The Title is Written With a Maximum of 14 Words Without Any Year of Research (Times New Roman)

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ARTICLE INFO	ABSTRACT
Keywords: Keywords1; Keywords2; Keywords3; Keywords4;	Introduction: Describe the topic your paper examines. Provide a background to your paper and why is this topic interesting. Avoid unnecessary content. State the problem or economic/business phenomena studied in this paper and specify the research question(s) in one sentence. Novelty: Summarize the novelty of this paper. Briefly explain why no one else has adequately researched the question yet. Methods: Provide an outline of the research method(s) and data used in this paper. Explain how did you go about doing this research. Again, avoid unnecessary content and do not make any speculation(s). Results: List the empirical finding(s) and write a discussion in one or two sentences. Conclusion: Provide conclusion(s) and implication(s) of your research. What conclusions did you get and what are the implication(s)? What is the main take-home message.

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1.   INTRODUCTION

What is the purpose of the study? Why are you conducting the study? The main section of the article should start with an introductory section which provides more details about the paper's purpose, motivation, research methods, and findings. The introduction should be relatively nontechnical, yet clear enough for an informed reader to understand the manuscript's contribution.

The "introduction" in the manuscript is necessary to demonstrate the motives of the research. It analyzes the empirical, theoretical and methodological issues to contribute to the existing literature. This introduction will be linked with the following parts, most noticeably the literature review.

Explaining the problem's formulation should cover the following points: (1) Problem recognition and its significance; (2) clear identification of the problem and the appropriate research questions; (3) coverage of problem's complexity; and (4) clear objectives.

Literatur Review

1.   Theoretical Framework

The literature review begins by outlining the fundamental theories that form the foundation of the research. This section discusses existing theoretical perspectives relevant to the study, such as data protection theories, regulatory frameworks, and technological advancements in digital privacy.

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2.   Previous Studies

This section reviews past research related to the topic, highlighting significant findings and methodological approaches. For example, Allen (2021) examined global data protection laws, emphasizing their implementation challenges in developing countries. Similarly, Greenleaf (2020) compared data protection regulations in Southeast Asia, identifying key legal and enforcement gaps in Indonesia's Personal Data Protection Law. This review identifies recurring themes, gaps in knowledge, and contradictions in existing research, providing justification for the present study.

3.   Research Gap and Contribution

A critical aspect of the literature review is identifying unexplored areas within the existing research. While previous studies have focused on legal comparisons and regulatory frameworks, there is limited research on corporate compliance, enforcement mechanisms, and public awareness of data protection in Indonesia. This study seeks to fill these gaps by providing a qualitative perspective on the implementation challenges of Indonesia's data protection laws, contributing to both theoretical and practical discussions.

4.   Conceptual Model (If Applicable)

For studies that employ a conceptual framework, this section presents the relationships between key research variables. A diagram or model may be included to illustrate how different concepts interact within the scope of the research.

2.   METHOD

Research Type

This study employs a qualitative research approach with a case study design to explore how data protection laws in Indonesia are implemented and the challenges faced in their enforcement. A purposive sampling method was used to select key informants, including legal experts, policymakers, digital rights advocates, and corporate compliance officers. Data were collected through in-depth interviews using a semi-structured interview guide and analyzed thematically to identify patterns and emerging themes related to regulatory gaps, enforcement challenges, and public awareness of data protection rights.

Population and Informants

The population of this study includes stakeholders involved in the implementation and compliance of data protection laws in Indonesia. Informants were purposively selected based on their expertise and involvement in data privacy and security issues. The study involved 15 key informants, including:
Legal experts and policymakers responsible for drafting and enforcing the Personal Data Protection (PDP) Law.
Corporate compliance officers from technology companies, e-commerce platforms, and financial institutions.
Digital rights advocates working on privacy protection and cybersecurity awareness.
Academics and researchers specializing in data protection policies and cybersecurity regulations.
The selection ensured diversity in perspectives, allowing a comprehensive exploration of the issues surrounding data protection laws in Indonesia.

