



GUIDELINES FOR SUBMITTING MANUSCRIPT

GENERAL GUIDELINES

Referencing Style	APA 6
All Headings	Times New Roman, Bold and Font size 12
Page Margins	Normal (2.54 cm, top & bottom and 3.17 cm, left & right).
Font Size and Type	12-pt. Times New Roman.
Line Spacing:	1 line spacing throughout the paper, including the title page, abstract, body of the document, references, appendixes, footnotes, tables, and figures.
Alignment	Justified
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GUIDELINES FOR ABSTRACT SUBMISSION

Please submit the study abstract according to the format provided below.

Conference Title	Times New Roman, Font size 12
Study Title	Times New Roman, Font size 12, Capitalize each word.
Author 1	Last Name, First Name, Middle Name. Affiliation. Email
Author 2	Last Name, First Name, Middle Name. Affiliation. Email.
Author X	Last Name, First Name, Middle Name. Affiliation. Email.
Presenter	Author Name
Correspondence	Author Name
Abstract body	Times New Roman, Font size 12, Justify margins, Line Spacing 1, Maximum <u>300 words</u> .
Keywords	Three to five keywords
Referencing Style:	APA 6



EXAMPLE OF ABSTRACT SUBMISSION

Conference Title: International Conference on Innovation Trends in Multidisciplinary Academic Research (ITMAR 20-21 October 2014). ITMAR © 2014 Global Illuminators, Kuala Lumpur, Malaysia.

Study Title: Size of Economy, Cost of Transport and their Impact on Trade in GCC Countries

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ABSTRACT

This paper addresses the intra-regional trade of the countries of the Gulf Cooperation Council (GCC), namely, the United Arab Emirates, Bahrain, Saudi Arabia, Oman, Qatar and Kuwait. We have found that the intra-regional trade is still at a modest level, where the trade intensity index showed negative signals except the UAE, and Saudi Arabia. In addition, the study used a basic gravity model, and added six foreign countries – Malaysia, Turkey, Iran, the UK, Australia and Brazil.

Keywords: GCC, GDP, Trade, Gravity model.

GUIDELINES FOR FULL PAPER SUBMISSION

Abstract	Follow the guideline as aforesaid
Main Heading	Times New Roman, Bold, Font size 12 and Upper Case
Second Heading	Indented 1.27cm left, Times New Roman, Bold, Font size 12 and Capitalize Each Word
Third Heading	Indented 2.54cm left. Times New Roman, Bold, Font size 12 and Capitalize Each Word
Table*	In the Center of the page
Table Layout	Auto Fit Window
Table Caption	Above the Table
Figure*	In the center of the Page
Figure Caption	Above the figure
* Above and below the inserted figure and table, one line free space	



EXAMPLE OF FULL SUBMISSION

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ABSTRACT

Job involvement is one of the most successful HR practice used for enhancing employee efficiency and performance. This paper tried to investigate the relationship between job involvement and its outcomes including job satisfaction and employee job performance.

Keywords: GCC, GDP, Trade, Gravity model.

1. INTRODUCTION

There is a considerable amount of research done on job involvement. Most of this research has been done in Western cultures.

Previous research did not found positive impact of job involvement on performance of individual employee. (Brown & Leigh, 1996; Imam, Raza, Shah, & Raza, 2013; Lawler & Hall, 1970; Mathieu & Farr, 1991; Vroom, 1962).

Objective of the Study

The current study aimed at investigating the relationship between job involvement and other important outcomes.

2. LITERATURE REVIEW

Employee Job Satisfaction

Last two decades (Matzler & Renzl, 2007) employee satisfaction remains focused and critical area for researchers. Different researchers define job satisfaction with different angles but ultimate idea of satisfaction remained same.

Seminal Work on Employee Job Satisfaction

First inclusive and complete review of research between job satisfaction and employee performance was carried out by Brayfield and Crockett (1955).

Employee Job Performance

Job performance is one of major outcomes, which are studied by organizational behavior and industrial/occupational psychology research. In- role job performance is measure of activities that are included in formal duties of one's job (Borman & Motowidlo, 1997).

3. RESEARCH MODEL

Below is the research model of the study. Employee job involvement is positively related to employee job performance. Employee job involvement is positively related to employee job satisfaction



Figure 1: Research Model

4. DATA ANALYSIS

Mean of job involvement was found to be 3.36 (Standard Deviation=.66) and mean for job satisfaction is 3.62(S.D = .62) and for job performance is 3.78 (S. D = .65). Descriptive Statistics can be seen in the table 1 below.

Table 1. Descriptive Statistics

S.No.	Variables	N	Minimum	Maximum	Mean	S.D
1	Age	211	20	72	30.37	7.27
2	Gender	211	1	2	1.12	0.32

The relationship between job involvement and job satisfaction found positive ($r = .49, p < .01$). This result proved hypothesis true that job involvement is positively related to job satisfaction.

5. DISCUSSION

On the basis of it was found that hypothesis developed in this research study got significant support. Out of three hypothesis two were supported excluding the hypothesis concerning job involvement and job performance.

6. CONCLUSION

This can be said that respondents usually prefer to provide acceptable responses due to social pressure.

7. REFERENCES

- Agho, A. O., Price, J. L., & Mueller, C. W. (1992). Discriminant Validity of Measures of Job Satisfaction, Positive Affectivity and Negative Affectivity. *Journal of Occupational and Organizational Psychology*, 65(3), 185-195.
- Bass, B. M., & Ryterband, E. C. (1965). *Organizational Psychology*: Allyn and Bacon Boston.