FMDB ***Transactions on Sustainable Management Letters***

Impact of Business Environment on the Performance of Employees in the Public-Listed Companies

Yousif Mousa Sabti[1,*], Russul Isam Noori Alqatrani[2], Marwah I. Zaid[3], Buppachat Taengkliang[4], Jasim Mohammed Kareem[5]

[1]Department of Health Administration, College of Health & Medical Technology, Sawa University, Almuthana, Iraq.
[2,3]Department of Management and Marketing of Oil and Gas, College of Industrial Management for Oil and Gas, Basrah University for Oil and Gas, Basrah, Iraq.
[4]Department of Management Technology, Rajamangala University of Technology Srivijaya, Nakhon Si Thammarat Campus, Thailand.
[5]Department of Business Administration, College of Administration and Economics, Al-Muthanna University, Iraq.
dr.yousef@sawa-un.edu.iq[1], russulesam.nori@buog.edu.iq[2], marwah_ibrahim@buog.edu.iq[3], buppachat.t@rmusv.ac.th[4], Jassim_kareem@mu.edu.iq[5]

Abstract: The purpose of this research is to analyse how the business climate in Malaysia, a growing market, affects the productivity of workers in publicly traded companies. The OLS regression is used to analyse secondary data gathered through content analysis of the annual reports of 140 randomly selected PLCs listed on Bursa Malaysia between 2007 and 2017. The results show that there is a favourable connection between work settings and productivity. To the best of the authors' knowledge, this paper provides a significant contribution to the literature by comparing the effects of different workplace settings on worker productivity. Due to the persistent shifts in the business environment policies issued by the Bursa Malaysia listing requests, the regulatory authorities' duty to understand the characteristics of successful publicly listed companies (PLC) also persists. The results provide useful information for investors regarding the extent to which their peers value company culture and climate when making investment decisions. Due to the ever-evolving nature of the regulations outlined in "Bursa Malaysia listing requirements," regulatory authorities must also keep abreast of developments in employee performance achievement. In order to help PLC investors understand the significance of the business environment, which they may then use as a signal to factor into their investment decisions.

Keywords: Business Environments; Employees Performance; Public Listed Companies; Developing Market; Regulatory Bodies; Insights to Investors; Decisions for Investment; Financing Significant Projects.

Received on: 05/03/2023, **Revised on:** 16/04/2023, **Accepted on:** 11/05/2023, **Published on:** 13/06/2023

Cite as: Y. M. Sabti, R. I. N. Alqatrani, M. I. Zaid, B. Taengkliang, J. M. Kareem, "Impact of Business Environment on the Performance of Employees in the Public-Listed Companies," *FMDB Transactions on Sustainable Management Letters*., vol. 1, no. 2, pp. 56-65, 2023.

1. Introduction

The business environment is a marketing term that mentions the factors and services affecting a business's ability to manage and retain successful customer associations. The business environment is "the sum of the physical and social factors individuals consider when making organisational decisions. The two-key environment and workers have received scant attention from society at large [1]. For most businesses, the decision to become a PLC represents a watershed moment in their ability to raise capital for large-scale projects.

*Corresponding author.

Modern administrations are keen to support their employees' positive attitudes and behaviours by seeking their opinions and aspirations regarding issues related to the work environment [2]. The researchers' studies helped develop new perceptions for the better about the work environment, especially the physical ones, where many intersect; one of the research projects has the primary goal of employee well-being in the workplace, a goal that she supports governments by emphasizing the need for employers to commit to developing horizons [7].

Developing a perception of performance requires distinguishing between two aspects: behaviour and refers to the individual. Sometimes Aspects of the results of behaviour are related to aspects of behaviour, and sometimes vice versa [4]. Despite his ideal teaching method, the teacher is one the pupils did not learn because of his intellectual disability, or the phone salesman, who, despite his humble behaviour with customers, his sales. This is why Anthony 6 was adopted because of the high demand. It is difficult to describe the behaviour without referring to the outcome in its definition of performance based on effectiveness and efficiency and performance.

Task performance (job requirements) and contextual performance (not a formal part of functionalism) indirectly contribute to performance). It is called organizational citizenship behaviour, positive organizational behaviour, and organizational spontaneity and with intensity, change has increased the need for adaptation, and what is known as adaptive performance has emerged. Organizations have sought to find methods. The innovation to outperform other organizations leads to the emergence of organizational excellence. Excellence comes from knowledge that has indicated that the use of technology is widespread in 10 employees. Work processes threaten traditional views of performance that describe behaviour entirely under the individual's control.

