The deadline for submission of full papers for review is 30 September 2025.

**TITLE OF THE PAPER (16pt Times New Roman, Bold, Centered, All Caps)**

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The paper will be included in the ISBN indexed Proceedings of the International Scientific Conference "Competitiveness and Innovation in the Knowledge Economy" – 2025. Please follow the requested format of the paper template. The paper that will not conform the format may be rejected. For the main text use **A4-sized** pages (21 x 29 cm) with top, bottom, left, and right margins of 2.5 cm.

**Abstract:** Abstract should contain at around 200-250 words with a focus on aim, data, methodology, findings.

**Keywords:** 5 - 10 key keywords

JEL Classification:

**1 Introduction**

The Full **Paper must be written in English** within 12pt Times New Roman. The Full Paper including figures, tables and references must have a minimum length of **8** pages and cannot exceed **7,500 words**. **Before sending your paper, please also make sure that your paper is free of grammatical, spelling, and other common errors**.

2 Headings

2.1 Main headings

The main headings should be written left aligned, in 12pt Times New Roman, and bold. All major words in the headings should be capitalized. There should be an 12pt space before and after the main headings.

2.2 Secondary headings

Secondary headings should be written left aligned, 11 pt Times New Roman, and bold. All major words in the headings should be capitalized. There should be an 12pt space before and after the secondary headings.

3 Page Numbers

Please **don’t** add any page numbers as they will be added by the Conference Organizers.

**4 Figures**

All figures should be numbered consecutively and captioned. The title should be 12pt Times New Roman and placed under each figure. All figures ***must be cited*** in the text. 12pt space should be given before and after the figure. All figures must have a source (even if it is your own-work, that must be mentioned in the source). The figures must be prepared in word or excel.

Right HR professionals

Right HR practices

Workforce success

Right HR function and workforce costs

Right types of HR alignment

**What HR *Does***

[HR Doables]

**What HR *Delivers***

[HR Deliverables]

**Figure 1. Five key elements of the HR scorecard**

Source: authors own study or based on Demir *et al.* (2005)

**5 Tables**

All tables should be numbered consecutively and titled. The title should be 12pt Times New Roman and placed on top of each table. All tables ***must be*** ***cited*** in the text. 12pt space should be given before and after the table. All tables must have a source (even if it is your own-work, that must be mentioned in the source). The tables must be prepared in word or excel.

**Table 1. Example of the construction of one table**

| Year | Country | Group |
| --- | --- | --- |
| 2000 | 22.3 | 1.5 |
| 2001 | 32.1 | 33.1 |
| 2002 | 42.6 | 43.3 |
| 2003 | 52.3 | 53.5 |

Source: OECD (2020) / own work / based on Demir et al. (2020)

6 Equations

Formulas **must be** written with **MSWord Equation**. A displayed equation is numbered, using Arabic numbers in parentheses. It should be centered, leaving an 12pt space above and below to separate it from the surrounding text.

 (1)

7 Format of References

References should be cited in the text and all citations must be listed in the references. There shouldn’t be any mismatch between citations and references. The Harvard referencing system must be followed (Please take a look at the following link for more details on <https://library.aru.ac.uk/referencing/harvard.htm>[).  **Footnote references are not permitted.**](http://libweb.anglia.ac.uk/referencing/harvard.htmAs)Citations in the text must appear as surname(s) and date and complete references must be listed alphabetically at the end of the paper.

When a cited work has three or more authors in the text, the form (main author *et al.* year) is used (Don’t forget to italicize et al.).

Online citations include the date of access. Ampersand (&) is not used, unless it is a widely used expression (e.g., R&D), or included in a company name (e.g., Standard & Poor’s).

When reference is made to more than one work by the same author(s) published in the same year, each citation is identified in the text in the form (Schendel, 2005a, 2005b). These references must be alphabetized by article title.

**8 Conclusion**

Full Papers with correct format should be submitted by email to [**conference@ase.md**](mailto:conference@ase.md) in docx/doc form.

Submission of a paper for the conference proceedings implies that:

* the work described has not been published before,
* it is not under consideration for publication anywhere else,
* its submission has been approved by all co-authors, if any, as well as by the responsible authorities – tacitly or explicitly – at the institute where the work has been carried out.

Academy of Economic Studies of Moldova or its journals will not be held legally responsible should there be any claims for compensation.

**Acknowledgment:** The authors would like to express appreciation for the support of the sponsors [Project Number = XXXXXXX].

**References**

Examples of correct references style include:

**Books with one author:** Redman, P., 2006. *Good essay writing: a social sciences guide*. 3rd ed. London: Sage.

**Books with multiple authors:** Adams, R.J., Weiss, T.D., and Coatie, J.J., 2010. *The World Health Organization, its history and impact*. London: Perseus.

**Chapters of edited books:** Samson, C., 1970. Problems of information studies in history. In: S. Stone, ed. 1980. *Humanities information research*. Sheffield: CRUS, pp.44-68.

**Print journal articles:** Boughton, J.M., 2002. The Bretton Woods proposal. *Political Science Quarterly*, 42(6), pp.564-578.

Wall, T., Michie, J., Patterson, M., Wood, S., Sheehan, M., Clegg, C.W., and West, M., 2004. On the validity of subjective measures of company performance. *Personnel Psychology*, 57(1), pp.95-118.

Kaplan, R.S. and Norton, D.P., 1992. The balanced scorecard – Measures that drives performance. *Harvard Business Review*, 70(1), pp.71-79.

**Articles available on the internet:** Kipper, D., 2008. Japan's new dawn, *Popular Science and Technology*, [online] Available at: <http://www.popsci.com/popsci37b144110vgn/html> [Accessed 22 June 2021].

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