

TITLE OF YOUR PAPER

Oleh:

Author1, Author2, Author3

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ABSTRACT

The abstract should be clear, descriptive and concise within contains 120 – 200 words. It was written narratively containing at least background of research, aims and scope of paper, methods, and summary of result or finding. (written single space, italic and Cambria 11).

Keywords: *term1, term2, term3, etc. The keywords should help the audience search the relevant literature on your paper (Cambria 11),*

INTRODUCTION (bold uppercase, Cambria 11)

The introduction of the research contains the background, research problems, summaries of previous relevant studies, the gap analysis, and research objectives. The problem should offer a novelty value or benefit as an innovative topic. The reader needs to know the background of your research and most importantly why your research mattered in this context. In addition you can build an argument and provide original data to discussed and compared to your research and previous research. The data should be cite from the trusted website, book, article, etc.

The article submitted is of the author's original work that is plagiarism-free, and neither of which has been previously published in other scholarly journals or books. Articles published in this journal must comply with the article format, which is the style of this journal. Written in Cambria 11, with a single space. The author should cite the paper with (American Psychological Association) APA 7th Edition Style using reference tool (Zotero, Mendeley, etc).

RESEARCH METHOD (bold uppercase, Cambria 11)

The research method describes research design, population, and sample (research objectives), data collection techniques, and data analysis techniques. Qualitative research with case studies, phenomenology, and others, Whereas in quantitative research, it is necessary to present the population, samples, and data analysis techniques. Written in with Cambria 11. The author should cite the paper with (American Psychological Association) APA 7th Edition Style using reference tool (Zotero, Mendeley, etc).

FINDINGS AND DISCUSSION (bold uppercase, Cambria 11)

Researchers need to inform several important (original) field data obtained from interviews, observations, questionnaires, surveys, documents, and other data collection techniques. The findings are presented in full and are related to the pre-determined scope of research. Findings can be supplemented with tables, graphs, and/or diagrams. The author should cite the paper with (American Psychological Association) APA 7th Edition Style using reference tool (Zotero, Mendeley, etc).

CONCLUSION (bold uppercase, Cambria 11)

The conclusion contains the short summary of the findings and discussion,

presented briefly, narrative, and conceptual. Avoid using bullet and numbering. The conclusion and recommendation of the author are given in this section and are consistent in using the term “Conclusion”. The conclusion of the research should serve the urgent purposes of the study within this section. This can be followed by suggesting the relevant future studies.

REFERENCES

Reference entry is arranged in the alphabetical order. All that are referred to in the text must be listed in the reference list and all that are written in the reference list must be referred to in the text. The author should cite the paper with (American Psychological Association) APA 7th Edition Style using reference tool (Zotero, Mendeley, etc).

Example:

- Arifin, S. & M. Irfan. (2021). The Relationship of Achievement Motivation and Employee Satisfaction, *Journal of Science, Technology and Society*, 2(2), 1-6.
- Bangsu, M., Dahar, & D. S. Negara. (2023). Implementation of Labor Law: Improving Lecturer Performance Through The Role of Leadership and Compensation, *International Journal of Service Science, Management, Engineering, and Technology*, 3(1), 26–31.
- Darmawan, D., R. Mardikaningsih, E. A. Sinambela, S. Arifin, A.R. Putra, M. Hariani, M. Irfan, Y.R. Al Hakim, & F. Issalillah. (2020). The Quality of Human Resources, Job Performance and Employee Loyalty, *International Journal of Psychosocial Rehabilitation*, 24(3), 2580-2592.
- Gould-Williams, J. (2007). HR practices, organizational climate and employee outcomes: evaluating social exchange relationships in local government. *The International Journal of Human Resource Management*, 18(9), 1627- 1647.
- Gould-Williams, J., & Davies, F. (2005). Using social exchange theory to predict the effects of HRM practice on employee outcomes: An analysis of public sector workers. *Public Management Review*, 7(1), 1-24.