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**ABSTRACT**

All manuscripts must include a maximum of 300 words abstract, along with a total of 4 to 5 keywords in italics one line below the abstract. Avoid References and using the complete statistical results. A concise and factual abstract is required which should briefly state;

**Purpose of the research:** Goal of the study or why the study is being conducted. **Methodology:** Research method applied to interpret. **Findings:** Main results or findings of the study. **Implications:** Major implications of the study. **Originality:** Provenovelty or originality of the study.

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***Keywords****: Employee Engagement, Organisational Culture, Leadership, HR Policies, and Organisational Effectiveness.*

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Manuscript should contain the following section in the given order;

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(4) **Analysis / Discussion:** This section should contain the findings of the research based on the data collected from the field through the use of the data collection tools. The results should be presented in tables, graphs and charts. This is to ensure that the people interested in the findings of the study can easily interpret them.

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(5) **Conclusion:** This is a summary of the research. It should give a summary of the findings of the study based on the actual data, which was collected and which was also analyzed.

(6) **Author Contributions**

(7) **Financial Support**

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##### **Journal Article**

* Cheung, J. M. Y., Bartlett, D. J., Armour, C. L., Laba, T. L., & Saini, B. (2018). To drug or not to drug: A qualitative study of patients’ decision-making processes for managing insomnia. Behavioral Sleep Medicine, 16(1), 1-26. doi:10.1080/15402002.2016.1163702

##### **Webpage with an Author**

* HealthTimes. (2015). The future of aged care nursing in Australia. Retrieved from https://healthtimes.com.au/hub/aged-care/2/news/nc1/the-future-of-aged-care-nursing-in-australia/495/

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* $250m funding boost for malaria vaccine. (2003). Retrieved from https://www.abc.net.au/news/2003-09-22/250m-funding-boost-for-malaria-vaccine/1482220

##### **Newspaper Article**

* Fellner, C. (2019, April 7). Time bomb: Two new cases as NSW faces worst measles outbreak in years. The Sydney Morning Herald. Retrieved from https://www.smh.com.au

##### **Government Publication**

* Australian Institute of Health and Welfare. (2018). Physical activity across the life stages. Canberra, Australia: Author.
* Australian Institute of Health and Welfare. (2018). Physical activity across the life stages.  Retrieved from https://www.aihw.gov.au/reports/physical-activity/physical-activity-across-the-life-stages/contents/table-of-contents

##### **Company and Industry Reports**

* Vuong, B. (2018, November). IBISWorld industry report OD5381. Coffee shops in Australia. Retrieved from IBISWorld database.

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