A new career path capable of motivating employees and protecting them from the consequences of work and its negative repercussions. The physical work environments differ according to the nature and fields of business. The administrative work environment is different. The working environment in mines, construction workshops, disinfection and cleaning works, and other dangerous environments involves hard work, and its workers are exposed at any moment to accidents and serious occupational diseases. However, many researchers and practitioners stress the importance of the physical work environment for employees. We try to know it by tracking its impact on their performance, which is undoubtedly one of the most important ingredients for successful departments, and accordingly, the following question was formulated: Does the business environment affect the performance of employees.

This paper makes several contributions to the business environment and employee performance pieces of literature. Firstly, it investigates employee performance in a developing market, whereas most prior research has focused on advanced markets. Secondly, this study uses the index to measure the business environment and employee performance. Therefore, this study uses the annual reports of 140 PLSs in Bursa Malaysia from 2007 to 2017.

2. Literature Review

That is, it is a measure that demonstrates the amount to which the employee is effective in doing his work and his contribution to reaching the organization's goals [11]. Job performance refers to how an individual accomplishes the activities and responsibilities required by his job. To put it more succinctly, it is the conduct by which the organisation accurately analyses the individual who works in it, taking into consideration the degree to which he is successful and efficient in the performance of his responsibilities. The business environment is everything that surrounds the individual while he is at work and has an effect on his behaviour, performance, and inclinations towards his work, the group with which he works, and the department he follows. This includes the physical working conditions, such as lighting, noise, cleanliness, temperature, ventilation, work accidents, health care, etc.; as well as the social working conditions, such as the quality of supervision, and the ability to integrate with the work group, and a sense of belonging.

A work environment, also known as working conditions, is everything that surrounds an individual while he is at work and has an effect on the individual's behaviour, performance, and inclinations toward his work, as well as the group with which he works and the department he follows. This includes both the physical working conditions, such as lighting, noise, cleanliness, temperature, ventilation, work accidents, and health care, as well as the social working conditions, such as the quality of supervision and the ability to integrate with the work. The term "physical work environment" (also known as "physical conditions of the work environment") refers to the environmental conditions surrounding the workplace, such as lighting, ventilation, noise, and cleanliness, as well as the technical equipment that assists workers in accomplishing the tasks that are required of them in place work, improving performance, increasing productivity, raising morale among individuals, reducing the number of work accidents, and reducing the cost of production [6]. Functional performance can be defined as a concerted attempt to carry out tasks, one of which is the transformation of inputs into outputs of a quality that is commensurate with the workers' abilities. Their skills and experiences, along with the assistance of the driving factors and the suitable working environment, will allow them to carry out this endeavour precisely, in the shortest amount of time possible, and at a lower cost [8].

Safety has an impact on the workers' morale, as well as the output and cost of work in the organisation, as well as the workers' productivity and performance, and when the voice drops, errors decrease as well [9]. Occupational accidents have a large and negative impact on the psyche of workers, which in turn has a bad impact on their performance, which is reflected in the overall performance of the organisation. This impact can be seen in the overall performance. The implementation of occupational safety programmes and its many components will have a beneficial impact on the performance of workers [19].

The researcher did not check into what he could, despite the fact that numerous studies had been done on the influence of the workers' physical working environment on their performance. obtaining it through these studies and research and profiting from it in a variety of ways, such as selecting the dimensions of the physical work environment and the variables that comprise it [20]. In addition to the framing of questions, the scientific technique, and the theoretical framework, the following are also included:

The fundamental concept that the modern perspective on an organization's success is not critical underpins both the nature and the size of the organisation. The human element is what drives and shapes performance, regardless of whether it is at an executive or administrative level; the individual plays a role in the importance of its impact on the success of organisations or all levels; some researchers have analysed the characteristics of individual performance, in theory, its failure, and its reflection on society, and preliminary studies in the administrative sciences that dealt with this concept gave in all organisations, he has the gremlins. Performance is driven and shaped by the human element. Nevertheless, the performance or productivity of a person is a dimension that serves as a more reliable indicator to senior management than any other measure [21]. This is because performance or productivity is the result of all of the variables, both physical and human. It is a measurement of your perspective on the organization's capacity to deal with change and renewal, both of which effect the organization's ability to survive and advance through time. [22] Establishes the degree to which a response can be made to changes and innovations in the environment.

Jayaweera [13] conducted a study with the purpose of determining whether or not there is a connection between work environment characteristics (both physical and psychosocial) and job performance. The degree to which one is motivated to work acts as a mediator in this relationship. The following are the findings that I obtained: There is a correlation between the variables of the work environment and job performance, and the motivation to work acts as a mediator in this correlation. This correlation is supported by statistical evidence. The conditions of the workplace have a significant impact on employees' work performance. As a result, managers and supervisors are motivated to seek out ways to improve both the physical and psychosocial aspects of the workplace in order to help employees improve their work performance.

