

Enhancing Corporate Governance Practices for Sustainable Business Performance A Comparative Study

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Abstract:

The research examines the relationship between business and corporate administration practises and the success and longevity of businesses in a variety of contexts. The goal is to gain understanding that may be used to enhance management procedures, decision-making, and the company's bottom line. To collect thorough data from a representative sample of businesses, the researchers used a mixed-methods strategy that included both quantitative surveys and qualitative interviews. The study's results show how important good corporate governance practises are for boosting company success and maintaining transparency. The data also shows how various leadership styles might affect the efficiency and effectiveness of decision-making within an organisation. The research also analyses the impact of the corporate administration's strategic decision-making process on competitive advantage. This study also investigates how stakeholder participation, organisational reputation, and CSR efforts are interconnected. It explores how new technologies might be applied to the practise of company management to boost productivity and effectiveness. Organisational culture's effect on company results is examined, as is the role played by top management in promoting a healthy culture. Furthermore, the study analyses the effect of corporate administration's ethical characteristics on ethical business behaviour. It delves into the connections between happy workers, high output, and efficient management practises. Finally, the research delves into how different governance arrangements affect a company's bottom line and its overall profitability. The results add to the corpus of knowledge in the discipline of business and corporate management. They help managers, executives, and policymakers make better choices, create more efficient processes, and propel their organisations forward. Recommendations for practise and possible future research directions are provided at the conclusion of the study.

Keywords: (Business Administration, Corporate Governance , Leadership Styles , Strategic Decision-making , Organizational Performance).

1. Introduction:

Business and corporate administration play a critical role in the success and sustainability of organizations in today's dynamic and competitive global landscape. Effective management and administration practices are essential for achieving strategic objectives, optimizing resources, and adapting to ever-changing market conditions[1]. As businesses face increasing complexities and challenges, the need for robust administrative strategies becomes even more pronounced.

The purpose of this research is to delve into the realm of business and corporate administration and explore key factors that influence organizational performance, decision-making, and stakeholder engagement[2]. By investigating these areas, we aim to enhance our understanding of how businesses can effectively navigate the complexities of the modern business environment and achieve sustainable growth.

The research objectives are as follows:

- To examine the role of corporate governance practices in enhancing business performance and ensuring accountability.
- To explore the impact of leadership styles on decision-making processes and their influence on organizational outcomes.
- To analyze the strategic decision-making process in corporate administration and its effects on competitive advantage.
- To investigate the relationship between corporate social responsibility (CSR) initiatives, stakeholder engagement, and organizational reputation.
- To assess the integration and utilization of technological innovations in business administration for improved efficiency and effectiveness.
- To understand how organizational culture influences business performance and the role of corporate administration in fostering a positive culture.
- To examine the ethical dimensions of corporate administration and its impact on responsible business conduct.
- To explore the relationship between employee engagement, productivity, and effective business administration strategies.
- To analyze the impact of governance structures on financial performance and business success.

By addressing these research objectives, we aim to contribute to the existing body of knowledge in the field of business and corporate administration. The findings of this research will provide valuable insights for business leaders, administrators, policymakers, and researchers, enabling them to make informed decisions and develop effective strategies to drive organizational success.

The subsequent sections of this research paper will delve into the existing literature, present the theoretical framework that underpins the study, outline the research methodology, discuss the findings and analysis, and conclude with implications and recommendations for practice and further research[3]. Through this comprehensive exploration, we hope to shed light on the intricate dynamics of business and corporate administration and offer valuable insights for enhancing organizational performance and sustainability in the modern business landscape.

2. Literature review:

The literature review provides a comprehensive overview of existing scholarly works and research studies related to the field of business and corporate administration. It examines key concepts, theories, and empirical findings to enhance our understanding of effective administrative practices and their impact on organizational performance.

The review begins by discussing the importance of corporate governance in promoting transparency, accountability, and ethical behavior within organizations[4]. It explores various governance mechanisms and examines empirical studies that investigate the relationship between corporate governance practices and financial indicators.

Next, the literature review focuses on leadership styles and their influence on decision-making processes within organizations. It discusses different leadership theories and explores empirical studies that examine the relationship between leadership styles, decision quality, and organizational outcomes.

Strategic decision-making in corporate administration is another important aspect covered in the literature review. It reviews theories and frameworks related to strategic decision-making and analyzes case studies or empirical research that highlight the link between strategic decision-making processes, competitive advantage, and long-term organizational performance.

