**TITLE OF THE PAPER**

First Author's Full Name¹, Second Author's Full Name², Third Author's Full Name³

¹Institute, Department, Address, City, Country
²Institute, Department, Address, City, Country
³Institute, Department, Address, City, Country

*First author´s email*

*Second author´s email,*

*Third author´s email.*

ORCID ID of Corresponding Author <https://orcid.org/0000-0000-0000-0000>

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**Abstract**

The abstract should summarize the contents of the paper and should contain at least 200 and at most 300 words. It should (as the whole paper) be set in 12-point font size with Times New Roman, justified.

**Keywords:** The paper must have at least three keywords.

**1. Introduction**

Why the topic is of interest to researchers, students, and practitioners. Gap, objectives and contribution. Outline of paper and topics to be discussed here in this section.

**2. Literature Review**

This may include multiple sub-sections depending on the topic’s comprehensiveness. This would include historical literature and practices or theories.

**2.1 Current concerns/Dimensions**

This would be topics and issues of the most current concern that are important to practitioners and researchers that have many gaps in investigation. The heading of this section can be changed according to the paper objectives.

**2.2 Emergent Concerns, Outstanding Research, and Future Directions**

This section will speak to some directions for discussion and development of the topic especially from scientific, theoretical, and/or research investigation perspective. The heading of this section can be changed according to the paper objectives.

**3. Study design / Methodology**

This section will reflect the paper method, type, data collection etc. This may include multiple sub-sections depending on the topic’s comprehensiveness.

**4. Findings / Analysis**

This may include multiple sub-sections depending on the topic’s comprehensiveness. Explain the results here.

**5. Discussion**

Brief discussion of the results.

**7. Conclusions / Practical / Managerial / Academic implications Limitations / Future Directions**

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**Acknowledgements**

If any, should be placed here.

**References**

American Psychological Association (APA) style referencing should be used throughout the manuscript (for both in-text and end references). Follow the link to see the APA referencing: <https://www.mendeley.com/guides/apa-citation-guide/>

**Appendix**

If any, the appendix should appear directly after the references without numbering, and not on a new page.

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