At a summit held by the United Nations in Stockholm in 1972, the word "environment" was uttered for the very first time. In it, the expression "Human Settlements" was changed to another expression relating to living and working environment circumstances of life and work. The concept of the working environment is becoming increasingly common. It was widespread at the beginning of the seventies when governments became involved in practical life by enacting occupational safety laws. After that, its concept shifted to paying attention to psychological and social conditions, and industrialised countries changed the name of the practise to reflect this shift. The labour protection law, which originally had the goal of preventing work accidents and occupational diseases, was changed into a law on the work environment in order to place "an emphasis on the broad concept that covers psychological and social difficulties" [23]. The "forces, procedures, and other elements currently impacting or anticipated to affect the employee's performance" are included in the definition of the "work environment."

The study that was conducted by [12] and named "The physical work environment and its impact on increasing employee performance: a prospective study in the general company for electrical industries" was carried out in the general company for electrical industries. The study came to a number of conclusions, the most significant of which are as follows: there is a correlation and a major impact of the physical work environment in increasing the performance of workers through implementing the rules of human engineering within international standards. As a result, this study addresses this issue by establishing such a connection. The following is an example of a hypothesis:

H1. The business environment is positively association with the employee performance of Malaysian PLCs.

3. Employee Performance and Work Environment

3.1. Regulatory Work Environment

The company concluded that there is a weak relationship between satisfaction; the weakness of the relationship may be explained by the existence of conflicts that hinder effectiveness in general from communications and between productivity and the effectiveness of communication in particular [24]. While Hogan & Lambert's study on prison staff found that Thomas & Velthouse believes that distributive and procedural justice generates positive feelings towards work empowerment (as one of the organizational elements), develops creative behaviour and presents new ideas (Fig.1).

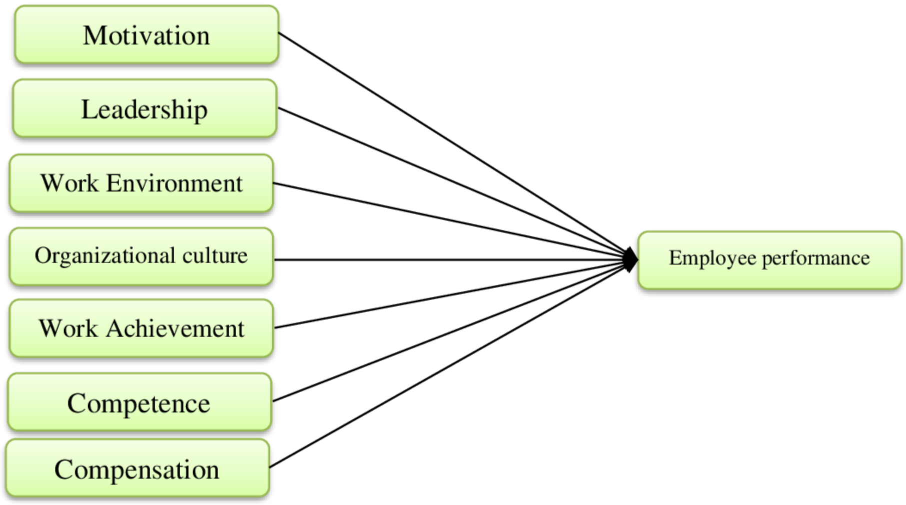

Figure 1: Business Environment on the Performance of Employees [18]

3.2. Social Work Environment

The employee's interaction with employees with different backgrounds may develop into conflicts that negatively affect performance, while understanding encourages cooperation and good performance and about the employee's relationship with his leader [25]. The real estate publication indicates a positive, not strong, relationship between performance and transformational leadership that seeks to create a culture of empowerment with active, strong, innovative, positive and weak characteristics. Figure 2 shows the business environment index, and Figure 3 shows the employee performance index.

