.

Komala, L.E. (2015). Komunikasi Massa: Suatu Pengantar. Bandung: Refika Offset.

Tamin, O.Z. (1997). Perencanaan dan Permodelan

Transportasi. Bandung: Penerbit ITB Bandung.
Kementerian PANRB. (2018). Grand Design Pembangunan ASN 2020-2024. Sumber dari internet: https://www.menpan.go.id/site/publikasi/unduh-dokumen/seminar/file/5804-4-kementerian-panrb, 30 oktober 2018, diakses tgl 20 desember 2022.

Marlian, S., Sumadinata, W. S., & Sari, D. S. (2021). The Evaluation of Policy Implementation on ASN Performance Appraisal System. Jurnal Manajemen Pelayanan Publik, 4(2), 177-195.

Nasution, D. A. D., Nasution, A. P., & Alpi, M. F. (2019). Pengaruh Penerapan Smart ASN Terhadap Pengelolaan Keuangan Negara di Era Disrupsi Teknologi Indonesia 4.0. In Mesran (Ed.), Tantangan & Peluang di Bidang Pendidikan untuk Menghadapi Era Disrupsi pada Teknologi RI 4.0 (pp. 43–51).

Soelaeman, M. (1993). Ilmu Sosial Dasar. Bandung: PT Eresco

Yogyandaru, S. W., & Mayasari, I. (2020). Analysis on Fees Exemption Policy of Land and Building Rights Acquisition in Jakarta. Jurnal Manajemen Pelayanan Publik, 4(1), 35. https://doi.org/10.24198/jmpp.v4i1.2760