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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 Contents**

Manuscript should contain the following section in the given order;

(1) **Introduction:** The introduction should contain the background of the study, the research problem, research questions, research objectives, and the significance of the study.

(2) **Literature Review**: The literature review should contain the theoretical framework, which should have various theories, which are relevant to the area of study. It should also have empirical framework and the conceptual framework of the given study.

(3) **Methodology:** The methodology section should contain information concerning the manner in which collection and analysis of data took place. Some of the main aspects of the methodology section include the research design, research population, sample size and sampling technique, data collection methods, instruments for data collection, data analysis and ethical issues when the research is being carried out.

(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.

The discussion section compares the results of the study with previous studies, which have been carried out by the other scholars.

(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**

(8) **Acknowledgements:** The section will mainly contain information concerning the people who helped the researcher during the research process.

(9) **Conflict of Interest**: Authors must acknowledge and declare any sources of funding and potential conflicting interest, such as receiving funds or fees by, or holding stocks and shares in, an organization that may profit or loss through publication of their paper. Declaring a competing interest will not lead to automatic rejection of the paper, but we would like to be made aware of it.

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##### **Book**

[1] De Vaus, D. A. (2014). *Surveys in social research.* Sydney, Australia: Allen & Unwin.

##### **Book Chapter**

[1] McKenzie, H., Boughton, M., Hayes, L., & Forsyth, S. (2008). Explaining the complexities and value of nursing practice and knowledge. In I. Morley & M. Crouch (Eds.), *Knowledge as value: Illumination through critical prisms* (pp. 209-224). Amsterdam, Netherlands: Rodopi.

##### **Journal Article**

[1] 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**

[1] 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/

##### **Webpage with no Author**

[1] $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**

[1] 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**

[1] Australian Institute of Health and Welfare. (2018). *Physical activity across the life stages*. Canberra, Australia: Author.

[2] 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**

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

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