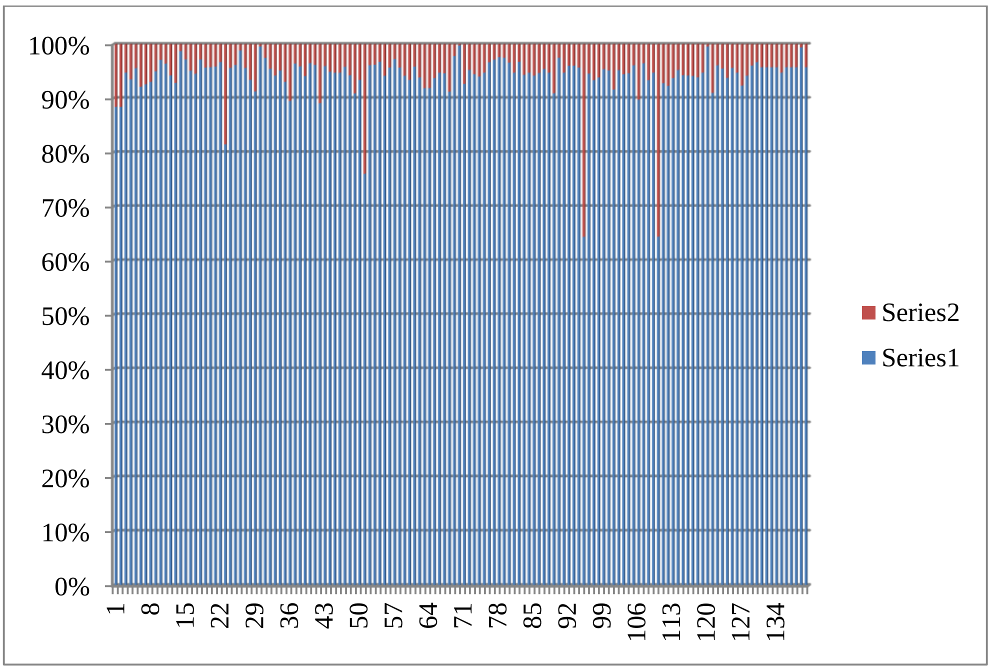

Figure 2: Business environment index

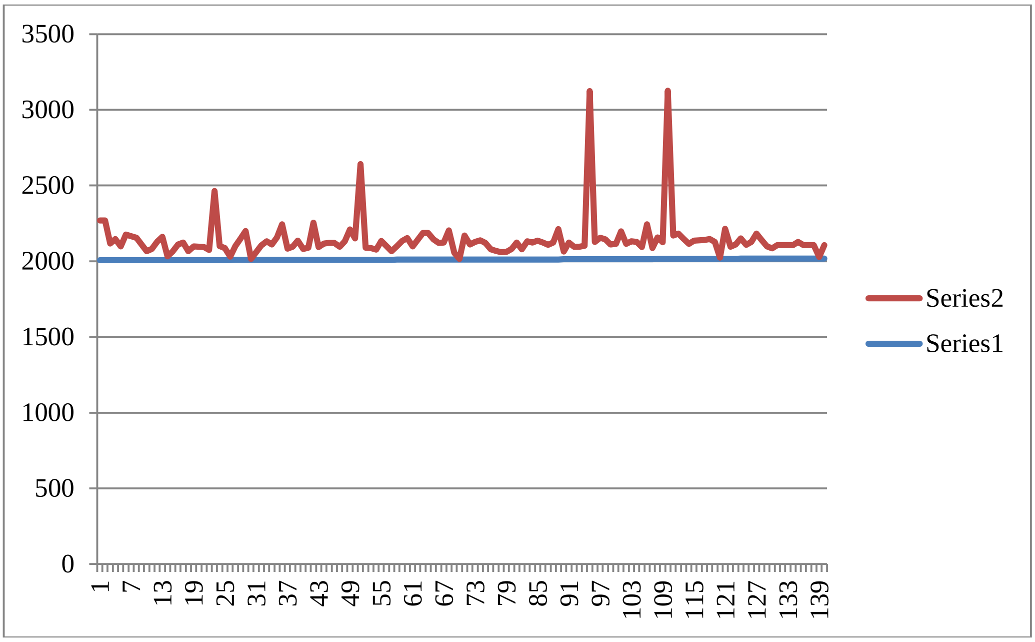

Figure 3: The employee performance index

4. Research methods

The data, the sample size, the dimensions of the variables, and the regression models that were employed in this study are all defined in this section.

4.1. Data and Sample Size

This analysis makes use of the data collected by Malaysian PLC between the years 2007 and 2017. "On September 5, 2006, Bursa Malaysia announced the launch of the BENV Framework for PLCs; however, mandatory BENV was not implemented in its entirety until 2007. In the meanwhile, it is required of every public limited company (PLC) to disclose their BENV activity in their annual reports. This study focuses on the "Main Market" and the "ACE Market," which are the two most important securities markets in Malaysia. Together, these markets feature 140 different PLCs that are not related to the financial sector. The random data are displayed in Figure 4.

