

The Title Must Be Appeal, Clear, Precise And Approximately Not More 20 Words. Write An Article Title Using Simple And Straight Forward Words That Can Offer Readers A Glimpse Of The Content With Their First Glance

First Author^{1*}, Second Author², Third Author³

¹ Department, Faculty, University, Province, Country

² Master of Management Department, Postgraduate Program, Universitas Islam Malang, Jawa Timur, Indonesia

³ Department of Management, Faculty of Economics and Business, Universitas Islam Malang, Jawa Timur, Indonesia

*Corresponding Author(s) Email : ?????????@email.com

ABSTRACT

(**Introduction**) Describe the topic your paper examines. Provide a background to your paper and why is this topic interesting. Avoid unnecessary content. (**Background Problems**) State the problem or economic/business phenomena studied in this paper and specify the research question(s) in one sentence. (**Novelty**) Briefly explain why no one else has adequately researched the question yet. Declare your research gap. (**Research Method**) Provide an overview of the research methods and data used in this paper. Describe your research design by defining the type of research (quantitative/qualitative), the reasons for selecting specific research objects, the analysis tools, the sample size/sample criteria, and the sampling techniques. (**Findings/Results**) List empirical findings, contributions, impacts. (**Conclusion**) Provide conclusion(s) and implication(s) of your research. End your sentences with the answer of the main take-home message from your research. 300 words maximum.

ARTICLE INFO

Article Type: Research Paper/Literature Review/Systematic Review/General View/etc.

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Keyword_2;
Keyword_3;
Keyword_4;
Keyword_5

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1. Introduction

The Introduction should briefly place the study in a broad context and highlight why it is important and necessary. It should provide a general background of the study, define a problem, emphasize the purpose/justification for its execution, and present a clear and concise study objective. Hypotheses should also be addressed here.

The current state of the research field should be carefully reviewed, and key publications, especially recent ones, should be cited. The Introduction should be comprehensible and connect the points mentioned above with a dynamic flow of reading, making it accessible to scientists outside of the specific research field. Citations should be presented in parentheses, using only the last name of the first author followed by the year, without commas or periods.

2. Literature Review

This section contains theoretical underpinning and literature referenced pertaining to previous research that is related to the topic and also highlighted a research gap. It is highly recommended that the literature referenced is published no more than ten years. Also, it is suggested to prioritize the literature as the following order: reputable international journals, accredited national journals, national journals, international symposiums, national symposiums, and textbooks.

A good literature review does not merely summarize relevant previous research. In the literature review, the researcher critically evaluates, re-organizes and synthesizes the work of others. The key to a successful literature review lies in author(s) ability to “digest” information from different sources, critically evaluate it and present conclusions in a concise, logical and reader-friendly manner.

For research with hypothesis testing, the hypothesis development is built based on supporting theory, previous research, and logical reasoning. After the explanation is formulated, then write your hypothesis with this following format:

H1: *write the formulated hypothesis.*

3. Research Methods

The research methodology should cover the following points: 1). Concise explanation of the research’s methodology is prevalent; 2). Reasons for choosing the particular methods are well described; 3). The research’s design is accurate; the sample’s design is appropriate; 4). The data collection processes are properly conducted; 5). The data analysis methods are relevant and state-of-the-art.

4. Results

The **Results** section can be organized into subheadings as necessary. It should present a clear and concise description of the experimental results, their interpretation, and the conclusions that can be drawn from the experiments.

3.1 Subtopic title

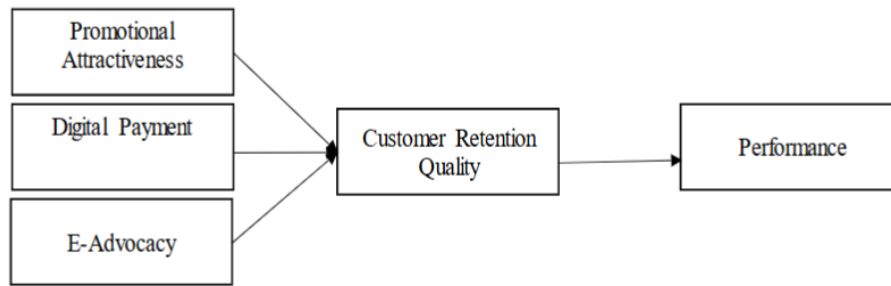
Insert text

Figures

Make sure that all figures are legible and of good quality. TIFF format offers higher-quality graphics. TIFF format can be used. Images, photos, and graphics are considered figures. The caption (title) should appear at the bottom of the picture. All Figures must be priorly called in the text (Figure 1, Figure 2...) before they appear.

Note: Figures should be provided sequentially at the end of the manuscript, i.e., after the References section.

Follow the example below to create Figures:



Source: Processed Primary Data (2025).

Figure 1 Insert text (Calibri font, size 9, and single-line spacing).

