



Title Case (Capitalize each word) 16 word max, Bold, Times new romans, font 14, Avoid the use of the word influence and analysis in the title

writer 1^{1}, writer 2 etc²*

¹ writer's faculty, writer's University, country; ² writer's faculty, writer's University, country etc

The abstract must be clear, concise, and descriptive. This abstract should provide a brief introduction to the problem, the purpose of the paper, followed by a statement of methodology and a brief summary of results. The abstract is written in Times New Roman 10 pt and is preferably no more than 200 words. 1 paragraph and single space. written in English.

Keywords: *at least 5 keywords related given*

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xx.xxx

1. INTRODUCTION

In the introduction, the author must state the purpose of the study at the end of the introduction. Before the goal, the author must provide adequate background, and a very brief literature survey to record the solutions / methods available, to show which is the best from previous research, to show the main limitations of previous research, to show what needs to be done. You hope to reach (to break boundaries), and to show the scientific advantages or novelties of this article. Avoid detailed literature surveys or summary results.

2. LITERATURE REVIEW

Explain the relationship of variables with the theory used to support research

3. RESEARCH METHOD

This section contains as much material and methods as possible to provide ideas to the reader through the methods used. References are written using the APA format, for example: (Sa'aati, 2003) (references to this template are only examples). Sub-subtitles about this method consist of at least one type of research; location research; source of legal material; data collection technique; and data analysis.

TABLE 1 | Labor Regulations Subjects

Labor agreement (Article 1/14 Act 13/2003)	Labor relationship (Article 1/15 Act 13/2003)	Industrial relationship (Article 1/15 Act 13/2003)	Industrial relation of dispute (Article 1/15 Act 13/2003 jo. Article 56 Act No. 2/2004)
1. Worker 2. Entrepreneur 3. Employer 4. Entrepreneur 5. Worker		1. Entrepreneur 2. Worker 3. The government	1. Entrepreneur-worker 2. Entrepreneurs- workers 3. Entrepreneur- trade union 4. Entrepreneurs-trade 5. uniontrade union-trade unio

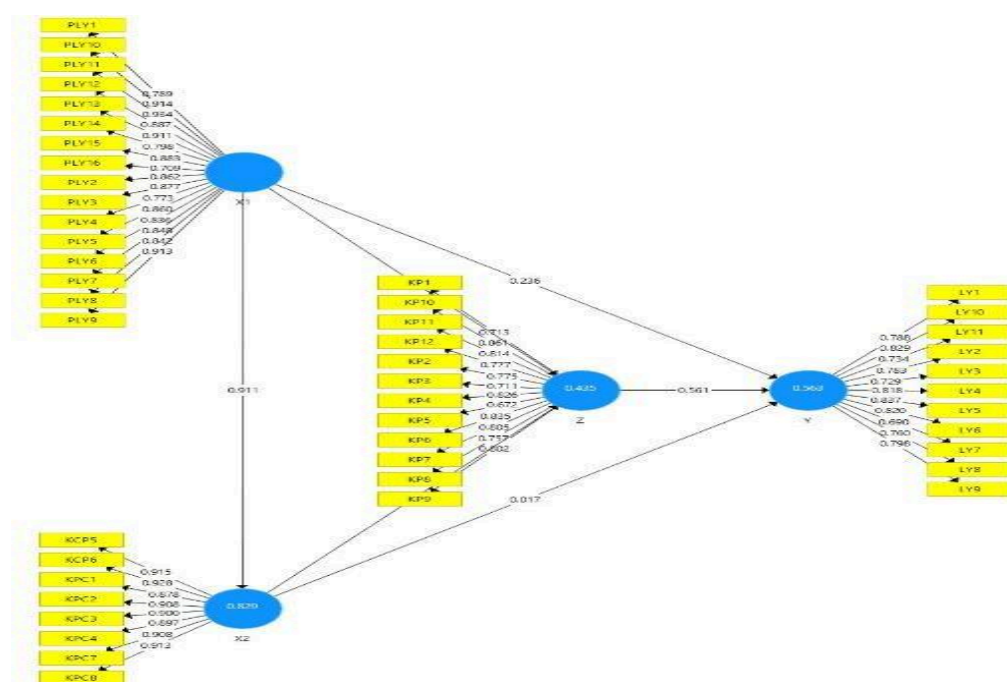


Figure 1. Path Coefficients

4. RESULTS AND DISCUSSION

4.1 RESULTS

Presentation of results must be clear and concise. The results must summarize (scientific) findings instead of providing data in great detail the citation must be in APA format, for example: (Ahmadjayadi, 2003). Please highlight the difference between your results or findings and previous publications by other researchers. Tables and figures are presented centrally, as shown below and quoted in the manuscript.

Equations should be placed at the center of the line and provided consecutively with equation numbers in parentheses flushed to the right margin, as in (1). The use of Microsoft Equation Editor or MathType is preferred.

$$E_v - E = \frac{h}{2.m} (k_x^2 + k_y^2) \quad (1)$$

All symbols that have not been mentioned in the equation should be explained in the following text.

4.1.1 Sub section 1

xx

4.1.2 Sub section 2

xx

4.1.3 Sub section 3

xx

4.1.3.1 Sub sub section 3

yyy

4.2 DISCUSSION

The discussion must explore the importance of the results of research or writing, not repeat them. The Joint Results and Discussion sections are often appropriate. Avoid quotations and discussion of widely published literature.

5. CONCLUSION

This section is written in 1 paragraph about conclusions and suggestions that answer questions and formulate problems concisely and clearly. Because without a clear cover description, reviewers and readers will find it difficult to rate your article. Don't repeat the abstract, or just explain the results of the study. Give a clear explanation of possible applications and / or suggestions related to research findings.

6. LIMITATION AND IMPLICATION

In explaining the limitations of the study, keep in mind that the selection of samples and variables is critical to illustrating the relevance of the study results. Limitations in the generalizability of the results suggest that evaluation of whether the selected sample truly demonstrates the diversity of the population as a whole is critical. In addition, research methods also have limitations, such as data collection techniques. Weaknesses or time constraints may affect the research design. Equally important, acknowledging resource limitations, such as funding or time, provides an understanding of relevant aspects of the research. By honestly mentioning this, the reader better understands the difficulties the study faced and comprehends the complexity of the results.

This research adds to the existing field of knowledge, not just data. If we talk about the implications of the results, we have to pay attention to whether the findings support or even challenge existing theories in the field of research. However, this research has benefits beyond academia. Its useful findings go into everyday life and enable applications that can have a direct impact on society or related fields. In addition, providing suggestions for additional research can be a wise way to better

understand this topic, utilize what is already known, and encourage further thought and research. Therefore, this research not only concludes but also paves the way for more in-depth scientific studies.

ACKNOWLEDGEMENT

Write those who assist in research, especially funding your research supporters. Include individuals who have assisted you in your studies: Advisers, financial backers, or perhaps other supporters, namely Pro-readers, Typists, and Suppliers who may have provided material.

REFERENCES (Using format APA. example:)

All references in the text of the article should be written in the References section. Reference should contain reference libraries derived from primary sources (journals). Scientific Journal of a minimum of 80% of the total bibliography) published last 10 years. Each article contains at least 25 (twenty five) reference was referenced. The format of writing used in the journal Scientific Management & Business is in accordance with the format APA 6th Edition (American Psychological Association).

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Conflict of Interest Statement: The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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