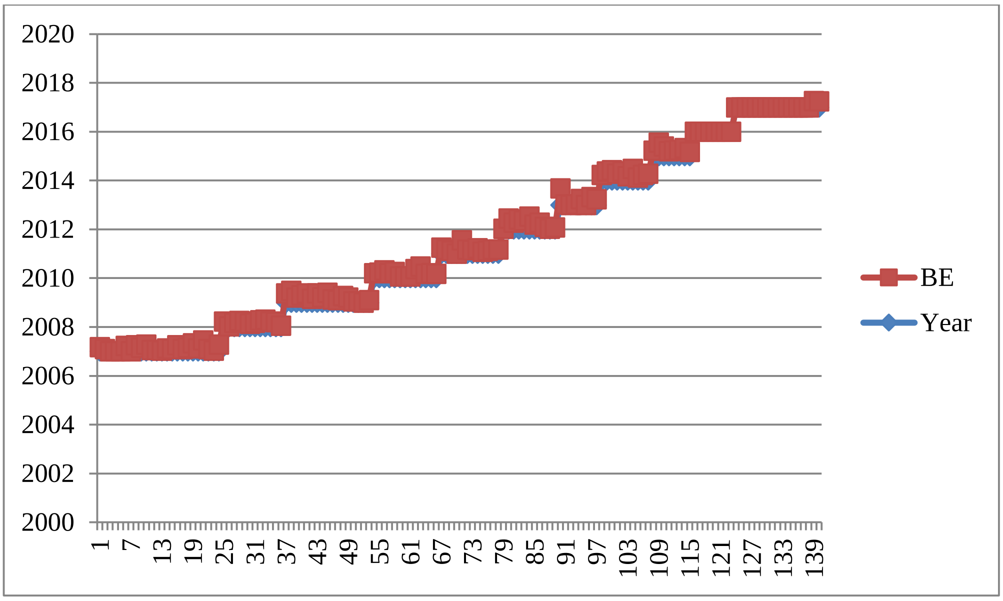

Figure 4: The situation of the data

4.2. Measurements of variables

The requests made by Bursa Malaysia are taken into account when determining whether or not the index contains items that cover the variables that have been previously divulged. For instance, the modified index that was used in this previous study on Malaysian annual reports [14], [15], and [17] consisted of 10 elements, and it is the same index that was used in this current study (Appendix 1). The ten items are separated into two categories of variables, with each category containing five components: one for the company environment, and the other for personnel performance. In addition to that, the researchers in this study employed this equation in order to measure the index of the variables.

$$BE_j = \frac{\sum_{t=1}^{nj} X_{ij}}{n}$$

Where:

BEj = business environment for a *j*th company.
n = Total number of items.
X_{ij} = “1 is for item disclosure, and 0 is for item does not disclose any information”.

In addition to the previously utilised independent variable, the present research makes use of a large number of control variables, such as board variables (board extent, organisation ownership, and manufacturing). This aims to demonstrate that this study successfully controls for any potential associations between the working environment of PLC businesses and the performance of their employees. This section provides a definition of each of the control variables that are being discussed. The selection of prospective control variables is based on previous data in Malaysian and non-Malaysian contexts [5], [10], and [16], as well as on some of the research relating to employee performance, as demonstrated in this section. Measurements of company environment, personnel performance, and control variables are employed, however, in this particular research project (see Table 1 for an explanation) [26].

Table1: Variables Measurements

Variable name	Measurement
Dependent Variable	
Employee performance	EP is evaluated with an index that ranges from 0 to 1, wherein a score of 1 is awarded for disclosure and a score of 0 is awarded for non-disclosure.
Independent Variable	
Business environment	BENV is evaluated with an index that utilises a scale ranging from 0 to 1, with a score of 1 denoting disclosure and a score of 0 denoting non-disclosure.
Control Variables	
Board Extent	The total number of PLC directors as of the date of the company
Organization ownership	The proportion of the company's shares that are held by the executive directors.
Manufacturing	A value of 1 denotes a manufacturing company, while a value of 0 suggests otherwise.

4.3. Regression model

In order to investigate the connection between BENV and EP, a single experiential model will be applied. In this particular investigation, a method of regression known as "ordinary least squares (OLS)" is utilised. The application of this model to the anticipated findings of this investigation helps to ensure that those findings are comparable to those found in other studies. The regression model offers an explanation for the connection.

$$EP_{it} = \beta 0 + \beta 1\ BENV_{it} + \beta 2\ BE_{it} + \beta 3\ OOWN_{it} + \beta 4\ MANF_{it} + \varepsilon$$

5. Results and Discussion

5.1. Descriptive Analysis

The "descriptive statistics" for each of the variables pertaining to the sample of 140 PLCs can be seen in Table 2, which displays the results pertaining to the first aim. The EP, which is the first variable to be measured, is determined by utilising an index that encompasses the years 2007 to 2017. According to Table 2, the Malaysian EP ranged from a maximum of 1.300 to a minimum of 0.000 over the course of the investigation. The mean EP for the sample was 0.550, while the maximum EP was 1.300.

Regarding the individual topics that make up the BENV variable, the mean score is 0.153. The board extent (BE) variable, the organisation ownership (OOWN) variable, and the Manufacturing variable are the control variables (MANF). According to the descriptive statistics, the BE has a wide range, with the lowest possible value being 0.111 and the highest possible value being 0.732. When it comes to OOWN, the median for the companies that were analysed was 0.000, while the maximum value was 0.494. The mean was 7.665 overall. In conclusion, the mean value of the MANF variable, which is a dummy variable, is 0.839 for the companies, with a minimum value of 0.000 and a maximum value of 1.000.

