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FOCUS: INTERNATIONAL JOURNAL OF MANAGEMENT

AUTHOR GUIDELINES

GUIDELINES FOR PAPER SUBMISSION

1. **Length:** 4000-5000 (Excluding references)
2. **Margins:** A4, 2.5 cm. or 1 inch throughout (left, right, top, and bottom)
3. **Orientation:** Portrait
4. **Font:** Times New Roman, 12 point
5. **Line spacing:** Single line spacing (for the main text of extended abstract & for key references)
6. **Title Page** - this page should include the:
 - a. Title of the paper: Font- 14, Bold, Center Aligned, (name(s) of author(s), affiliation(s), contact details),
 - b. An Abstract: - 12 Font (limit: 250words),
 - c. **Keywords:** 3-5 (Capitalize each word, to be separated by commas, in italics).
7. **Main Body of Paper** – starts from Page number 2 / second page. Should include the various sections and subsections of the paper. Figures and Tables should be included as part of the manuscript and not at the end.
8. **The format of the paper should be as follows** - Title of the paper in the Title page should be in capital letters, centered, bold, and Times New Roman 14-point font
 1. Titles in the abstract and main body should be left justified, **bold**, Times New Roman 14-point font, and each major word should be capitalized. Two single space lines should precede and one single space should follow a title.
 2. Subtitles in the main body should be left justified, *italic*, Times New Roman 12-point font, and only the first letter of the first word should be capitalized. One space line should precede and follow a sub-title.
 3. Sub sub-titles should be avoided unless absolutely necessary. If they are to be included they should be left justified, *italic*, Times New Roman 12-point font, and only the first letter of the first word should be capitalized.
 4. Titles and subtitles should not be numbered.

5. All **Tables**, **Figures** (charts, diagrams and line drawings) and **Plates** (photographic images) should be included as part of the manuscript. Supply clear captions for all tables, figures and plates.
 - Tables/figures should be no more than a single page each. If the data is too large for a single table, please consider another way of presenting your data.
 - The font to be used in a table/figure is 9pt Times New Roman. There is no bold and italic text included in the final processed tables.
 - Cells in tables and figures should not be colored. In case you need to draw attention to a particular datum then use only a **shade of grey**.
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6. **References:** You should cite publications in the text: (Adams, 2010) using the author's surname or (Adams and Brown, 2011) citing both authors, and (Adams *et al.*, 2010), when there are three or more authors.
 - At the end of the paper a reference list in alphabetical order should be supplied. Below are some examples for referencing books and journals:
 - **For books:** Surname, Initials (year), *Title of Book*, Publisher, Place of publication.
e.g. Harrow, R. (2010), *No Place to Hide*, Simon & Schuster, New York, NY.
 - **For journals:** Surname, Initials (year), "Title of article", *Journal Name*, volume, number, pages. e.g. Capizzi, M.T. and Ferguson, R. (2009), "Loyalty trends for the twenty-first century", *Journal of Consumer Marketing*, Vol. 22 No. 2, pp. 72-80.
 - **For newspapers:** *Newspaper* (year), "Article title", date, pages. e.g. *Daily News* (2008), "Small change", 2 February, p. 7.
 - **For Electronic sources:** If available online, the full URL should be supplied at the end of the reference, as well as a date that the resource was accessed.
Standalone URLs, i.e. without an author or date, should be included either within parentheses within the main text, or preferably set as a note (roman numeral within square brackets within text followed by the full URL address at the end of the paper).
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 - a. Research paper
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 - f. Literature review
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