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| RESEARCH ARTICLE / ARAŞTIRMA MAKALESİ |

***ENGLISH* TİTLE TITLE TITLE TITLE TITLE TITLE TITLE TITLE TITLE**

**Name SURNAME[[1]](#footnote-1)**

**Abstract**

The short abstract should be regarded as a condensed version of the manuscript.  
It must briefly summarize each of the main sections of the article, including Introduction, Materials and Methods, Results, and Discussion. Accordingly, the abstract should:

* Clearly state the scope and objectives of the study,
* Describe the methodology employed,
* Summarize the key findings, and
* Present the main conclusions.

The abstract should be written as a structured single paragraph, fully justified, using 9-point font size and single line spacing, and should be between 100 and 300 words in length.

***Keywords:***

***JEL Codes****:*

**1. INTRODUCTION**

The manuscript must be structured according to the **IMRAD** format. The logic of this structure can be framed as a series of questions:

* **What problem was examined?** → *Introduction*
* **How was the problem investigated?** → *Materials and Methods*
* **What were the findings?** → *Results*
* **What do these findings mean?** → *Discussion*

**Introduction**

The aim of the introduction is to provide sufficient background information to enable the reader to understand and evaluate the study’s findings **without referring to external sources**. It should also clearly explain the **rationale and necessity** of the research.

The introduction must address the following components:

1. **Clearly define the nature and scope** of the research problem.
2. **Review relevant literature** to guide the reader through the context of the study.
3. **Present the research method** concisely and, if necessary, justify the choice of methodology.
4. **State the main findings** of the study.
5. **Highlight the principal conclusions** derived from the results.

**Formatting Guidelines**

* **Font:** Times New Roman, 11 pt
* **Paragraph spacing:** 0 pt before, 6 pt after
* **Special indentation:** None
* **Line spacing:** Multiple, set to 1.15
* **Important:** Do not create blank lines using the "Enter" key between paragraphs.

All in-text citations must adhere to the **APA 7th Edition** referencing style.  
Further information and citation examples can be found in the References section of this document.

**2. CONCEPTUAL FRAMEWORK**

The conceptual framework presents the theoretical foundation and scholarly support of the study. It should explain **which theory or model** the subject is based on, **why** it is selected, and **how** the topic is approached through that theoretical lens. This section must incorporate relevant theories, concepts, and ideas that support or clarify the central argument of the article.

All in-text citations must conform to the **APA 7th Edition** referencing style.  
For more detailed information on APA 7, please refer to the examples provided in the references section.

**2.1. Second-Level Subheading**

In second-level subheadings, **only the first letters of major words should be capitalized**, following the **sentence case** format. **Conjunctions and articles** (e.g., and, or, but, the) must be written entirely in lowercase.

All in-text citations must conform to the **APA 7th Edition** referencing style.  
For detailed information on APA 7, please refer to the examples provided in the references section.

**2.1.1. Third-Level Subheading**

In third-level subheadings, **only the first letters of major words should be capitalized**, in line with **sentence case rules**. **Conjunctions and articles** (e.g., *and, or, but, the*) must be written in lowercase.

All in-text citations must conform to the **APA 7th Edition** referencing style.  
For further details regarding APA 7, please refer to the examples provided in the references section.

**3. LITERATURE REVIEW**

This section should present a summary of the national and international sources identified through the literature review, preferably **in chronological order** (from earlier to more recent studies).  
The literature summary may be provided either **as plain text** or **in table format**, depending on the author’s preference.

**4. RESEARCH**

Under this heading, the **research topic and objective**, the **population and sample**, the **assumptions**, and the **methodology** employed in the study should be clearly explained.

**4.1. Purpose and Significance of the Study**

The purpose of the study must be presented in this section with **sufficient clarity to prevent any possible misinterpretation**, and it should be closely aligned with a well-defined problem statement. The research purpose is expected to answer the questions of **“what?”, “how?”, and “why?”**, thereby contributing to the clear articulation of the problem to be addressed.

The **significance of the study** explains why this particular topic was chosen over others, providing justifications for its selection. It also highlights how the collected data may contribute to solving a specific problem.

**4.2. Population and Sample of the Study**

The **population** refers to the larger group from which the **sample** is drawn and to which the research findings are intended to be generalized. The **sample** is a subset of this population, selected systematically and considered to be representative of it.

The research population should be determined in accordance with the **aim of the study**. In the sampling process, it must be clearly stated **which sampling technique** was employed (e.g., convenience, purposive, quota, snowball, outlier, random, systematic, stratified, or cluster sampling), and **how the sample size** was determined.

### ****4.3. Research Methodology****

This section should specify the **research design** adopted in the study, as well as details on **sampling**, **data collection**, and **data analysis methods**. The chosen methodology must align with the overall purpose of the study.

Furthermore, the **research model** and **hypotheses** developed to test the research objectives should be clearly presented. The results of **reliability tests** and the **research findings** must also be included in this section.

Equations inserted into the text must be written using the **“Equation” tool in Microsoft Word** and should be **center-aligned**.

All in-text citations must comply with the **APA 7th Edition** referencing style.

### ****4.4. Findings and Discussion****

The findings obtained from the research should be presented in this section. Results must be reported in a manner consistent with the research objectives and organized systematically, supported where necessary by **relevant citations, examples, statistical data, tables, and figures**.

