English title (for all papers)

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Manuscript instructions for authors

Manuscript should be 5 – 10 pages long (incl. title, abstract, tables, figures, references etc.) and formatted according to this template. Authors should keep the predefined MS Word styles and follow APA style (see APA Publication Manual, 7th ed.).

<https://www.scribbr.com/apa-style/apa-seventh-edition-changes/>

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Authors should use headings to organize the text. The level 1 headings follow the IMRaD (Introduction, Method, Results, Discussion) structure.

Heading Level 1

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Tables and figures should be placed in text and formatted according to the APA Publication Manual (7th ed., chapter 7) with headings in format: **Table X.***Description of the table* or **Figure X.** *Description of the figure*. Examples are listed below.

**Table 1**

Descriptive statistics for Police officers and Firefighters

|  |  |  |
| --- | --- | --- |
|   | Emotional Intelligence | Job Performance |
|   | n | M | SD | n | M | SD |
| Police Officers | 120 | 8.26 | .95 | 120 | 6.63 | .86 |
| Firefighters | 113 | 7.13 | 1.02 | 113 | 7.12 | .79 |

Note. For assessing emotional intelligence was used MSCEIT.

**Figure 1**

Confirmatory Factor Analysis Model



*Note.* One factor model.

All included tables and figures should be mentioned in the text of the manuscript. ***Example:***

LMX theory is one of the most influential and most famous leadership theories, mainly due to the ability to predict the various variables that are desirable for organizations (Day & Miscenko, 2015; Gooty & Yammarino 2016). A study by Flickinger et al. (2016) showed a positive relationship between the quality of a leader's relationship with his/her followers and job satisfaction with regular employees. According to Northouse (2010) this theory works in two ways
(see Figure 1). The development of LMX according to Graen and Uhl-Bien (1995) is divided into four stages (see Table 1).

All cited sources should be mentioned in Literature section. All references in References section should be cited in the manuscript.

References

Day, D.V., & Miscenko, D. (2015). Leader-member exchange (LMX): Construct evolution, contributors, and future prospects for advancing leadership theory. In T.N. Bauer, & B. Erdogan (Eds.), *The Oxford handbook of leader-member exchange (*pp. 9 – 28). Oxford University Press.

Flickinger, M., Allscher, M., & Fiedler, M. (2016). The mediating role of leader-member exchange: A study of job satisfaction and turnover intentions in temporary work. *Human Resource Management Journal*, *20*(1), 46 – 62. <https://doi.org/10.1111/1748-8583.12091>

Gooty, J., & Yammarino, F.J. (2016). The leader-member exchange relationship: A multisource, cross-level investigation. *Journal of Management*, *42*(4), 915 – 935. <https://doi.org/10.1177/0149206313503009>

Northouse, P.G. (2010). *Leadership: Theory and practise* (5th ed.). SAGE Publications, Inc.

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