



Pengaruh Keseimbangan Pembelajaran Atraktif The Effect Of Gender Balance On Organizational Performance

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Keywords :

Gender balance, organizational performance, diversity, inclusivity, leadership, effectiveness.

ABSTRACT

Research Objective: Clearly explain the purpose of the research and the aim of the study. **Research Method:** Describe the methods used in the research, including the type of research (experimental, observational, qualitative), the population or sample used, and data analysis techniques. **Results:** Summarize the main findings of the research and what has been discovered or proven. **Findings and Implications:** Briefly explain the main findings and the implications of these findings, including how they are relevant to the broader field of study. **Conclusion:** Present the conclusion of the research and what can be concluded from the findings that have been revealed. **Contribution:** Explain the contribution of your research to the existing literature or practices in the field, including any new or significant contributions. **Limitations and Suggestions:** Include any limitations of the research and suggestions for further research in the same field. The length of the abstract should typically range from 150-300 words.

Kata kunci :

Keseimbangan Gender, Kinerja Organisasi, Keberagaman, Inklusivitas, Kepemimpinan, Efektivitas.

ABSTRAK

Tujuan Penelitian: Nyatakan dengan jelas tujuan penelitian dan sasaran studi. **Metode Penelitian:** Jelaskan metode yang digunakan dalam penelitian, termasuk jenis penelitian (eksperimental, observasional, kualitatif), populasi atau sampel, dan teknik analisis data. **Hasil:** Ringkas temuan utama dan apa yang telah ditemukan atau dibuktikan. **Temuan dan Implikasi:** Jelaskan secara singkat temuan utama dan implikasinya, termasuk



bagaimana temuan tersebut relevan dengan bidang studi yang lebih luas. **Kesimpulan:** Sajikan kesimpulan penelitian dan apa yang dapat disimpulkan dari temuan tersebut. **Kontribusi:** Jelaskan kontribusi penelitian Anda terhadap literatur atau praktik yang ada di bidang tersebut, termasuk kontribusi baru atau signifikan. **Batasan dan Saran:** Sertakan batasan penelitian dan saran untuk penelitian lebih lanjut di bidang yang sama. Panjang abstrak biasanya berkisar antara 150-300 kata.

A. INTRODUCTION

The introduction of a journal article is an important section as it provides readers with the necessary background information. (Albalawee and Al Fahoum 2023; Kirchner 2020) **American Psychological Association 6th/7th edition** context, and justification for the research. Here are the key aspects that should be included in the introduction: **Research Background:** Start by introducing the broader topic area of your research. Explain the importance and relevance of the topic within the field. Provide sufficient background information to put the study into context and to demonstrate your understanding of the existing literature. (Neo 2021) **Research Gap Identification:** Identify the gap or knowledge deficit within the existing literature that your research aims to address. Explain why this gap is important and how your study will contribute to filling it. (El-Wakil 2019; Firmonasari, Udasmoro, and Mastoyo 2020; Michael Bonner 2006)

Research Question or Hypothesis: Clearly state the specific research question(s) or hypothesis(es) that your study seeks to investigate or test. This should be a concise statement that outlines the purpose of your research and what you aim to achieve. **Objectives or Purpose:** Outline the goals or aims of your study. What do you hope to accomplish with your research? Briefly explain the objectives or purpose of your study to provide readers with a clear understanding of its intended outcomes. **Scope and Limitations:** Define the scope of your study by specifying what aspects of the topic will be addressed and what will be excluded. (Anwar 2006)

Additionally, acknowledge any limitations or constraints that may impact the interpretation or generalizability of your findings. **Theoretical Framework or Conceptual Model:** If applicable, introduce the theoretical framework or conceptual model that guides your research. Explain the theoretical perspectives or concepts that inform your study and how they relate to the research questions or hypotheses. **Methodological Approach:** Provide an overview of the research methodology employed in your study. Describe the research design, data collection methods, and analytical techniques, or test your hypotheses.



Significance of the Study: Conclude the introduction by summarizing the significance of your research. Emphasize the potential implications of your findings for theory, practice, policy, or future research directions. Overall, the introduction should be well-structured, concise, and effectively communicate the rationale and objectives of your study. It should engage readers, set the stage for the subsequent sections of the article, and establish the context and importance of the research.

B. RESEARCH METHOD

In the "Methods" section of a journal article, you should describe the research methodology used in your study, including the research design, participants or sample, procedure, materials or instruments, data collection, data analysis, ethical considerations, validity and reliability, limitations, and statistical analysis plan. The description should be well-organized, concise, and transparent, with sufficient detail to allow readers to understand and replicate your study.

C. RESULTS AND DISCUSSION

1. Innovation and Creativity

The diversity of perspectives that arises from gender balance can encourage innovation and creativity. Men and women often have different ways of thinking, approaches, and experiences, which, when combined, can produce more innovative and effective solutions to various organizational challenges. Studies show that groups with diverse members, including in terms of gender, are better able to evaluate risks, consider different points of view, and make more informed decisions than homogeneous groups.

D. CONCLUSION

References should be from the last ten years. Preferred references are primary sources such as research reports (including papers, theses, and dissertations) or research articles in journals and/or scientific papers. All references listed in the bibliography must be included in the article manuscript.

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