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ABSTRACT

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1. Fonts and Styles
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Tables and figures should be referred to and included in the text. Each table, figure and illustration should be numbered consecutively (in Arabic numbers) and titled. Tables, figures, and illustrations should be kept to a minimum.

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The following is the example for Table 1.

**Table 1.** Title of Example Table

|  |  |  |  |
| --- | --- | --- | --- |
|  | CFI | TLI | RMSEA |
| Single common factor model | 0.772 | 0.744 | 0.104 |
| Two-factor model | 0.886 | 0.893 | 0.060 |
| Six-factor model | 0.811 | 0.787 | 0.106 |
| Revised five-factor model | 0.954 | 0.943 | 0.042 |

Tables and figures should be placed close after their first reference in the text. Table headings should be centered above the tables. Figure captions should be centered below the figures, maximum figure size is 8cm×12cm (below 300 dpi).

All figures, tables, images, etc. must credit a "source" of the image/graphic. If the image/graphic was created or generated by the author(s), then please list the Surname and a year. If the image/graphic was not created by the author(s), please provide the source from which the figure was obtained, such as a scanned image from a book, an image courtesy of a museum, an image from a website, etc.

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These should be set out according to the [Harvard referencing style](https://intranet.birmingham.ac.uk/as/libraryservices/library/referencing/icite/harvard/index.aspx) as follows.  In the text references should be cited by the author’s name and year of publication in brackets, page if the original text is used – for example (Miller, 2000; Tribe, 2000, 2001), or ‘… as noted by Miller (2000: 18)’.  Where there are two or more references to one author for the same year, the following form should be used (Smith, 1999a) or (Smith, 1999b).  Where references include two authors the form (Clarke & Little, 1996) should be used. Where references include five or more authors the form (Riley et al., 1996) should be used.  The reference list, placed at the end of the manuscript, must be typed in alphabetical order of authors.

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* For chapters in edited books: Spector, P. (2001). ‘Research Methods in Industrial and Organizational Psychology’. In N. Anderson, D.S. Ones, H.K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of Industrial, Work and Organizational Psychology* (pp. 10-26), London: Sage.
* For reports: European Travel Commission (2012), European Tourism in 2012: Trends and Prospects, Quarterly report Q3/2012, ETC: Brussels.
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Notes

1. Notes should be added at the end of the paper as endnotes.
2. This is an example.