Research Location

The study was conducted in Jakarta, Surabaya, and Bandung, cities that serve as Indonesia's main hubs for government policy-making, corporate headquarters, and digital technology development. Jakarta was chosen for its role as the regulatory center where policymakers and legal experts operate, while Surabaya and Bandung were included to gather insights from regional business communities and academic institutions on how data protection laws are understood and implemented outside the capital.

Instrumentation or Tools

To ensure a systematic and in-depth data collection process, this study utilized a semi-structured interview guide that covered key topics related to:
Regulatory compliance and enforcement challenges in implementing Indonesia's Personal Data Protection Law.
Corporate perspectives on adapting to new data privacy regulations.
Public awareness and digital literacy regarding data protection rights.

Comparisons with international best practices, such as the GDPR framework.
All interviews were audio-recorded (with participant consent) and transcribed verbatim for analysis.

Data Collection Procedure
Data were collected through in-depth interviews, conducted in-person and via virtual platforms, depending on the informants' availability. Each interview lasted approximately 45 to 90 minutes and was guided by open-ended questions to allow participants to express their views in detail. Follow-up questions were used to clarify responses and explore deeper insights into regulatory and implementation challenges.
Additionally, policy documents, legal reports, and regulatory guidelines related to data protection in Indonesia were analyzed to complement the qualitative findings and provide a contextual understanding of the evolving legal landscape.

Data Analysis
Thematic analysis was employed to analyze the qualitative data. The analysis followed Braun & Clarke's (2006) six-step process:
Familiarization with the data – Reviewing interview transcripts and identifying initial patterns.
Generating initial codes – Assigning codes to key statements related to policy enforcement, corporate compliance, and public awareness.
Searching for themes – Grouping related codes into overarching themes such as "Regulatory Gaps," "Compliance Barriers," and "Public Knowledge Deficit."
Reviewing themes – Refining and merging themes for coherence.
Defining and naming themes – Clearly labeling the key findings to reflect emerging insights.
Writing the findings – Synthesizing the themes into a narrative discussion with supporting quotes from informants.
The data were analyzed using NVivo software, which helped in organizing themes and identifying patterns in stakeholder perspectives.

Ethical Approval
This study received approval from the Ethics Committee of [Institution Name] (Approval Number: 123/KEPK/2024). Informed consent was obtained from all participants before interviews, ensuring their voluntary participation. The study adhered to ethical guidelines by maintaining participant confidentiality, anonymizing interview transcripts, and securely storing recorded data. Any sensitive information discussed during the interviews was handled with strict confidentiality.
This qualitative methodology ensures a rigorous and comprehensive exploration of Indonesia's data protection laws, providing insights from key stakeholders on implementation challenges and potential policy improvements.

3.   RESULTS AND DISCUSSION

The results section should present the key findings of the study.
For qualitative research, you might write:
 " The findings revealed significant relationships between managerial practices and organizational performance. Managers who implemented participatory decision-making were 2.7 times more likely to achieve high team performance (OR = 2.7; 95% CI: 2.0–3.6). Additionally, the frequency of professional development activities was positively associated with improved employee satisfaction.

Table 1. Distribution of Managerial Training Levels

No	Managerial Training Level	Frequency	%
1	No formal training	18	14.4
2	Short courses/workshops	50	40.0
3	Professional certifications	45	36.0
4	Graduate-level training	12	9.6

Source: Primary Data

For qualitative research, you might write:
"Thematic analysis uncovered three primary themes from interviews with managers:

1. Leadership Adaptability: Managers emphasized the need to adapt leadership styles to meet team needs in a hybrid work environment.

2. Employee Engagement Strategies: Effective communication and regular feedback loops were highlighted as critical for sustaining employee morale.

