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Abstract [font Times New Roman, size 10] (200 words max.)

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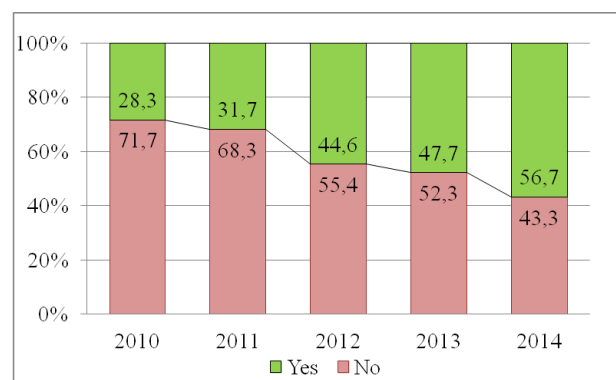
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*Table 1: Title of the table [font Times New Roman, size 11, Italic]*

| xxx | Table Text [font Times New Roman, size 10] |   |   |   |
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|     | 1  | 2 | 3 | 4 |
| AAA | ...  |   |   |   |
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*Figure 1: Title of the figure [font Times New Roman, size 11, Italic]*

**APPENDIX [FONT TIMES NEW ROMAN, SIZE 11, BOLD, ALL CAPS]**

Appendixes, if needed, appear before the acknowledgment.

**ACKNOWLEDGEMENT [FONT TIMES NEW ROMAN, SIZE 11, BOLD, ALL CAPS]**

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Please use last names of authors and the publication year in citations in the text (for three or more authors use et al.). Examples: Managerial issues (including HR issues) need to be considered in the firm growth (Antoncic et al., 2004; Hisrich et al., 2008). Antoncic and Hisrich (2001) examined the intrapreneurship construct and model in two countries. References to Internet materials should be treated as other references in the text. In the reference list, they should be dated and sufficiently identified for readers to be able to find the material unambiguously.

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Antoncic, B., & Hisrich, R. D. (2001). Intrapreneurship: Construct refinement and cross-cultural validation. *Journal of Business Venturing*, 16(5), 495-527.

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