Your Paper's Title (Capitalized APA Style)

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https://doi.org/DoiWillBeHerePleaseDoNotChange

**Abstract –** Please provide an abstract here summarizing your paper. Your abstract should be approx. 150-200 words and must not contain any non-standard characters, formulas, graphics or references but just simply text. Your abstract should contain the following information (in this order): Background, aim, method and data, results, implications. Each information should be just one or sentences.

**Keywords –** Please provide up to six keywords, comma-separated & capitalized

*Submitted: 2024-12-31. Revised: 2024-12-31. Accepted: 2024-12-31.*

1. Headline
	1. Using Styles

Please make sure to format your text and headlines using the Styles provided by the IJARBM template. The styles are named XX\_Stylename, e.g. 00\_Title (for your paper’s title) or 06\_H1 (for headlines of main sections) or 08\_Text (for the text of your paper).

Please note that there’s no headline for the third level (so 1.1.1). Instead, use 08\_Text style and with bolded text as a headline.

* 1. Numbering Headlines

Do not enter manual numbers to your headlines. The styles for main-section and sub-section headlines will add numbering automatically.

* 1. Adding Captions

All tables, figures and formulas need captions. Use the Word feature under *References* 🡪 *Add caption* to add captions to tables, figures and formulas.

* 1. Structuring Your Paper

Note that there’s a standard to structure a paper regarding the titles of the main sections: Introduction, Literature Review, Methods and Data, Results, Discussion, Conclusion.

* 1. Information on Main Sections

**Introduction**

This section needs to answer two questions:

1. What is the background of your study?
2. What is the aim of your study?

**Literature Review**

This section must provide a literature review for your topic. If your paper is an empirical work, use the literature review to postulate hypotheses.

Further instructions:

* Make sure to include recent references.
* You’re welcome to include a maximum of two or three references from the IJARBM if appropriate.
* If your paper is a systematic review, this literature review section is not needed.

**Methods and Data**

Make sure to provide information on the data you’ll use for your analysis. Provide details on how you’ve gathered the data.

If your paper is based on a questionnaire, use this section to explain the concept of your questionnaire. Make sure that your questionnaire uses questions / items based on existing literature.

If your paper is a systematic (literature) review, use this process to describe your process of finding and evaluating the literature. Which keywords did you use to search for papers? Which search engines did you use? Are there any filters you applied on these results? How did you decide which papers to include or to exclude?

Regarding the methods you use, give a short overview. For example, if you use a linear regression, name the method, name the estimators etc. However, providing a lecture on the statistical background of a method normally is not necessary.

**Results**

Present your results. Use tables and figures to increase readability. Make sure to be short and precise. For example, if you run a t-test, simply report the results based on the short form as suggested by APA.

Examples from the internet how to shortly report t-test results, look like this:

* Coffee drinkers spent more time awake (M = 17.8, SD = 1.4) than the population norm, t(28) = 2.6, p < .05.
* There was a significant increase in the volume of alcohol consumed in the week after the end of semester (M = 8.7, SD = 3.1) compared to the week before the end of semester (M = 3.2, SD = 1.5), t(52) = 4.8, p < .001.

If your paper is a systematic literature review, please do not just provide a narrative summary per paper you’ve analyzed. Instead, use tables and figures to summarize the findings.

**Discussion**

This section is way more important than some people think. Besides the limitations of your work, this section must contain information on how your results fit into the existing research (…as reviewed in the literature review…): Which results correspond to the existing research? Which results are different from the existing research and are therefore surprising; what could be reasons why your results are different from the existing research?

**Conclusion**

Use this section to summarize your paper as a whole and to provide an outlook: What could be further research questions?

Furthermore, as the IJARBM is focusing on applied research, use this section to provide a list with two or three practical implications of your work: What can companies / organizations learn from your research for their practice?

* 1. Examples for Styling

Text

Please do not use any formatting in tables.

Table 1: Sample table with caption

|  |  |  |
| --- | --- | --- |
| **Column 1** | **Column 2** | **Column 3** |
| Row 1 | Text A | 157 |
| Row 2 | Text B | 15.7 |
| Row 3 | Text C | .157 |

Unordered list:

* Item
* Item
* Item

Ordered list:

1. Item
2. Item
3. Item

Formula 1: This formula does not make sense

$$\lim\_{n\to \infty }\left(1+\frac{1}{n}\right)^{n}≡\frac{-b\pm \sqrt{b^{2}-4ac}}{2a}$$

1. Authors

**Author 1** with a short bio text with approx. 50 words.

**Author 2** with a short bio text with approx. 50 words.

1. References

References must be formatted according to APA7 standard. Provide DOIs if available. Use tools like Zotero or Citavi to format your references easily.

Arnott, G. D. (2017). The disability support worker (2nd ed.). Cengage Learning.

Branch, S., Ramsay, S., & Barker, M. (2008). The bullied boss: A conceptual exploration of upwards bullying. In A. Glendon, B. M. Thompson & B. Myors (Eds.), Advances in organisational psychology (pp. 93-112). Retrieved from <http://www.informit.com.au/humanities.html>

Brown, C. (2018). Creating better learners through learning science: A sample of methods. Journal of Library Administration, 58(4), 375-381. <https://doi.org/10.1080/01930826.2018.1448652>

Ramsey, J. K., & McGrew, W. C. (2005). Object play in great apes: Studies in nature and captivity. In A. D. Pellegrini & P. K. Smith (Eds.), The nature of play: Great apes and humans (pp. 89-112). New York, NY: Guilford Press.

Ruxton, C. (2016). Tea: Hydration and other health benefits. Primary Health Care, 26(8), 34-42. <https://doi.org/10.7748/phc.2016.e1162>

Tranquilli, A. L., Lorenzi, S., Buscicchio, G., Di Tommaso, M., Mazzanti, L. & Emanuelli, M. (2014). Female fetuses are more reactive when mother eats chocolate. The Journal of Maternal-Fetal & Neonatal Medicine, 27(1), 72-74. <https://doi.org/10.3109/14767058.2013.804053>