
The title of the manuscript is written in English, capitalizing each initial letter, totaling 10-20 words

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Abstract

The abstract is an overview of the entire contents of the manuscript which contains the background, objectives, methods used, summary of results and conclusions, written concisely in no more than 250 words. Abstracts are made in English. All writing in the abstract is typed using Cambria font size 9.5 *points*(pt), size *line spacing single*, the paragraph is filled in completely (*justify*). Keywords written below the abstract content with three to five words separated by commas (,).

Keywords: keyword a, keyword b, keyword c, keyword d, keyword e.

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1. Introduction

All manuscripts can be written in English. Manuscript paper size is B5 (18.2 x 25.7 cm), with margins on all sides of 1.75 cm. *Header from Top* of 2.4 cm and *Footer from Bottom* by 1.2 cm. *Layout* use one column throughout the manuscript. The minimum number of manuscript sheets is 10 pages and the maximum is 15 pages. All writing in the results and discussion is typed using Constantia font size 10 pt, size *line spacing 1.2 pt*, the paragraph is filled in completely (*justify*), and the first line of the paragraph is indented 0.75 cm.

The introductory section explains the disclosure of background, problems and objectives which is accompanied by supporting data for carrying out research. The introduction can

contain the current scientific status/research position regarding previous/previous research (*State of the Art/Novelty*) by explaining the differences with previous research. It is recommended to include references no later than the last 10 years that are considered still relevant. If there is a literature review, it can be included in the introduction without including subtitles. A literature review can be written in the introduction, written concisely, without including subtitles, and only include theory and previous research results as the basis for the research.

Citations use the format *American Psychological Association* (APA). Citations are suggested using *tools* like Mendeley to make writing easier. Citations of more than one article/reference cited must be written in year order, for example (Dessler, 2009; Hubbard, 2009; Stoeber, Davis, & Townley, 2013). Other examples include (Kato, Haruyama, Endo, Tsutsumi, & Muto, 2014; Sonhaji, 2019). Other examples such as (Caruso, 2014) and other examples such as (Kelliher & Anderson, 2010).

2. Research method

The research method is explained clearly and in detail, briefly stating the materials and methods used in the research, including the type and source of data, data collection techniques in the form of clear steps to be taken, data analysis techniques by writing down the reasons for using the analysis used and accompanied by stages of data analysis the. The framework can be in the form of an image and explained in 1 short and clear paragraph.

2.1. Sub Title 1

When entering formulas, they must be numbered sequentially throughout the text. The formula is in the middle and numbered in brackets as in the example below.

$$Y = a + b_1 X_1 + b_2 X_2 + \dots + e(1)$$

$$Y = a + bX + \dots + e \quad (2)$$

where Y is the dependent variable, X is the independent variable, a is a constant (intercept Y), b is the coefficient of the variable X (coefficient of determination), and e is an error. Equation (1) is a multiple linear regression equation, while equation (2) is a simple linear regression equation.

2.2. Sub Title 2

[illegible]

2.2.1. Sub subtitle 1

When entering a table, the table must be original (not a picture), using single line spacing, font size 10 as shown in Table 1. The table should be in the middle and given the appropriate number. The table title is written above the table, while the data sources listed in the table (if any) are placed below the table. The title and source are in the middle as in the example below.

Table 1. Number of Workers and Average Age Based on Location

Location	Sampling Amount	Average Age of the Workforce
Jakarta	200,000	34
Surabaya	100,000	45
Medan	135,000	35
Makassar	90,000	31

Source: Processed

2.2.2. Sub subtitles 2

Images can be included in the manuscript. Images should be centered and numbered accordingly. The image title and source are written below the image and in the middle as in the example below.

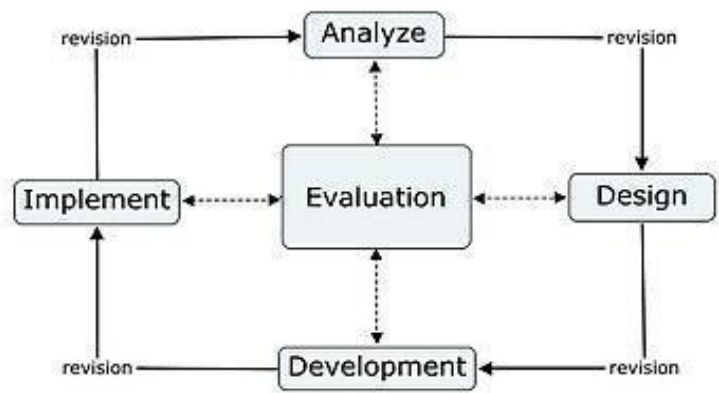


Figure 1. Concept of Study Analysis and Evaluation
Source: Dessler (2009)

3. Results and Discussion

3.1. Sub Title 1

Research results must be concise and clear. In this section it is necessary to show only the most significant or main research findings. Discussion can explore the meaning of the findings.

Adequate discussion or comparison of current results with previously published similar articles should be provided to demonstrate the position of this study (if available). Results and discussions can be paired with hypotheses or basic concepts, and presented concisely and clearly.

Research results can be presented with the support of tables, pictures or narration as needed, to clarify the verbal presentation of the results and link them to the theory used, as well as provide information that is easy to understand.

3.1.1. Sub subtitles 1

Contents of the results of sub-subhead 1. Contents of the results of sub-subhead 1. Contents of the results of sub-subhead 1. Contents of the results of sub-subhead 1. Contents of the results of sub-subhead 1. Contents of the results of sub-subhead 1. Contents of the results of sub-subhead 1.



Figure 2.Memory performance results: (a)Integer; and (b)Floating point
Source: Hubbard (2009)

3.1.2. Sub subtitles 2

The contents of the results of sub-subhead 2. The contents of the results of sub-subhead 2. The contents of the results of sub-subhead 2. The contents of the results of sub-subhead 2. The contents of the results of sub-subhead 2. The contents of the results of sub-subhead 2.

3.2. Sub Title 2

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4. Conclusion and Recommendations

In the conclusion recommendations and applicable suggestions can be presented that can support policy and/or for further research. Conclusions are presented briefly, and do not repeat results, but rather provide significant research findings and contributions. Writing written without including subtitles.

Acknowledgement

This section is optional. Acknowledgment can be written in this manuscript, by including the names of people or institutions who provided assistance or contributed to this manuscript, for example providing grants, laboratory facilities, help writing or reading proof of articles, etc. In the case of grants, please provide the number and year of the grant received.

References

All references contained in the manuscript must be listed in the References section. If the library has a DOI it is also included. Writing this bibliography uses the format *American Psychological Association* (APA). It is recommended to use *tools* Mendeley.

Please include at least 1 (one) citation/manuscript reference from the Employment Journal (journals.kemnaker.go.id).

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