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ABSTRACT (Capital, 12pt Times New Roman, centered)
This is a sample of the format of your paper. A minimum of 10 A4-sized pages (21 x 29 cm) pages with top and bottom margins of 2 cm margins. Use single space. Use 12 pt size Times New Roman throughout the paper. Texts are left justified. Abstract should be 200 to 500 words.

Keywords: Write your Key-Words (max 5) (Capitalize each word, except conjunction; in/on/of/at..)

1. INTRODUCTION (14pt Times New Roman)
Body of the text should be in 12 pt Times New Roman. Single spacing, 2cm margins and left justified

Full Papers: 4000 to 5000 words (not more than 12 pages)

2. LITERATURE REVIEW (14pt Times New Roman)
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3. METHODOLOGY (14pt Times New Roman)
Body of the text should be in 12 pt Times New Roman. Mathematical Equations must be numbered as follows: (1), (2), …, (n) and not (1.1), (1.2),…, (2.1), (2.2),…depending on your various Sections. Texts are left justified

3.1 Subsection (12pt Times New Roman)
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4. EMPIRICAL RESULTS(14pt Times New Roman)
Body of the text should be in 12 pt Times New Roman. Figures and Tables should be numbered as follows: FIGURE 1:, FIGURE 2: … etc TABLE 1:, TABLE 2:,…..etc. Texts are left justified
Table 1: Descriptive Analysis of Supervision Arrangements Factor

<table>
<thead>
<tr>
<th>Items</th>
<th>Mean</th>
<th>Standard Deviation</th>
<th>Slightly agree (%)</th>
<th>Strongly agree (%)</th>
<th>Total Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wise and knowledgeable</td>
<td>4.11</td>
<td>.899</td>
<td>40.3</td>
<td>38.1</td>
<td>78.4</td>
</tr>
<tr>
<td>Frequently consult</td>
<td>4.04</td>
<td>.896</td>
<td>42.4</td>
<td>33.8</td>
<td>76.2</td>
</tr>
<tr>
<td>Helpful in guiding</td>
<td>4.02</td>
<td>.943</td>
<td>41.7</td>
<td>33.8</td>
<td>75.5</td>
</tr>
<tr>
<td>Very committed</td>
<td>4.00</td>
<td>.989</td>
<td>38.1</td>
<td>35.3</td>
<td>73.4</td>
</tr>
</tbody>
</table>

Notes:

Figure 1. Confidence interval construction of threshold

(Leave two spaces here)

5. CONCLUSION (14pt Times New Roman)

Please, follow our instructions faithfully, otherwise you have to resubmit your full paper. Texts are left justified.

References:

Use 12 pt size Times New Roman, APA Style for all book, journal, proceeding, etc citation.

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Indirect Quotation with Author as Part of the Narrative
LaRue (2007) identified intellectual freedom and patron confidentiality as two key values held historically by libraries.

Direct Quotation with Parenthetical Citation
Darwin used the metaphor of the tree of life "to express the other form of interconnectedness–genealogical rather than ecological" (Gould & Brown, 1991, p. 14).

Direct Quotation with Author as Part of the Narrative
Gould and Brown (1991) explained that Darwin used the metaphor of the tree of life "to express the other form of interconnectedness– genealogical rather than ecological"(p. 14).
CITING SECONDARY SOURCES -- When citing in the text a work discussed in a secondary source, give both the primary and the secondary sources. In the example below, the study by Seidenberg and McClelland was mentioned in an article by Coltheart, Curtis, Atkins, & Haller.

Seidenberg and McClelland’s study (as cited in Coltheart, Curtis, Atkins, & Haller, 1993) provided a glimpse into the world

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