



**The title should reflect the specific focus of research,
max. 15 words, center, bold, single space, with the
bookman old style font 14-pt**

Author¹, Author², Author³ (11 pt)

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Abstract

Keywords:

Keyword 1;
Keyword 2;
Keyword 3.

As a primary goal, the abstract should render the work's general significance and conceptual advance clearly accessible to a broad readership. In the abstract, minimize the use of abbreviations and do not cite references. The word length is not more than 250 words or less, written in English. Tips: 1) Background of study, 2) Aims and scope of the paper, 3) Methods, 4) Summary of result or findings, 5) Conclusions (**Bookman Old Style**, 10 pt)

Kata Kunci:

Kata kunci 1; kata
kunci 2; kata kunci
3.

Abstrak:

Write in Indonesian...

How to cite:(2025)....., *International Journal of Management in Education*, x(x), xx-xx.

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I. INTRODUCTION (Heading 1) (bold, 11-pt)

The introduction is a little different from the short and concise abstract. The reader needs to know the background of your research and, most importantly, why your research is essential in this context. What critical question does your research address? Why should the reader be interested?

The purpose of the Introduction is to stimulate the reader's interest and to provide pertinent background information necessary to understand the rest

of the paper. You must summarize the problem to be addressed, give background on the subject, discuss previous research on the topic, and explain exactly what the paper will address, why, and how. A good thing to avoid is making your introduction into a minireview. There is a huge amount of literature out there, but as a scientist, you should be able to pick out the things that are most relevant to your work and explain why. This shows an editor/reviewer/reader that you understand your area of research and that you can get straight to the most critical issues.

Keep your introduction concise, well-structured, and inclusive of all the information needed to follow the development of your findings. Do not over-burden the reader by making the introduction too long. Get to the critical parts of the other papers sooner rather than later.

Tips:

1. Begin the Introduction by providing a concise background account of the problem studied.
2. State the objective of the investigation. Your research objective is the most essential part of the introduction.
3. Establish the significance of your work: Why was there a need to conduct the study?
4. Introduce the reader to the pertinent literature. Do not give a complete history of the topic. Only quote previous work having a direct bearing on the present problem. (State-of-the-art, relevant research to justify the novelty of the manuscript.)
5. State the gap analysis or novelty statement.
6. Clearly state your hypothesis and the variables investigated, and concisely summarize the methods used.
7. Define any abbreviations or specialized/regional terms.

Example of novelty statement or the gap analysis statement at the end of the Introduction section (after the state of the art of previous research survey): "..... (short summary of background)..... A few researchers focused on There have been limited studies concerned on Therefore, this research intends to The objectives of this research are"

Be concise and aware of who will be reading your manuscript, and make sure the Introduction is directed to that audience. Move from general to specific, from the problem in the real world to the literature to your research. Lastly, please avoid making a subsection in the Introduction.

II. METHOD

In the Method section, you explain clearly how you conducted your research to (1) enable readers to evaluate the work performed and (2) permit others to replicate your research. You must describe exactly what you did: what and how experiments were run, what, how much, how often, where, when, and why equipment and materials were used. The primary consideration is ensuring enough detail is provided to verify your findings and enable the replication of the research. You should maintain a balance between brevity (you cannot describe every technical issue) and completeness (you need to give adequate detail so that readers know what happened).

Tips:

1. Define the population and the methods of sampling;
2. Describe the instrumentation;
3. Describe the procedures and, if relevant, the time frame;
4. Describe the analysis plan;

5. Describe any approaches to ensure validity and reliability;
6. Describe statistical tests and the comparisons made; ordinary statistical methods should be used without comment; advanced or unusual methods may require a literature citation;
7. Describe the scope and/or limitations of the methodology you used.

In the social and behavioural sciences, it is essential to provide sufficient information to allow other researchers to adopt or replicate your methodology. This information is necessary when a new method has been developed or innovative use of an existing method is utilized. Last, please avoid making a subsection in Method.

III. RESULTS AND DISCUSSION

1. Result

The purpose of the Results and Discussion is to state your findings and make interpretations and/or opinions, explain the implications of your findings, and make suggestions for future research. Its main function is to answer the questions posed in the introduction, explain how the results support the answers and how the solutions fit in with existing knowledge on the topic. The Discussion is considered the heart of the paper and usually requires several writing attempts.

Work with Graphic:

Figures and tables are the most effective way to present results. Captions should be able to stand alone such that the figures and tables are understandable without the need to read the entire manuscript. Besides that, the data represented should be easy to interpret.

Table 1.

