The main title of the thesis summary (Font Size=22)

*Please do NOT include author information for the submission (blind review)*

# 1 This is Heading 1 Style (Font Size=14)

This is a normal text paragraph; the style for it is "Normal". This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence.

## 1.1 This is Heading 2 Style (font size 12 bold)

This is a normal text paragraph; the style for it is "Normal". This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence.

### 1.1.1 This is Heading 3 Style (font size 12 italic)

This is a normal text paragraph; the style for it is "Normal". This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence.



Figure 1: The style name for this kind of paragraph is "Figure title". The style for the figure is called "Figure". The title should always be placed below the figure.

Tables should be titled like the example shows below, the style "Figure title" is used here also for the title.

|  |  |  |
| --- | --- | --- |
| Question | Average 1992 | Average 1999 |
| 1 How do you regard... | 3.4 | 3.7 |
| 2 How do you... | 2.7 | 3.4 |

Table 2. The style name for this kind of paragraph is "Figure title". The title should always be placed below the table. The style for the text in table cells is called "Table". Some cells may need special alignment.

In the following there is an example of using the style "Bullet":

* The style "Bullet" should be used here. This is a complementary sentence. This is a complementary sentence. In the following you can find an example of a second level list:
  + The style "Bullet 2" should be used here. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence. This is a complementary sentence.
  + This is a complementary sentence. This is a complementary sentence.
* This is a complementary sentence. This is a complementary sentence.

# References (Font Size=14)

References and citations in the text should follow the seventh edition of the American Psychological Association. The DOI should be included where available. Examples:

Kayas, O. G. (2023). Workplace surveillance: A systematic review, integrative framework, and research agenda. Journal of Business Research, 168, 114212. <https://doi.org/10.1016/j.jbusres.2023.114212>

Panteli, N., Yalabik, Z. Y., & Rapti, A. (2019). Fostering work engagement in geographically dispersed and asynchronous virtual teams. Information Technology & People, 32(1), 2-17. <https://doi.org/10.1108/ITP-04-2017-0133>

Walsham, G. (1995). Interpretive case studies in IS research: nature and method. European Journal of Information Systems, 4(2), 74-81.