Article Title (center, size 16, bold, space 1.5)

\*Contributors A1, Contributors B2, etc (center, size 14, space 1.15)

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| **Abstract**: Abstract must consist of 175 - 250 words, in one paragraph without reference, without abbreviations/acronyms, and without footnotes. Abstracts are not written in the form of mathematics, questions, and conjectures. The abstract summarizes objectives, methods, results, and conclusions. (justify, size 10, italic, space 1) |  | **Keyword:**Keyword One;Keyword Two;etc. |
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INTRODUCTION (center, size 14, bold spasi 1,5)

The introduction section provides a succinct and concise background to your study as well as a gap analysis. Endeavor to present your introduction in an argumentative and concrete form to clearly demonstrate why this research/study needs to be done. In addition, this section of your paper must demonstrate the novelty or uniqueness of your study when compared to previous studies within the your scientific domain. (justify, size 12, space 1.5 add space after paragraph)

From a technical writing stand point, CHAPTER HEADINGS must be written in “capital” letters without numbering them as presented in this template. All paragraphs must be formatted using the ‘Justify’ format. Please do not use ‘tabs’ for the first line of the paragraph, all lines in all paragraphs should be justified. Any direct quotes at the beginning or ending of a sentence must use a *bodynote* in the format of the *American Psychological Association (APA) 6th edition*, for example:

Alshanty & Emeagwali (2019) stated that “….Innovativeness is the development of novel, unique and valuable products or services by a firm, It’s also a firm’s openness to embracing new challenges”(p. 172) while demonstrating that market intelligence forstered through market sensing is paramount…

“Performance assessment is a very important and relevant means of directing employee behavior. It is expedient that managers consciously and include performance criteria to the knowledge process” (Al-Tal & Emeagwali, 2019, p. 8).

**Note to authors**: Manuscript length should be between 3,000 – 7,000 words (not including references). Each paragraph should be concise and have anywhere between 3 – 6 meaningful sentences- this means that authors must pay close attention to the article’s length. Each manuscript will be checked for originality using ***Crossref Similarity Check Powered by iThenticate*** to ensure the absence of plagiarism, and a ***Generative AI Originality Checker***, to guard aginst machine generated articles. The similarity of the manuscripts must not exceed 20%. Authors are required to send a statement that the article has never been published.

The published article is the result of evaluation and acceptance of the manuscript through a *double-blind review system*. The editorial team accepts manuscripts in the form of research results, theoretical studies, theoretical applications, conceptual ideas, and book reviews relevant to the Multidisciplinary of Social Sciences. In addition, the Editor processes manuscripts that have never been published before.

Manuscripts must be typed in *Microsoft Office Word* format, using **Times New Roman** font size 12pt, spacing 1.15, add space after paragraph on A4 portrait paper format. Format the paper 2.5 cm each (left-top-right-bottom).

At the end of the paragraph of the **INTRODUCTION CHAPTER**, the author must insert the study’s objectives, intended contributions and formulate the problems and research questions to be answered (where necessary) in the **RESULTS AND DISCUSSION CHAPTER**.

METHOD

The research method used must be written following scientific principles. Literature reviews articles/desk studies may have methodologies that consist of:

1. Types and approaches of research and design;

2. Types and sources of research data;

3. The technique of collecting research data; and

4. Data analysis technique.

While field study/case study/quantitative may have methodologies that consist of:

1. Types and approaches of research and design;

2. Research location;

3. Informants/population and samples;

4. Techniques for determining informants/populations;

5. Types and sources of research data;

6. The technique of collecting research data; measurement instruments

7. Data analysis technique.

RESULTS AND DISCUSSION

Results of quantitative research must present statistical or tabulated data. Data collected in tables, graphs, or figures must be accompanied by narrative text and presented in a form that is easy to understand. The narrative text should not be a repeated description of the data that has been presented in tables, graphs, or figures. An example of a table is presented below:

Table 1. Example Table (left, size 12, bold spasi 1,15)

|  |  |  |
| --- | --- | --- |
| **Interval** | **Level -----** | **Experiment Group** |
| **Pretest** | **Postest** |
| **Frequency** | **Percentage (%)** | **Frequency** | **Percentage (%)** |
| 120 – 150 | Very High | 4 | 13.33 | 0 | 0.00 |
| 90 – 119 | High | 26 | 86.67 | 7 | 23.33 |
| 60 – 89 | Low | 0 | 0.00 | 23 | 76.67 |
| 30 – 59 | Very Low | 0 | 0.00 | 0 | 0.00 |
| **Total** | **30** | **100.00** | **30** | **100.00** |

Source: (contents of the table: size 10, space 1)

(enter, size 10, space 1)

In contrast, results of qualitative research should emphasize the arguments from the analysis and interpretation of the authors.

The discussion is presented logically based on the research results, GAP analysis, scientific development and clear findings. In addition, the results are interpreted based on theory and follow the research method pre-determined.

The discussion section must answer the problems and research objectives, briefly describe them and interpret the research results. In addition, it must be critical, comparative, creative and must contain references to comparative results and discussions from previous research.

The discussion can be divided into sections and sub-sections, using both letters and numbers. Only the initial letters in each word should be capitalized. This manuscript template uses levels of sections and sub-sections that include the following:

**A. First Section (lift, size 12, bold, space 1.15, add space after paragraph)**

Fill in the first section, left-aligned to the paragraph equivalent to the beginning of the section title (tab 0.75 cm)

**1. First Sub-section (lift, size 12, bold, space 1.15)**

Fill in the first sub-section, left-aligned to the paragraph equivalent to the beginning of the sub-section title (tab 1.5 cm)

**2. Second Sub-section**

Fill in the second sub-section.

**B. Second Section**

Fill in the second section.

**1. First Sub-section**

Fill in the first sub-section.

**2. Second Sub-section**

Fill in the second sub-section.

**Etc.**

CONCLUSIONS AND RECOMMENDATIONS

Conclusions must not be repeated descriptions of the analysis and discussion but brief holistic descriptions of the study in the form of whole sentences. Conclusions present and answer research questions and problems. The conclusion pays attention to the ‘consistent triangle’, among the problem - the objectives - the conclusion, in an effort to check and recheck consistency. Suggestions must contain academic recommendations, concrete follow-up, or policy implications of the conclusions reached.

REFERENCES

Authors must include at least 15 references with a maximum publication time of the past ten years Ensure that at least 30% of your references are from 5 years ago. As for the proportion of reference source, at least 70% must come from journal articles (with an ISSN), and 30% from other reference sources. Don’t use unverified sources such as blogs and Wikipedia. The reference must be written according to the *American Psychological Association (APA) 6th* edition. All sources listed in the manuscript must be included in the references, and sorted alphabetically. The references example is as follows:

Alshanty, A. M., & Emeagwali, O. L (2019). Market-sensing capability, knowledge creation and innovation: The moderating role of entrepreneurial-orientation. *Journal of Innovation & Knowledge*. 4(3), 171-178. doi: 10.101/j.jik.2019.02.002

Al-Tal, M. J. Y., & Emeagwali, O.L. (2019). Knowledge-based HR Practices and Innovation in SMEs. *Organizacija.* 52(1), 6 -21. doi: 10.278/orga-2019-0002