# ICOC'25

## FULL PAPER SUBMISSION GUIDELINES

## International Conference on Organisational Culture, Work Values, and Organisational Performance in Higher Education Institutions (ICOC'25)

### 1. General Information

- ICOC'25 invites original research papers aligned with the conference theme. Submissions must be made only through Microsoft's CMT platform. Papers will not be accepted via email.
- Submission Deadline: Only submissions made by the final deadline will be accepted. No new papers can be submitted afterward, though edits to existing submissions will be allowed within the provided timeframe.
- Paper ID: A unique Paper ID will be generated upon submission. Please use this ID for all future correspondence.
- Authorship: The primary author must ensure all contributors (including co-authors) are listed in the CMT system for timely communication.
- Track Selection: The corresponding author must select at least one primary area related to the paper during submission.
- Author Consistency: Author names and their order must be identical across the full paper, CMT portal, and the Consent to Publish form.
- Language Requirement: Paper must be written in standard English only. Please avoid using first/second/third person (e.g., I, we, our, me, us, etc.).

### 2. Article Type

- Only original research papers with novel contributions will be considered.
- Review articles are discouraged.

### 3. Full Paper Preparation Guidelines

- **Title:** Capitalize the first letter of each word except for conjunctions and helping verbs.
- **Abstract:** Maximum 200 words.
- **Keywords:** Up to 6 relevant keywords.
- **Structure & Alignment:** The paper must be well-organized while considering the following: Title, Abstract with keywords, Introduction, Literature review, Methodology, Results, Discussion, Limitations, and Conclusion.
- **Word Limit of the full Paper:** Maximum of 2500 words or 10 standard pages.

- **Figures:** Must be high-resolution (minimum 500 DPI). Blurred or low-quality images will not be accepted. All figures should be numbered and captioned, and cited in the text.
- **Tables:** Must be editable, not pasted as images or snapshots. Should be numbered, captioned, and referenced in the text.
- **Abbreviations:** Define all abbreviations at first use. Avoid non-standard abbreviations.
- **Sections/Subsections:** Use proper numbering throughout the paper.
- **Acknowledgements:** Include (if any) after the Conclusion.
- **Declaration of Conflict of Interests:** All authors must disclose any actual or potential conflicts of interest that could influence the objectivity or integrity of the research. A statement such as *"The authors declare no conflict of interest"* should be included at the end of the article if no conflicts exist. The corresponding author is responsible for collecting and including conflict of interest declarations from all co-authors.
- **References:** All cited works must be complete and correctly formatted based on APA7 Guidelines.

## 4. Final Submission

- Ensure the final paper adheres to the official template.
- Does not exceed 10 pages.
- Is complete with all required metadata in the CMT portal.

For more information, please get in touch with icoc2025@christuniversity.in

We appreciate your cooperation!