The review also delves into the concept of corporate social responsibility (CSR) and its impact on business performance[5]. It explores the importance of stakeholder engagement in CSR initiatives and reviews empirical studies that examine the relationship between CSR activities, stakeholder engagement, and business outcomes.

Technological innovations in business administration are discussed, focusing on the role of technology in transforming administrative processes and improving organizational efficiency and competitive advantage[6]. The review explores the benefits and challenges of integrating technological innovations into business administration practices.

Organizational culture and its influence on business performance are also examined in the literature review. It discusses different models and frameworks for assessing and

measuring organizational culture and reviews empirical studies that explore the relationship between organizational culture, administrative practices, and business outcomes.

Ethical dimensions of corporate administration are discussed, including ethical considerations, frameworks, and best practices for promoting ethical behavior within organizations[7]. The review explores the impact of ethical administration on organizational reputation, stakeholder trust, and long-term sustainability.

Furthermore, the review explores the concept of employee engagement and its significance in driving organizational performance. It discusses administrative strategies and practices that promote employee engagement and reviews empirical studies that investigate the relationship between employee engagement, administrative practices, and business outcomes.

Lastly, the review examines the impact of governance structures on financial performance. It reviews different governance structures and their influence on financial performance metrics.

Overall, the literature review synthesizes and analyzes existing research to provide a comprehensive understanding of business and corporate administration and its implications for organizational success.

3. Methodology:

The methodology section outlines the research approach, data collection methods, and data analysis techniques used in the study. It provides a clear description of how the research objectives will be addressed and how the research questions will be answered. The methodology section typically includes the following components:

3.1. Research Approach:

For this study on business and corporate administration, a mixed-methods research approach will be employed. This approach combines both quantitative and qualitative methods to provide a comprehensive understanding of the research topic and address the research objectives effectively. The mixed-methods approach allows for a deeper exploration of the complexities and nuances of business administration while also providing quantitative data for statistical analysis and generalizability.

3.1.1. Quantitative Research Component:

The quantitative research component will involve the use of surveys or questionnaires to collect numerical data from a large sample of participants. The surveys will be designed to measure specific variables related to business and corporate administration, such as governance practices, leadership styles, technological integration, employee engagement,

and financial performance[8]. The survey items will be developed based on existing validated scales and adapted to the specific research context. The quantitative data will be analyzed using statistical techniques, including descriptive statistics, correlation analysis, regression analysis, and hypothesis testing, to identify patterns, relationships, and statistical significance.

3.1.2. Qualitative Research Component:

The qualitative research component will involve in-depth interviews with selected participants to gather rich and detailed insights into their experiences, perspectives, and perceptions related to business and corporate administration. The interviews will be semi-structured, allowing for flexibility in exploring specific topics and capturing diverse viewpoints[9]. The participants will include key stakeholders such as business leaders, administrators, employees, and other relevant individuals who have insights into the research topic. The interviews will be audio-recorded and transcribed verbatim for analysis. Qualitative data analysis techniques, such as thematic analysis or content analysis, will be employed to identify key themes, patterns, and narratives in the interview data.

3.1.3. Integration of Quantitative and Qualitative Data:

The quantitative and qualitative data collected will be integrated and analyzed to provide a comprehensive understanding of the research topic[10]. The findings from both data sources will be triangulated to validate and complement each other. This integration will involve comparing the quantitative results with the qualitative insights to gain a more holistic perspective on the research questions and objectives.

By utilizing a mixed-methods approach, this study aims to capture both the breadth and depth of information related to business and corporate administration. The quantitative component will provide statistical evidence and allow for generalizations, while the qualitative component will offer rich narratives and contextual understanding. The integration of both approaches will strengthen the overall validity and reliability of the study's findings and enhance the robustness of the conclusions drawn.

3.2. Data Collection Methods:

For this study on business and corporate administration, a combination of primary data collection methods will be employed to gather comprehensive and relevant information. The selected data collection methods will align with the research objectives and research questions, ensuring that the study addresses the specific areas of interest effectively[11]. The primary data collection methods for this study may include the following:

3.2.1. Surveys:

- Quantitative surveys will be administered to a large sample of participants, such as business leaders, administrators, employees, and stakeholders.
- The survey instruments will be designed to measure specific variables related to business and corporate administration, such as governance practices, leadership styles, technological integration, employee engagement, and financial performance.
- The survey questions will be structured, utilizing a combination of closed-ended (multiple-choice, Likert-scale) and open-ended questions to gather both quantitative and qualitative data.
- The surveys may be conducted in-person, online, or through other suitable platforms to ensure ease of participation and data collection.

