**GILE Journal of Skills Development**

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**Abstract**

Times New Roman, 12 pt. normal. Spacing: before 0, after 8, line spacing Multiple: 1.1. A single paragraph of a maximum of **250 to 300** words. For research articles, abstracts should give a pertinent overview of the work. We strongly encourage authors to include the following style of structured abstracts, without headings; Background: Place the question addressed in a broad context and highlight the purpose of the study; Methods: Briefly describe the main methods and data analyses; Results: Summarize the article's main findings; Conclusions: Indicate the main conclusions or interpretations; and Implications for the field: management or policy recommendations. The abstract should objectively represent the article; it must not contain results not presented and substantiated in the main text and should not exaggerate the main conclusions.

***Keywords/key phrases*:** min. 3 keywords, max. 6

1. Introduction

The introduction should briefly place the study in a broad context and highlight its importance. It should define the purpose of the work and its significance. The current state of the research field should be reviewed carefully, and key publications cited. Please highlight controversial and diverging hypotheses when necessary. Mention the main aim of the work. As far as possible, please keep the introduction comprehensible to generalist readers and scientists from outside your particular research field.

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1. Section Title (Times New Roman, 13 pt. bold. Spacing: before 6, after 8, line spacing Single)

All headings need to be numbered; use maximum three levels of headings, e.g., 1., 1.1., 1.1.1. Note that if a 1.1 is used, there must be at least a 1.2.The body of the text should be divided into meaningful main sections with individual headings to disclose the essence of the section. The sections can be subdivided into sub-sections.

* 1. Section Subtitle (Times New Roman, 12 pt. bold. Spacing: before 0, after 12, line spacing: single)

The body of the text should provide a concise and precise description of the **methods, results, as well as their interpretation**. The results and the findings should be discussed in the broadest context possible. Future research directions and **practical/policy implications** should also be highlighted.

Please note that important words can be emphasised by **using bold** (not underlining).

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Table . table caption

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Figure . Figure caption

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2.3.1. Chapter sub-sub title (Times New Roman, Font size: 12pt. Italicised)

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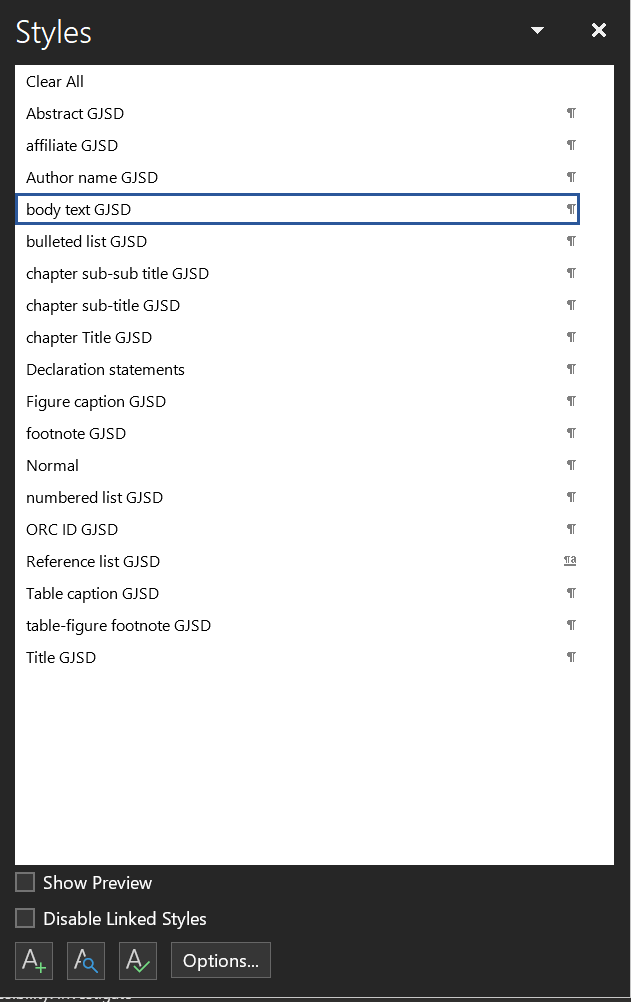
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**Please refer to Figure 2.** for the specific styles used in GJSD. These styles include the formatting for author names, body text, figure captions, and more. **It is important to adhere to these styles when formatting your paper**. Please make sure to follow all provided formatting instructions carefully.

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Every paper should contain a Conclusionschapter, a brief summary of the study’s main aim, results **and practical implications** to recontextualise the research for the reader.

The **implication section** can include a paragraph or two that asserts the **practical or managerial** implications and links it to the study findings. Practical implications are potential values of the study with practical outcomes or how **practitioners** or **policymakers** can benefit from your results. Always explain **how your findings can help them** and the broad impact on the relevant industries or on society.

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References

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*Example*:

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* Parenthetical citations: (Aron et al., 2019; Dillard, 2020; Thestrup, 2010)
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Declaration Statements

**Conflict of Interest**

The author reports no conflict of interest.

**Funding**

The author received no financial support for this article's research, authorship, and/or publication.

**Ethics Statement**

No dataset is associated with this article.

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