Table 2: Descriptive Analysis

Variable	Obs	Mean	Std. Dev.	Min	Max	Skewness	Kurtosis
EP	140	0.550	0.463	0.000	1.300	0.531	2.522
BENV	140	0.153	0.326	0.000	1.200	1.354	3.845
BE	140	0.417	0.232	0.111	0.732	0.449	3.682
OOWN	140	7.665	0.119	0.000	0.494	1.725	5.233
MANF	140	0.839	0.458	0.000	1.000	-1.952	4.539

Note: This table shows the descriptive statistics of the EMP= employee performance, BENV = business environment, BE = Board extent; OOWN = Organization ownership, MANF = manufacturing; n =140.

5.2. Correlation Analysis

The "descriptive statistics" for each of the variables pertaining to the sample of 140 PLCs can be seen in Table 2, which displays the results pertaining to the first aim. The EP, which is the first variable to be measured, is determined by utilising an index that encompasses the years 2007 to 2017. According to Table 2, the Malaysian EP ranged from a maximum of 1.300 to a minimum of 0.000 over the course of the investigation. The mean EP for the sample was 0.550, while the maximum EP was 1.300.

Regarding the individual topics that make up the BENV variable, the mean score is 0.153. The board extent (BE) variable, the organisation ownership (OOWN) variable, and the Manufacturing variable are the control variables (MANF). According to the descriptive statistics, the BE has a wide range, with the lowest possible value being 0.111 and the highest possible value being 0.732. When it comes to OOWN, the median for the companies that were analysed was 0.000, while the maximum value was 0.494. The mean was 7.665 overall. In conclusion, the mean value of the MANF variable, which is a dummy variable, is 0.839 for the companies, with a minimum value of 0.000 and a maximum value of 1.000 (table 3).

Table 3: Correlation Analysis

Variables	EP	BENV	BE	OOWN	MANF
EP	1.000				
BENV	0.193*	1.000			
BE	0.040	0.049	1.000		
OOWN	-0.065	-0.044	-0.043	1.000	
MANF	-0.011	-0.032	-0.124	-0.073	1.000

Note: ***Correlation is significant at the 0.01 level (two-tailed); **Correlation is significant at the 0.05 level (two-tailed); *Correlation is significant at the 0.10 level (two-tailed).

The analysis shows that companies focus on expanding employee performance by providing better BENV exposure in their “annual report”. Furthermore, companies can raise the features of connection and employee morale [3].

5.3. Regression analysis

The OLS regression method is utilised so that the study hypothesis can be investigated. The tests for "collinearity among the independent variables," "normality" (Table 2), and "heteroskedasticity for the model" are included below. “ To determine whether or not there is a collinearity problem, the variance inflation factors (VIF) are computed. In each and every instance presented in Table 4, the values of the VIF are lower than 10, indicating that there is not a problem with multicollinearity. The data that is utilised for regression analysis has a normal distribution in terms of skewness and kurtosis. This is a statistical requirement. The Breusch-Pagan tests that were utilised in this investigation to test for heteroscedasticity showed p-values that were lower than the alpha threshold (five percent), which indicated a significant amount of heteroscedasticity in the model that made use of the "ordinary least square" (OLS) as shown in Table 4.

Table 4: Regression Results

EP	**OLS**		**VIF**
Variables	t.stat	sig	
BENV	0.25	0.080*	1.62
BE	0.43	0.077*	1.18
OOWN	0.58	0.057*	1.15
MANF	0.41	0.099*	1.23
Constant	0.21	0.845	
OLS Heteroskedasticity		0.116	
n		140	
R2 (%)		35%	
Adjusted R2 (%)		669	
F-value		0.37	
p-value		0.99	

The described findings for the model in Table 4 disclose results regarding BENV which displays that BENV has a positive and significant connection with EP (t=0.25, p-value=0.080). The control variables BE, OOWN, and MANF has an appositive and important association with EP. As a result, hypothesis H1 predictions that BENV is positively associated with EP. The regulators could use these findings to perform a development process on EP and BENV to grow its quality. Moreover, the results can also be employed to define effective BENV. The findings of this study enhance the association between EP and PLC companies. It investigates the influence of the BENV on the EP of Malaysian PLCs. The analysis shows that companies focus on expanding employee performance by providing better BENV exposure in their “annual report”.

6. Discussion and Conclusion

The purpose of this study is to investigate the impact that BENV has had on the EP of Malaysian PLCs. Utilizing regression analysis allows for the recognition of the association that exists between BENV and EP. The results of this current investigation indicate that BENV engages in EP. A favourable correlation was discovered between BENV and EP in this study's findings. This study typically demonstrates that BENV has a significant influence on Malaysian PLCs. This study also used things like board extent, manufacturing, and organisation ownership as "control factors," yet it still discovered a strong correlation between EP and organisation ownership.