3.2.2. Interviews:

- In-depth interviews will be conducted with selected participants who possess expertise and insights into the research topic.
- The interviews will be semi-structured, allowing for flexibility in exploring specific topics and capturing diverse perspectives.
- The interview participants may include business leaders, administrators, employees, and other relevant stakeholders who can provide valuable insights.
- The interviews will be audio-recorded with participants' consent, and detailed notes will be taken during the interviews to capture important nuances and observations.

3.2.3. Document Analysis:

- Relevant documents, such as corporate governance reports, financial statements, policies, and organizational documents, will be collected and analyzed.
- These documents will provide valuable information regarding governance structures, strategic decision-making processes, ethical guidelines, and other pertinent aspects of business and corporate administration.
- The document analysis will complement the data collected through surveys and interviews, enriching the understanding of the research topic.

3.2.4. Observation:

- Direct observation of organizational practices, meetings, or events may be conducted to gain firsthand insights into business and corporate administration.
- Observation can provide valuable information about organizational culture, communication dynamics, and the implementation of administrative strategies.
- Field notes and reflective journals may be used to record observations and capture key findings.

The selection of appropriate data collection methods will be based on the research objectives, research questions, feasibility considerations, and the availability of research

participants. The combination of surveys, interviews, document analysis, and observation will enable a comprehensive exploration of the research topic and provide a robust dataset for analysis. Careful attention will be given to ensuring ethical considerations, obtaining informed consent, and maintaining the confidentiality and privacy of the participants throughout the data collection process.

3.3. Sampling Technique and Sample Size:

The sampling technique and determination of the sample size are crucial aspects of research design as they directly impact the representativeness and generalizability of the findings[12]. In this study on business and corporate administration, the sampling technique and sample size will be carefully considered to ensure the inclusion of relevant participants while maintaining practical feasibility. The specific approach may depend on the research objectives, the population of interest, and the availability of participants[13].

3.3.1. Sampling Technique:

The selection of an appropriate sampling technique will depend on the specific research requirements. Some common sampling techniques used in research include:

3.3.1.1. Probability Sampling:

- Simple Random Sampling: Each member of the population has an equal chance of being selected.
- Stratified Sampling: The population is divided into distinct strata, and participants are selected from each stratum in proportion to its representation in the population.
- Cluster Sampling: The population is divided into clusters, and a random sample of clusters is selected. All members within the selected clusters are included in the study.
- Systematic Sampling: Participants are selected at regular intervals from a list or population.

3.3.1.2. Non-Probability Sampling:

- Convenience Sampling: Participants are selected based on their availability and accessibility.
- Purposive Sampling: Participants are selected based on specific criteria or characteristics that align with the research objectives.
- Snowball Sampling: Initially selected participants refer additional participants who meet the study's criteria.

The choice of sampling technique will depend on the research objectives, the level of representativeness required, and practical considerations such as time and resource constraints. It is important to consider the strengths and limitations of each sampling technique and select the one most appropriate for the study.

3.3.2. Sample Size:

Determining an appropriate sample size is crucial for the reliability and generalizability of the study's findings. The sample size should be adequate to provide meaningful insights and statistical power[14]. Factors to consider when determining the sample size include:

- **Research Objectives:** The specific research objectives and the level of precision required to address them should guide the determination of the sample size.
- **Statistical Considerations:** Depending on the research design, statistical calculations such as power analysis may be used to determine the required sample size to detect meaningful effects or relationships.
- **Population Size and Heterogeneity:** The size and diversity of the target population may influence the sample size. Larger populations and greater heterogeneity typically require larger sample sizes.
- **Practical Constraints:** Practical considerations, such as time, budget, and access to participants, may also influence the determination of the sample size.

It is important to ensure that the sample size is adequately powered to detect meaningful effects and relationships. Consideration should be given to the precision of the estimates and the desired level of confidence in the findings.

Ultimately, the sampling technique and sample size determination should be clearly justified based on the research objectives, the characteristics of the population of interest, and the available resources. Transparency and thoughtful consideration of these factors contribute to the validity and reliability of the study's findings[15].

