Title of Your Paper may be up to three lines (Cambria, 18, Bold)

First Author (Cambria, 14)

Affiliation, Address, City and Postcode, Country, Email, ORCID (Cambira, 12)

Second Author (Cambria, 14)

Affiliation, Address, City and Postcode, Country, Email, ORCID (Cambria, 12)

# Abstract

Text (Cambria, 12) – minimum 150 words, no more than 250 words. The following points should always be featured: Purpose: This is where you explain ‘why’ you undertook this study. If you are presenting new or novel research, explain the problem that you have solved. If you are building upon previous research, briefly explain why you felt it was important to do so. This is your opportunity to let readers know why you chose to study this topic or problem and its relevance. Let them know what your key argument or main finding is. Study design/methodology/approach: This is ‘how’ you did it. Let readers know exactly what you did to reach your results. For example, did you undertake interviews? Did you carry out an experiment in the lab? What tools, methods, protocols or datasets did you use? Findings: Here you can explain ‘what’ you found during your study, whether it answers the problem you set out to explore, and whether your hypothesis was confirmed. You need to be very clear and direct and give exact figures, rather than generalise. It’s important not to exaggerate or create an expectation that your paper won’t fulfil. Originality/value: This is your opportunity to make a clear and succinct case for the value of your results. It’s a good idea to ask colleagues whether your analysis is balanced and fair and again, it’s important not to exaggerate. You can also reflect on what future research steps could be.

Keywords: key word; key word (Cambria, 12, Italics) – no more than 5 key words; separated by semicolons

JEL classification: (Cambria, 12, Italics) (<https://www.aeaweb.org/jel/guide/jel.php>)

# 1. Heading 1 (Arial, 12, Bold)

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## *1.1 Subheading 2* (Arial, 12, Bold, Italics;)

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# 2. Heading 1 (Arial, 12, Bold;)

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This is how to prepare tables and figures (see examples). Use the following table format (Cambria, 10; margins 6 - before and after; the first line in bold; main horizontal lines only). Do not use colour and low-quality figures. All tables and figures must be referred in the text.

Table 1: Title (Cambira, 12; Bold;)

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| Text | Text | Text | Text |
| Text | Text | Text |
| Item 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| Item 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| Item 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

Source: Text (Cambria, 12)

Figure 1: Title (Cambira, 12; Bold; Center Aligned)

Source: Text (Cambria, 12)

**Acknowledgment (12, Bold;)**

Insert acknowledgment for grants etc. here – before references.

## References

* Alavi, M. and Leidner, D.E. (2001) “Review: Knowledge Management and Knowledge Management Systems: Conceptual Foundations and Research Issues,” *Management Information Systems Quarterly*, 25(1), p. 107. Available at: https://doi.org/10.2307/3250961.
* Milenkovic, A., Otto, C.A. and Jovanov, E. (2006) “Wireless sensor networks for personal health monitoring: Issues and an implementation,” *Computer Communications*, 29(13–14), pp. 2521–2533. Available at: <https://doi.org/10.1016/j.comcom.2006.02.011>.
* Delpo, A. and Guerin, L. (2021) *Dealing With Problem Employees: How to Manage Performance & Personal Issues in the Workplace*. Nolo.
* Peterdy, K. (2023) “Ansoff Matrix,” *Corporate Finance Institute* [Preprint]. Available at: https://corporatefinanceinstitute.com/resources/management/ansoff-matrix/.

## How to cite

Use the Harvard Reference Style for in-text references. We reccomend use [Scribbr Harvard Referencing Generator](https://www.scribbr.co.uk/referencing/generator/harvard/). There are many versions of Harvard referencing style. Our guidance reflects the rules laid out in Cite Them Right: The Essential Referencing Guide (12th edition).

Reference list is at the end of your work. References are listed in **alphabetical order**. Only the references cited in your work are included. Examples how to cite:

* Caulfield, J. (2022) What is a pronoun? | Definition, types & examples. Available at: https://www.scribbr.co.uk/nouns/using-pronouns/ (Accessed: 27 October 2022).
* Coast, D. (2016) ‘Rumor and “common fame”: The impeachment of the Duke of Buckingham and public opinion in early Stuart England’, Journal of British Studies, 55(2), pp. 241–267. Available at: <https://doi.org/10.1017/jbr.2016.2>..
* Tartt, D. (1992) The secret history. New York: Alfred A. Knopf.

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