According to the findings of the analysis, businesses are concentrating their efforts on increasing employee performance by offering improved BENV exposure in their "annual report." In addition, businesses have the ability to boost both the connection between employees and the morale of their workforce. The findings of this paper contribute to the growing body of knowledge regarding the relationship between EP companies and PLC enterprises. It looks into how the BENV affects the earnings per share of Malaysian public companies. On the other hand, there are a vanishingly small number of research that investigate the connection between BENV and the EP of Malaysian PLCs.

Because of the ongoing changes to the BENV regulations brought about by the Bursa Malaysia listing requests, the regulatory agencies still have the obligation to be aware of the characteristics that contribute to the performance of PLCs. The data provide investors with useful insights into how other investors identify the importance of BENV in EP. Due to the ongoing modifications in the BENV rules that are prepared by the "Bursa Malaysia listing criteria," the recommendations on the regulatory bodies need to also keep aware of the aspects of EP accomplishment. in order for them to be able to direct PLC investors about the significance of BENV; hence, investors may take BENV as a hint to examine this component when making decisions regarding their investments in PLC.

The companies of Malaysia are the primary subject of this particular study. "It is advised that in future studies, a cross-sectional comparison be conducted between Malaysia and other members of the Asian Economic Community (AEC), such as Indonesia, Singapore, Vietnam, and Brunei Darussalam." Using quality as a measure of the EP of PLC companies, i.e. information that can "significantly" add to the field of study, a comparison between developed countries and emerging countries could also increase kindness about the link among BENV. This could be accomplished by conducting the comparison using a comparison between developed countries and emerging countries.

Appendix 1: List of BENV and EP items

Theme I- Business Environment - BENV items	
2	Conservation of natural resources
3	Award for environmental programs
3	Water management
4	Renewable energy
5	Waste management
Theme II- Employee Performance - EP items	
1	Provide safety for employees
2	Provide training for employees pieces of training
4	Awards for employee
5	Provide welfare for employees

Acknowledgement: The support of all my co-authors is highly appreciated.

Data Availability Statement: This research contains data related to employees in publicly listed companies in Malaysia, a developing market. The research also contains diagnostic information to aid in answering the research questions presented. The findings illustrate that there is a positive association between business environments with employee performance. To the researchers' best knowledge, this paper makes an important contribution in terms of between business environments on employees' performance.

Funding Statement: No funding has been obtained to help prepare this manuscript and research work.

Conflicts of Interest Statement: No conflicts of interest have been declared by the author(s). Citations and references are mentioned as per the used information.

Ethics and Consent Statement: The consent has been obtained from the organization and individual participants during data collection and has received ethical approval and participant consent.

References

1. Y. Abdullah, N. A. Ahmad-Zaluki, and N. A. Rahim, "Determinants of CSRD in non-Asian and Asian countries: a literature review," J. Glob. Responsib., vol. 12, no. 1, pp. 114–114, 2020.
2. Y. A. Abbas, W. Mehmood, M. H. Manhal, and A. Aman-Ullah, "The level of sustainability reporting of Malaysian IPO companies," Research Square, 2022.
3. Y. A. Abbas, W. Mehmood, Y. Y. Lazim, and A. Aman-Ullah, "Sustainability reporting and corporate reputation of Malaysian IPO companies," Environ. Sci. Pollut. Res. Int., vol. 29, no. 52, pp. 78726–78738, 2022.
4. Y. A. Abbas, N. A. Ahmad-Zaluki, and W. Mehmood, "Community and environment disclosures and IPO long-run share price performance," J. Fin. Rep. Acc., 29(3), 2023.
5. Y. A. Abbas, W. Mehmood, A. Ali, and A. Aman-Ullah, "Sustainability reporting and corporate financial performance of IPOs: witnessing emerging market," Environ. Sci. Pollut. Res. Int., vol. 30, no. 36, pp. 85508–85519, 2023.
6. Al-Shanawani, "Personnel management and human relations introduction to objectives. alexandria: University youth foundation for printing and publishing", 1994.
7. A. Aman-Ullah, A. Aziz, H. Ibrahim, W. Mehmood, and Y. Abdullah Abbas, "The impact of job security, job satisfaction and job embeddedness on employee retention: an empirical investigation of Pakistan's health-care industry," J. Asia Bus. Stud., vol. 16, no. 6, pp. 904–922, 2022.
8. S. Ben Rahmon, The internal work environment and its impact on job performance: a study on a sample of administrators in colleges and institutes. Biskra, Algeria, 2014.
9. K. Bhatti, "The mediation model of interrelationships among 4 C's of work environment, employee performance and organisational performance in Pakistani organisations," Asia Proceedings of Social Sciences, vol. 2, no. 3, pp. 176–180, 2018.