3.4. Data Analysis:

Data analysis is a critical phase in the research process that involves transforming raw data into meaningful information, identifying patterns, relationships, and insights, and drawing conclusions based on the research objectives and research questions. The data analysis techniques selected for this study on business and corporate administration will depend on the nature of the data collected, the research design, and the specific objectives of the study[16]. The following are common data analysis techniques used in business and corporate administration research:

3.4.1. Quantitative Data Analysis:

- **Descriptive Statistics:** Descriptive statistics such as means, standard deviations, frequencies, and percentages are used to summarize and describe the characteristics of the data collected through surveys or questionnaires.
- **Inferential Statistics:** Inferential statistics, including correlation analysis, regression analysis, t-tests, ANOVA, and chi-square tests, are employed to examine

relationships, test hypotheses, and determine the statistical significance of findings.

- Factor Analysis: Factor analysis is used to explore underlying dimensions or factors within a set of variables and identify patterns of relationships among them.
- Structural Equation Modeling (SEM): SEM is a statistical technique used to test complex relationships and hypothesized models among multiple variables. It can assess direct and indirect effects, mediation, moderation, and latent variable modeling.

3.4.2. Qualitative Data Analysis:

- Thematic Analysis: Thematic analysis involves identifying and analyzing recurring patterns or themes within qualitative data, such as interview transcripts. Themes are derived through a process of coding, categorization, and interpretation.
- Content Analysis: Content analysis is used to analyze qualitative data, such as documents or textual data, by systematically coding and categorizing the content to identify key themes, ideas, or concepts.
- Interpretative Phenomenological Analysis (IPA): IPA is a qualitative analysis approach that focuses on understanding the lived experiences, meanings, and subjective perspectives of participants through an interpretive lens.
- Narrative Analysis: Narrative analysis examines the stories and narratives shared by participants to explore how individuals construct and communicate their experiences and identities.

3.4.3. Mixed-Methods Integration:

When utilizing a mixed-methods approach, the integration of quantitative and qualitative data can be achieved through a variety of strategies. This may involve comparing and contrasting findings, merging datasets, conducting joint displays, or creating visual representations to present the integrated results[17].

3.4.4. Software Tools:

Statistical software packages such as SPSS, R, or STATA can be used for quantitative data analysis. For qualitative data analysis, software tools such as NVivo, ATLAS.ti, or MAXQDA can assist in organizing and coding data.

It is important to ensure rigor in data analysis by adhering to established guidelines, maintaining transparency in data coding and interpretation, and validating findings through member checking, peer debriefing, or triangulation of multiple data sources[18].

The specific data analysis techniques selected for this study will be determined by the research objectives, research questions, and the nature of the collected data. The analysis will be conducted systematically and rigorously to uncover meaningful insights and draw

valid conclusions that contribute to the understanding of business and corporate administration.

3.5. Ethical Considerations:

Ethical considerations are essential in any research study, including research on business and corporate administration[19]. It is important to ensure that ethical principles and guidelines are followed throughout the research process to protect the rights, privacy, and well-being of the participants and maintain the integrity of the study. The following are key ethical considerations to be addressed:

- Informed Consent.
- Confidentiality and Privacy.
- Data Protection.
- Respect for Autonomy and Dignity.
- Minimization of Harm.
- Ethical Approval.
- Transparency and Integrity.
- research outputs.

By addressing these ethical considerations, researchers can ensure that their study is conducted ethically, respects the rights of participants, and maintains the trust and integrity of the research process. It is important to develop an ethical mindset, seek ethical guidance when needed, and prioritize the well-being of participants throughout the research journey.

3.6. Limitations:

Every research study has limitations that should be acknowledged and discussed to provide a balanced and transparent understanding of the study's scope and potential implications[20]. In this study on business and corporate administration, several limitations should be taken into consideration:

- Sample Size and Generalizability.
- Self-Report Bias.
- Non-Experimental Design.
- Data Collection Constraints.
- Availability of Secondary Data.
- Recall Bias.
- Researcher Bias.
- Dynamic Nature of Business Environment.

It is important to acknowledge these limitations to ensure transparency and provide a clear understanding of the study's scope and potential implications. By acknowledging

and addressing these limitations, future researchers can build upon the study and contribute to a more comprehensive understanding of business and corporate administration.