3. Challenges in Change Management: Managers faced resistance during the adoption of new technologies."

DISCUSSION

The discussion section interprets the findings of this study within the context of existing research, explores their practical implications, evaluates the strengths and limitations, and provides recommendations for future research.

Interpretation of Key Findings

Our findings revealed that transformational leadership styles were positively associated with team performance and employee satisfaction ($\beta = 0.45$, $p < 0.01$). This suggests that leaders who demonstrate inspirational motivation and individualized consideration can significantly enhance organizational outcomes. These results align with those of Bass and Avolio (2019), who identified transformational leadership as a key driver of innovation in global organizations. However, our study extends the evidence by focusing on mid-sized enterprises in Surabaya, Indonesia, highlighting the role of cultural factors, such as hierarchical organizational structures and collectivist values, in moderating leadership effectiveness. This underscores the importance of adopting culturally tailored leadership development programs.

Comparison with Previous Studies

The findings of this study are consistent with Goleman et al. (2018), who reported that leaders with high emotional intelligence foster greater team collaboration and performance. However, our findings differ from Kotter (2021), who emphasized that structured change management frameworks have a more significant impact on organizational performance than leadership style alone. These discrepancies could be attributed to differences in industry focus, with Kotter's research primarily centered on large multinational corporations, whereas this study focused on mid-sized enterprises in the manufacturing and service sectors. This highlights the nuanced relationship between leadership styles and organizational outcomes across varying contexts.

Limitations and Cautions

While this study provides valuable insights into the impact of leadership styles on organizational performance, several limitations should be acknowledged. First, the cross-sectional design limits our ability to establish causality, similar to the challenges noted by Herzberg et al. (2020). Second, the reliance on self-reported data may introduce biases, such as overestimation of leadership effectiveness, as highlighted in prior research. Third, the study's geographic focus on Surabaya may limit the generalizability of findings to other regions with different cultural and economic landscapes. Future studies should employ longitudinal designs and include a more diverse sample to address these limitations and provide more robust insights.

Recommendations for Future Research

Future research should focus on addressing these limitations by employing longitudinal designs to establish causality between leadership styles and organizational performance. Additionally, examining the impact of specific leadership behaviors, such as decision-making styles and conflict resolution approaches, could provide deeper insights into the mechanisms driving these relationships. Expanding research to include diverse industries and cultural contexts would further enhance the applicability of findings. Moreover, incorporating mixed-method approaches, such as combining quantitative surveys with qualitative interviews, could offer a more comprehensive understanding of leadership dynamics in varying organizational settings.

4. CONCLUSION

This study investigated [insert research focus] and aimed to [restate research objectives]. The findings demonstrated that [summarize the main results], highlighting [specific trends or unique insights]. Notably, [mention any novel contributions or context-specific findings]. These results underscore [practical or theoretical implications], suggesting [recommend interventions, strategies, or broader relevance].

While this study provides valuable insights into [specific topic], certain limitations should be noted, such as [list key limitations briefly]. Future research should focus on [identify future directions or opportunities to build upon this study], potentially enhancing our understanding of [topic] and informing [policy, practice, or theoretical frameworks].

5. REFERENCES

The bibliography is written using the American Psychological Association (APA) referencing style (7th edition). It is recommended to use reference management software (Mendeley). The minimum number of references is 30, with 80% consisting of journal articles.

Example:

1. A.R.B.S.D. (2022). 3G Award from Cambridge IFA. ARBSD. http://www.bsdcity.com/warta/berita/detail/2022/5/19/1822/pt-bsd-raih-3g-award-dari-cambridge-ifa
2. Chetty, F. (2016). The effect of job satisfaction on employee well-being among administrative staff at the Durban.
3. Davidescu, A. A., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among Romanian employees—Implications for sustainable human resource management. Sustainability, 12(15), 6086.
4. Dow Jones Sustainability Indices. (2022). https://arbsustain.com/pt-bumi-serpong-damai-tbk-receives-cambridge-ifas-3g-award-for-excellence-in-green-innovation-and-solutions/