References to tables must be made **explicitly in the text** using expressions such as “As shown in Table 1...” or “According to Table 2...”. **Vague expressions** such as “in the table below” or “in the table above” must be **avoided**.

Formatting requirements for tables are shown in **Table 1**.  
Text within tables should be written in **10-point font**, and may be reduced to **7-point font** where necessary.  
**Line spacing should be set to single**, with **no spacing before or after paragraphs**, and **no indentation**.

**Table 1. Titles Should Be Placed Above the Table and Capitalized in Sentence Case**

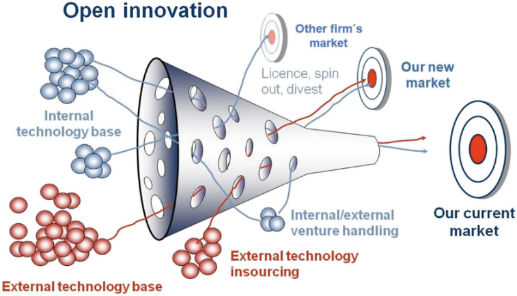
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| Aaaa | 50 | 50,0 |
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| Bbbbb | 94 | 12,9 |
| Bbbbb | 106 | 14,5 |
| Bbbbb | 105 | 14,4 |
| Bbbbb | 91 | 12,5 |
| Bbbbb | 98 | 13,4 |
| Bbbbb | 91 | 12,5 |
| Bbbbb | 24 | 3,3 |
| **Ccccc Cccccc** | Ccccc | 222 | 30,5 |
| Ccccc | 216 | 29,6 |
| Ccccc | 119 | 16,3 |
| Ccccc | 172 | 23,6 |

**Source: To be formatted in accordance with APA 7 guidelines for table citations.**

All tables included in the study must be prepared using **Microsoft Word**. Within the tables, **only the first row** and, when necessary, the **first column** or **specific values that require emphasis** should be written in **bold**. **Numerical values and frequencies** must be **center-aligned**.  
A **comma ( , )** should be used as the **decimal separator**. In decimal numbers where the integer part is zero, the **zero must be explicitly written** (e.g., “0,25” instead of “,25”).

Tables must comply with the **page margins**. To ensure this, the entire table should be selected, right-clicked, and the **“AutoFit to Window”** option should be applied.  
**Vertical (left and right) border lines** must **not** be used in tables.

**Figure 1. Titles should be placed above the figure and capitalized in sentence case**



**Source: To be formatted in accordance with APA 7 guidelines for table citations.**

**CONCLUSION AND DISCUSSION**

Numerical findings should not be repeated in this section. Instead, the main results should be briefly summarized and their similarities and differences with previous studies should be discussed.  
The contribution of the study to the relevant field should be clearly stated.  
Suggestions for future research may be included, if applicable.

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| **Ethical Statement and Author Contributions** | |
| ***Yazat katkı Oranı:***   1. Yazar: 2. Yazar: 3. Yazar: | ***Contribution Rate***   1. Author: 2. Author: 3. Author: |
| ***Çıkar Çatışması:***  Çıkar çatışması beyan edilmemiştir | ***Conflicts of Interest:***  No conflict of interest declared. |
| ***Etik Kurul İzni:***  Etik kurul izni gerektirmemektedir / etik kurul kararı: XX/XX/XXXX tarihli ve 2025/123 nolu | ***Ethics Committee Permission***  This study does not require ethics committee approval.If applicable: Ethics committee approval was obtained (Decision dated XX/XX/XXXX, no. 2025/123). |
| ***Teşekkür*** | ***Acknowledgements*** |

**CITATION RULES**

**In-text citations in APA 7 format should be made in parentheses according to the following rules:**

* **Single-author work:** (Last Name, Year: page) → (Bauman, 2007:)
* **Two-author work:** (Last Name & Last Name, Year:Page) → (Deci & Ryan, 2000: )
* **Work with three or more authors:** (First Author's Last Name et al., Year: Page) → (Kaplan et al., 2009)
* **Direct quotation:** Page number must be specified → (Giddens, 1991: 55)
* **Corporate author:** (OECD, 2023:33)
* **Web source (without author):** Shortened title + year → ("Future of Jobs", 2022)
* **Multiple sources:** (Bauman, 2007:33; Deci & Ryan, 2000:33)
* **Same author, two sources in the same year:** (Yılmaz, 2022a:..; Yılmaz, 2022:..)

**REFERENCES**

At the end of the manuscript—and prior to any appendices—**references must be listed in accordance with APA 7th edition formatting guidelines**. All references should be written in **Times New Roman, 10-point font**, with the following formatting:

* **Paragraph spacing:** 0 pt before, 6 pt after
* **Alignment:** Justified
* **Line spacing:** Multiple, set to 1.15
* **Indentation:** No indent for the first line; **hanging indent of 1 cm** for subsequent lines

It must be ensured that **every reference listed in the references section is cited in the main text**, and that **every in-text citation appears in the reference list**.

Each reference must also include the **DOI number** or **URL link**, where applicable.

Baker, J. S., & Jones, M. A. (1996, Spring). The poison grapevine: How destructive are gossip and rumor in the workplace. Human Resource Development Quarterly, 7(1), 75–88.

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1. Academic Title and Institutional Affiliation, e-mail, ORCID

   metin, yazı tipi, ekran görüntüsü, beyaz içeren bir resim

   Yapay zeka tarafından oluşturulmuş içerik yanlış olabilir. [↑](#footnote-ref-1)