Group	Pre-T est	Treatment	Post- Test
Experimental	O_1	X_1	O_2
Control	O_1	X_2	O_2

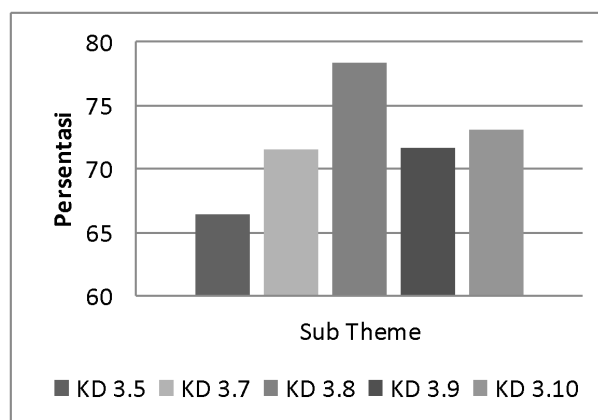


Figure 1.

Tips:

1. The graphic should be simple but informative;
2. The use of colour is encouraged;
3. The graphic should uphold the standards of a scholarly, professional publication;
4. The graphic must be entirely original, unpublished artwork created by one of the co-authors;
5. The graphic should not include a photograph, drawing, or caricature of any person, living or deceased;
6. Do not include postage stamps or currency from any country, or trademarked items (company logos, images, and products), and;
7. Avoid choosing a graphic that already appears within the text of the manuscript.

2. Discussion

The discussion will always connect to the introduction by way of the research questions or hypotheses you posed and the literature you reviewed, but it does not simply repeat or rearrange the introduction; the discussion should always explain how your study has moved the reader's understanding of the research problem forward from where you left them at the end of the introduction.

To make your message clear, the discussion should be kept as short as possible while clearly and fully stating, supporting, explaining, defending your answers and discussing other important and relevant issues. Care must be taken to provide commentary and not reiterate the results. Side issues should not be included, as these tend to obscure the message.

Tips:

1. State the Major Findings of the Study;
2. Explain the Meaning of the Findings and Why the Findings Are Important;
3. Support the answers with the results. Explain how your results relate to expectations and to the literature, clearly stating why they are acceptable and how they are consistent or fit in with previously published knowledge on the topic;
4. Relate the Findings to Those of Similar Studies;
5. Consider Alternative Explanations of the Findings;
6. Implications of the study;
7. Acknowledge the Study's Limitations and;
8. Make Suggestions for Further Research.

It is easy to inflate the interpretation of the results. Be careful that your understanding of the results does not go beyond what is supported by the data. The data are the data: nothing more, nothing less. Please avoid and makeover interpretation of the results, unwarranted speculation, inflating the importance of the findings, tangential issues or over-emphasize the impact of your research.

IV. CONCLUSION

The conclusion is intended to help the reader understand why your research should matter to them after they have finished reading the paper. A conclusion is not merely a summary of the main topics covered or a

re-statement of your research problem but a synthesis of key points. It is essential that the conclusion does not leave the questions unanswered.

Tips:

1. State your conclusions clearly and concisely. Be brief and stick to the point;
2. Explain why your study is essential to the reader. You should instil in the reader a sense of relevance;
3. Prove to the reader, and the scientific community, that your findings are worthy of note. This means setting your paper in the context of previous work. The implications of your findings should be discussed within a realistic framework, and;

For most essays, a well-developed paragraph is sufficient for a conclusion, although a two or three-paragraph conclusion may be required in some cases. Other important things about this section are (1) do not rewrite the abstract; (2) statements with "investigated" or "studied" are not conclusions; (3) do not introduce new arguments, evidence, new ideas, or information unrelated to the topic; (4) do not include evidence (quotations, statistics, etc.) that should be in the body of the paper.

REFERENCES

All citations in the text must be in the reference list and vice-versa. The references should only include articles that are published or accepted. When available, data deposited to an online repository should be included in the reference list, including the version and unique identifier. For accepted but unpublished works, use "in press" instead of page numbers. Unpublished data, submitted manuscripts, or personal communications should be cited within the text only for the article types that allow such inclusions. Personal contacts should be documented by a letter of permission.

In-text citations should be called according to the first author's surname, followed by the year. For works by two authors, include both surnames, followed by the year. For works by more than two authors, include only the first author's surname, et al., and the year. For assistance, please use management references (**Mendeley, Zotero, Endnote, etc.**) and utilize the **American Psychological Association 7th** Edition format. If possible, please provide the retrieved link for each reference.

The article consists of 20% books and 80% journals from 20 references minimum. References include only those that are cited/referred to in the article. In addition, the references used should be from those published in the last 10 years and derived from books and scientific journals with DOI Active.

Examples:

- Badan Pusat Statistik. 2013. *Laporan Bulanan Data Sosial Ekonomi*. Januari. BPS Jawa Timur. Surabaya.
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