Tables

All tables must be numbered with Arabic numerals and should be cited in the text in numerical order. All tables must be priorly called in the text (Table 1, Table 2...) before they appear. For each table, provide a caption (title) at the top. Identify any previously published material by referencing the original source at the bottom of the table (footnote). Table footnotes should be indicated by superscript lowercase letters (or asterisks for significance values and other statistical data) and included in the table's body.

Note: Tables should be provided sequentially at the end of the manuscript, i.e., after the References section.

Follow the example below to create Tables:

Table 1 Insert text (Calibri font, size 9, and single-line spacing).

Years	Rainfall	Regions	<i>P</i>
2019	368.2 ± 22.4 ^b	A	0.03
2018	380.1 ± 22.4 ^a	B	0.02
2017	345.5 ± 18.9 ^c	C	0.03
2016	405.0 ± 35,5 ^a	D	0.02
2015	361,6 ± 15.4 ^b	E	0.04

Source: Smith (2022) (Calibri font, size 8, and single-line spacing).

*If the table has a footer.

5. Discussion

The "Discussion" section of a research paper provides a comprehensive analysis and interpretation of the study's results in the context of existing knowledge in the field. It is an opportunity for the researchers to delve deeper into the implications and significance of their findings, compare them with previous studies, and explore possible explanations for the observed outcomes. As the results are presented, make sure to cite references that justify, support, explain, or contradict the data evaluated and found in this study.

The authors critically evaluate their results in the discussion section, highlighting strengths and weaknesses, addressing any discrepancies or unexpected findings, and providing potential explanations or hypotheses. They may also discuss the limitations of the study, such as methodological constraints or potential sources of bias, and propose avenues for future research to elucidate the topic further. The discussion section often includes a synthesis of the key findings, relating them back to the research questions or objectives outlined in the Introduction.

6. Conclusion

The conclusions section serves as the culmination of the research findings and provides a concise summary of the key outcomes and implications of the study. In this section, the researchers present their final thoughts and insights based on the analysis and interpretation of the data. It is an opportunity to address the research objectives and hypotheses and determine whether they were supported or contradicted by the findings. The conclusions should be supported by evidence from the results and discussion sections, highlighting the significance and novelty of the research outcomes. Additionally, this section may also discuss the limitations of the study and suggest potential areas for future research. The "Conclusions" section aims to tie together all the threads of the research and provide a clear and coherent summary of the main findings, ultimately contributing to the broader understanding of the research field and potentially influencing future scientific endeavors.

Acknowledgment

This section provides an opportunity to express gratitude for any assistance or support received that goes beyond the author's direct contributions or funding sources. It is a chance to acknowledge individuals or organizations that provided administrative and technical support throughout the research process. This could include valuable contributions such as guidance from mentors, assistance from laboratory staff, or support from colleagues who provided insightful discussions and feedback. Additionally, it is an opportunity to acknowledge any donations in kind, such as the provision of materials or equipment used in the experiments, which greatly facilitated the research.

Ethical considerations

For more details on how to report this, see "Publication and Research Ethics": https://riset.unisma.ac.id/index.php/jimmu/Publication_Ethics
Put "Not applicable" if the study does not require an ethical statement.

Conflict of Interest

All authors should disclose any personal and/or financial relationships with others or organizations that may improperly influence their paper. A conflict of interest statement should be provided in the manuscript file immediately before the References section. Case there are no Conflicts of Interest, so report "The authors declare no conflicts of interest".

Funding

The names of the funding organizations should be written in full. If there was no financial aid, it should be reported that "This research did not receive any financial support".

Author Contribution

List the contributions of all authors to the conception and design of the study. Example: Material preparation, data collection, and analysis were carried out by [First Author], [Last Author], and [Middle Author]. The first draft of the manuscript was written by [First Author], and all authors provided comments on earlier versions of the manuscript. All authors read and approved the final manuscript.

Reference

The manuscript is expected to involve approximately 20-25 primary and up-to-date references to assert high-quality contributions to the knowledge development. Authors are encouraged to cite manuscripts mainly from primary source publications (journals) from the last ten years. In

addition, authors should avoid excessively referencing their own work (self-citation). Citations and references must strictly follow the APA (American Psychological Association) style. We recommend that the authors should use reference management software, such as Mendeley, Zotero, RefWorks, or basic Microsoft Word References Manager.

Example of References using APA styles:

<https://aut.ac.nz.libguides.com/APA6th/referencelist#s-lg-box-13427408>

Karmelia, & Tangguh Dwi Pramono. (2025). Structural Equation Modeling (Sem-Pls) Approach: The Impact Of Workload And Work-Life Balance On Turnover Intention Of Generation Z In Bandung City: Structural Equation Modeling (SEM-PLS). *Jurnal Ilmu Manajemen (JIMMU)*, 10(1), 1–15. <https://doi.org/10.33474/jimmu.v10i1.23565>