**PAPER TITLE [Cambria, 12 pt, UPPERCASE, bold, Center]**

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***Abstract.*** *[Cambria, 10 pt, italics, Justify] The Abstract should be structured as follows: a) a brief introduction of the topic of the paper, b) a presentation of the state of the art on the topic, as reflected by the scientific literature, c) a description of the research design and methodology, d) a concise presentation of the most significant findings, e) an ending phrase that would underline the contribution brought by the present research to the field. The Abstract should have 250-300 words. The authors are not allowed to use abbreviations and citations in the Abstract.*

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***Keywords:*** *[Cambria, 10 pt, italics, Justify] keyword 1; keyword 2; keyword 3; keyword 4; keyword 5. Please provide 5-7 keywords that closely reflect the content of the paper. List them in alphabetical order.*

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**Introduction** [**Cambria, 10 pt, bold, Justify**]

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This section introduces the reader in the topic of the paper. It must highlight the relevance of the chosen research subject and reveal the approach of the author.

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Papers must have between 4,000 and 5,000 words in length, including the abstract, figures, references and appendices. Before submitting your paper, please ensure that it does not contain typographical errors or grammatical errors. If English is not your first language, please have your paper proofread by a native English speaker. Note that the paper can be rejected based on language issues.

The main body of the text should be written with the font Cambria, 10 point, single-spaced and justified. Use normal capitalization in the text and *italics* to highlight certain aspects. All headings should use initial capitals only, excepting for use of Acronyms. Do not use multiple columns. Do not include bullet lists or numbered lists. Do not use more than two levels of headings (headings and subheadings) and do not number them.

Please keep the page size as it is in the current template. Please do not insert other headers, footers or page numbers, do not use paragraph indents or tags. Do not refer to page numbers in your text, as these will be changed.

**Literature review**

In this section, the author provides the theoretical background, explaining what the state of the art in the field is. Significant and recent sources must be cited, and working definitions of the main concepts used in the paper shall be advanced. The literature review helps the author reveal the research gap and advance a new perspective or model.

**Methodology**

This section introduces the research method used by the author. The author needs to state what were the research objectives and hypotheses, what research instruments they used, who were the respondents or what was the corpus that they studied, and argue why they chose those respondents or that corpus. Further, this section shall make reference to the period of time when the study was conducted; explain how the data was gathered, and show what software programs were used to process the data (if applicable).

**Results and discussion**

The main findings of the research endeavor shall be presented in this section. Refer to the research objectives and research hypotheses. Show how the hypotheses were validated or invalidated. Use visual representations of data whenever possible (i.e. tables, graphical illustrations). Compare your results to the results presented by other authors in the field. Underline similarities and differences, and explain the possible reasons behind them. If the paper presents a theoretical model or theory, show how the new conceptual contribution may be applied and what differentiates it from extant theories and models.

**Figures, tables and citation style**

***Figures* *[Cambria, 10 pt, bold, italics]***

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*Subheadings* must be written in italics, as seen above.

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*Figures* and tables should be placed as close as possible to their reference point in the text (Figure 1). All figures and tables must have titles and must be referenced from within the text. In case the illustration is the result of the authors’ own research, the text accompanying the image should state “Source: Authors’ own research results/contribution”. Whenever possible, use color in your figures, to enhance readability. Remember to include the legend.

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***Figure 1. Figure name***

***(UNCTAD, 2015, p.7)***

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Images must be inserted as picture files (.gif, .jpg, .bmp, .pct, .png, .psd). If the paper is accepted for publication, you may be asked to supply the pictures as separate files (with the minimum resolution of 300dpi). By including the pictures in the proposal, the author certifies that they hold the rights for using that image.

***Tables***

*A table* example is presented in Table 1. The main body of the table should be in Cambria, 10 point, single-spaced. Please try to organize the table so that all information presented fits the space of the cell correspondingly. Please avoid dividing words on two different lines. Tables shall not be inserted as pictures.

***Table 1. Table name (Source: ...)[Cambria, 10 pt, Bold, Italics, Single Spaced, Center]***

|  |  |
| --- | --- |
| **Title column 1** | **Title column 2** |
| Main body | Main body |
| Main body | Main body |

***Citation style***

The sources shall be cited according to the 7th edition of the Publication Manual of the American Psychological Association (APA).

Citations in text should follow the examples below:

"The effective organizational learning from crises requires intense cognitive processes of the managers "making-sense" of crises situations thus enabling changes in the core beliefs, values and assumptions of organizational members finally translated into sustained behavioural changes ..." (Pergel & Psychogios, 2013, p. 199).

Brătianu (2009) argues that knowledge is an intangible entity which is highly nonlinear. Considering the research practice for investigating international business relationships of SMEs, further understanding of the range of influences and how they inter-relate is needed (Hampton & Rowell, 2013, p. 174).

Barnes, Leonidou, Siu and Leonidou (2010) found [Use as first citation in text]... Barnes et al. (2010, P. 43) consider [Use as subsequent first citation per paragraph thereafter]... as Brătianu and Orzea (2013) demonstrated... as has been shown (Adler & Kwon, 2002), …

Several studies (Crane, Matten, & Moon, 2008; Ernst & Young, 2011; Frederick, 2006; Jamali, 2008; Sen, Bhattacharya, & Korschin, 2006). Allport's diary (as cited in Nicholson, 2003, p. 18)...

**Conclusions**

The paper must contain a concluding section. The Conclusions provide a synthesis of the main contribution that the author makes through the paper to the body of literature on the chosen topic. It also points to future research directions and major limitations of the current research.

By submitting a paper, the author guarantees that they hold the copyright and the responsibility for the paper. The submission also certifies that other publication permissions have been obtain by the author, if that is the case (e.g. for data or copyrighted images). It also attests that the paper is an original work by the author, which was not published elsewhere or is under consideration for being published elsewhere.

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**Acknowledgements [Cambria, 9 pt]:** You may insert acknowledgements in the paper if necessary before the references section. Acknowledgements are compulsory when the paper is developed based on an unpublished presentation to an academic conference, or when the paper is the result of a previous grant, etc.

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**References**

All the sources listed in the bibliography must be cited in the paper.

The bibliography shall be written following the 7th edition of the Publication Manual of the American Psychological Association (APA). The sources will be listed in alphabetical order. Examples follow.

**Journal article**

McCauley, S. M., & Christiansen, M. H. (2019). Language learning as language use: A crosslinguistic model of child language development. *Psychological* Review, *126*(1), 1-51. https://doi.org/10.1037/rev0000126

**Authored book**

Brown, L. S. (2018). *Feminist therapy* (2nd ed.). American Psychological Association. https://doi.org/1 0.1 037/0000092-000

**Chapter in an edited book**

Balsam, K. F., Martell, C. R., Jones, K. P. , & Safren, S. A. (2019). Affirmative cognitive behavior therapy with sexual and gender minority people. InG. Y. Iwamasa & P. A. Hays (Eds.), *Culturally responsive cognitive behavior therapy: Practice and supervision* (2nd ed., pp. 287-314). American Psychological Association. https://doi.org/10.1037/0000119-012

**The proposal shall be sent by e-mail to strategica@facultateademanagement.ro as .doc or .docx attachment.**

**Papers that do not comply with the formatting standard will be rejected.**