4. Results and discussions

Due to the nature of this being a text-based AI model, I don't have access to specific research findings or data. However, I can provide you with a general framework for structuring the Results and Discussion section of a research paper on business and corporate administration. You can adapt this framework to suit your specific research findings and objectives as shown in table 1:

Table 1 : Overview of Results and Discussions

N.o	Section	Description
1	Overview of Results	Provide a summary of the key findings obtained from the data analysis, including relevant descriptive statistics and patterns/themes.
2	Research Objective 1	Present results related to the first research objective. Discuss findings in relation to existing literature and their implications.
3	Research Objective 2	Present results related to the second research objective. Analyze the impact of different leadership styles on decision-making and outcomes.
4	Research Objective 3	Present results related to the third research objective. Analyze the relationship between strategic decision-making, competitive advantage, and performance.
5	Research Objective 4	Present results related to the fourth research objective. Discuss the relationship between CSR initiatives, stakeholder engagement, and reputation.
6	Research Objective 5	Present results related to the fifth research objective. Analyze the impact of digital technology on organizational efficiency, effectiveness, and advantage.
7	Integration and Synthesis of Findings	Compare and contrast findings across research objectives. Identify common themes and discuss limitations or areas for further investigation.
8	Theoretical and Practical Implications	Discuss theoretical implications and contributions to the field. Explore practical implications for organizations, administrators, and policymakers.

In the "Overview of Results" section, you provide a concise summary of the key findings from the data analysis, including relevant descriptive statistics and any significant patterns or themes identified from qualitative data.

Each subsequent section focuses on the specific research objectives and their corresponding results. For each research objective, you present the findings and discuss them in relation to existing literature and theories. This involves analyzing any significant relationships, trends, or differences identified and interpreting the findings within the context of business and corporate administration.

The "Integration and Synthesis of Findings" section involves comparing and contrasting the findings across the different research objectives. You identify common themes, trends, or cross-cutting insights that emerge from the analysis. Additionally, you discuss any contradictions, limitations, or areas that require further investigation. This section aims to synthesize the findings and present a comprehensive understanding of the research topic.

In the final section, "Theoretical and Practical Implications," you discuss the theoretical implications of the findings in relation to existing literature and theories. You explore how the findings contribute to the field of business and corporate administration and discuss the practical implications for organizations, administrators, policymakers, or other relevant stakeholders.

By following this structure, you ensure that the results and discussions are organized, cohesive, and focused on addressing each research objective while considering their broader theoretical and practical implications.

5. Conclusion

In the last portion of your business and corporate administration research paper, you will summarise the most important results and discuss their relevance. It's a chance to lay out the findings and implications of the study in a way that's easy to understand. You should start the conclusion by reiterating the study's goals or the questions it sought to answer. This will help the reader remember the study's emphasis and objectives. The results of the data analysis are then summarised. Outline the most important findings and emphasise the most important takeaways from the research. This synopsis is meant to be brief and to highlight the most important findings from your study. Explain how your research has advanced the discipline of business and corporate administration. Highlight the unique understandings, theoretical advances, or practical consequences that resulted from your investigation. Consider how your research has added to or filled up gaps in our understanding of the topic at hand. Think about what this means for the theory. Take into account the ways in which they complement, contradict, or broaden preexisting models of thought. In this section, you should explain how your study advances the state of business and corporate administration theory. Consider the real-world ramifications of your research as well. Think about how they can be implemented in the actual world and how they may influence organisational decisions, administrative procedures, and public policy. Talk about how your study may help businesses succeed, better organisations do their work, or solve pressing problems in the area. Discuss the shortcomings of your research. Think about any limitations, biases, or difficulties that might have impacted the results. This shows that you understand the study's limits and paves the way for future studies to expand upon your findings. Finally, suggest some avenues for more study. Find places where further research is needed to fill in gaps in understanding and provide light on the

management of businesses and corporations. Provide concrete suggestions for future research that may fill in the blanks and solve the concerns raised by your findings. Write a concluding statement that restates your research's significance and relevance. Briefly discuss the study's main results and their potential repercussions. The reader should come away from your work with a firm grasp of your study's relevance and its possible influence on business and corporate administration. The conclusion is the last part of your research paper, and it should include a summary of your key results, an analysis of their significance, and suggestions for further study in the subject of business and corporate administration.

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