10. Y. B. Chang and Y. O. Kwon, “Attention-grabbing PPF in early stages for IT firms: An empirical analysis of post-IPO performance,” Journal of Business Research, vol. 109, no. 1, pp. 111–119, 2020.
11. A. W. Fadlallh, “Impact of job satisfaction on employees performance an application on faculty of science and humanity studies university of Salman Bin Abdul-Aziz-Al Aflaj,” International Journal of Innovation and Research in Educational Sciences, vol. 2, no. 1, pp. 26–32, 2015.
12. F. Youssef and S. Abbas., Eds., “The physical work environment and its impact on improving the performance of employees: a prospective study in the General Company for Electrical Industries,” in Journal of Administration and Economics, pp. 181–204, 2012.
13. T. Jayaweera, “Impact of work environmental factors on job performance, mediating role of work motivation: A study of hotel sector in England,” Int. J. Bus. Manag., vol. 10, no. 3, 2015.
14. A. Sadou, F. Alom, and H. Laluddin, “Corporate social responsibility disclosures in Malaysia: evidence from large companies,” Soc. Responsib. J., vol. 13, no. 1, pp. 177–202, 2017.
15. M. Saleh, N. Zulkifli, and R. Muhamad, “Looking for evidence of the relationship between corporate social responsibility and corporate financial performance in an emerging market,” Asia-Pac. J. Bus. Adm., vol. 3, no. 2, pp. 165–190, 2011.
16. W. Mehmood, R. Mohd-Rashid, C. Z. Ong, and Y. A. Abbas, “Factors driving IPO variability: evidence from Pakistan stock exchange,” J. Econ. Finance Adm. Sci., vol. 26, no. 52, pp. 300–316, 2021.
17. W. Mehmood, R. Mohd-Rashid, Y. Abdullah, A. K. Patwary, and A. Aman-Ullah, “Inclusive mapping of initial public offerings: a bibliometric and literature review study,” Qual. Quant., vol. 57, no. 1, pp. 655–700, 2023.
18. P. Nguyen, A. Thanh, and M. R. Yandi, “Factors That Influence Employee Performance: Motivation, Leadership, Environment, Culture Organization, Work Achievement, Competence and Compensation (A Study of Human Resource Management Literature Studies),” Dinasti International Journal of Digital Business Management, vol. 1, no. 4, pp. 645–662, 2020.
19. Abu-Rumman, A. And Qawasmeh, R. "Assessing international students' satisfaction of a Jordanian university using the service quality model", Journal of Applied Research in Higher Education, 2021, Press. https://doi.org/10.1108/JARHE-05-2021-0166
20. Abu-Rumman, Ayman. "Effective Knowledge Sharing: A Guide to the Key Enablers and Inhibitors." In Handbook of Research on Organizational Culture Strategies for Effective Knowledge Management and Performance. Edited by Tessier, Dana, 133-156. Hershey, PA: IGI Global, 2021. https://doi.org/10.4018/978-1-7998-7422-5.ch008
21. Al Shraah, A., Abu-Rumman, A., Alqhaiwi, L.A., & Alsha'ar, H. “The impact of sourcing strategies and logistics capabilities on organizational performance during the COVID-19 pandemic: Evidence from Jordanian pharmaceutical industries”. Uncertain Supply Chain Management. Vol. 10 No. 3, pp. 1077-1090, 2022. https://doi:10.5267/j.uscm.2022.2.004
22. Al Shraah, A., Irtaimeh, H.J., & Rumman, M.A. “The Strategic Human Resource Management Practices in Implying Total Quality Management (TQM): An Empirical Study on Jordanian Banking Sector. International Journal of Management. Vol. 4, No. 5. Pp.179-190, 2013.
23. D. A. Al-maaitah, T. Majali, M. Alsoud, and T. A. Al-Maaitah, “The Role Of Leadership Styles On Staffs Job Satisfaction In Public Organizations,” J. Contemp. Issues Bus. Gov., vol. 27, no. 1, pp. 772–783, 2021.
24. Khaled Lafi Al-Naif And Ata E. M. Al Shraah. “Working capital management and profitability: Evidence from Jordanian mining and extraction industry sector. IUG Journal of Economics and Business. Vol. 2, No. 1, pp 42-60, 2018.
25. T. A. Al-maaitah, T. Majah, M. Alsoud, and D. A. Al-maaitah, “The Impact of COVID 19 on the Electronic Commerce Users Behavior,” J. Contemp. Issues Bus. Gov., vol. 27, no. 1, pp. 784–793, 2021.
26. Y. A. Abbas, J. Al-Frijawy, A. I. K. Alrobaie, M. B. M. Al-Jazaeri, and Y. M. Sabti, Eds., “Responsible Business and Corporate Performance of PrivatePlacements Firms”,” South Asian Journal of Social Sciences and Humanities, vol. 4, no. 1, pp. 163–176, 2023.