

Creating Social Value: Unveiling Stakeholder Commitments Dynamics in Malaysian Social Enterprise

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Abstract

Social enterprise represents a convergence of profit-driven organisational structures committed to fostering social impacts, such as expanding employment opportunities or supporting single parents in income generation. This study delves into the depth of stakeholder commitment towards social enterprise initiatives in Malaysia. Employing an interpretative case study methodology, the research utilises multifaceted approaches, including interviews, on-site visits, program observation, and financial statement analysis focusing on a social enterprise entity, Rose Sdn. Bhd. (RSB). The thematic analysis serves as the lens through which commitment dynamics within the social enterprises are explored, drawing upon the dimensions of affective, normative, and continuance commitment within the organisational commitment framework. The research highlights the profound commitment of RSB's founder to its establishment, driven by personal experiences that instill a profound sense of purpose. The study underscores the pivotal role of the work environment and income opportunities in fostering continual commitment among employees. The conducive atmosphere within RSB fosters dedication and a sense of belonging among its workforce, enhancing the organisation's sustainability and social impact. By creating a genuine and supportive learning environment, trainers strengthen the bonds between individuals and the organisation, reinforcing their commitment to its objectives. The sincerity of trainers is pivotal in nurturing normative commitment among program participants. Additionally, this research emphasises the critical importance of stakeholder commitment in driving the success and sustainability of social enterprises. Close stakeholder engagement emerges as a core strategy for ensuring the sustainability and efficacy of social enterprise initiatives. By exploring commitment dynamics within social enterprise contexts, this study significantly enriches theoretical understanding in the field.

Keywords: Social Enterprise, Affective Commitment, Normative Commitment, Continuance Commitment

1. Introduction

Social enterprise stands at the intersection of commercial ventures and social impact, representing an innovative approach to addressing pressing societal and environmental

challenges (Van Dijk et al., 2020). Globally, this phenomenon has burgeoned into a vast ecosystem comprising approximately 10 million social enterprises, collectively generating an estimated \$2 trillion in revenue (World Economic Forum, 2024). Spanning diverse sectors from food and agriculture to financial services, these enterprises predominantly focus on key areas such as health, education, climate, and employment. Remarkably, they have contributed to the creation of an estimated 200 million jobs worldwide, a significant impact on the global labour force, including within Malaysia.

In the Malaysian context, the recognition and support for social enterprise gained considerable momentum when it was brought under the purview of the Ministry of Entrepreneur Development (MED) in July 2018 (International Labour Organisation (ILO), 2022). Despite this governmental endorsement, the impact of social enterprises on Malaysia's economic landscape remains relatively modest, accounting for a mere 0.8% of the total Small and Medium Enterprise (SME) sector in 2018 (British Council Malaysia, 2018). Recognising the transformative potential of social enterprise in bolstering the nation's labor force, Malaysia has emerged as one of six countries spearheading efforts to bolster the registration and empowerment of such enterprises (International Labour Organisation (ILO), 2022). This commitment was further underscored by the launch of the Social Entrepreneurship Action Framework 2030 (SEMy2030) on April 23, 2023.

SEMy2030 represents a comprehensive and forward-thinking initiative aimed at establishing a robust regulatory and governance infrastructure to ensure the responsible and accountable operation of social enterprises within the country. The announcement by the Minister of MEDC, Tan Sri Noh Omar, regarding tax exemptions for social enterprises marks a significant step towards incentivising growth and sustainability within this sector. Projections indicate a substantial increase in revenue from RM100 million in 2022 to RM2.6 billion by 2030, potentially creating 92,000 job opportunities (Malaymail, 2022). However, despite these promising developments, the full impact of SEMy2030 remains a subject of ongoing research.

Existing literature underscores the critical need for deeper insights into the operational dynamics and unique business models of social enterprises (Van Dijk et al., 2020; Nguyen et al., 2021; Pansuwong et al., 2022; British Council Malaysia, 2018). Particularly, the success of social enterprises hinges on the commitment and collaboration of all stakeholders involved, emphasising the imperative of further exploration into this aspect (Nguyen et al., 2021; Pansuwong et al., 2022; Cavazos-Arroyo & Puente-Diaz, 2023; Spanuth & Urbano, 2023). This study aims to address this gap by delving into the operational dynamics and stakeholder commitment within Malaysian social enterprises. Through a comprehensive examination of their establishment and operational processes, this research endeavours to elucidate the strategies and mechanisms employed by social enterprises to navigate challenges and achieve their social and economic objectives.

Furthermore, by providing valuable insights into the formulation and implementation of social entrepreneurship practices, this study aims to contribute to the broader discourse on sustainable development and inclusive economic growth in Malaysia. Section 2 of this paper

presents a thorough literature review, encompassing past studies on social enterprise and commitment theory as the theoretical framework for this study. Section 3 outlines the research methodology, focusing on the interpretative research approach adopted. The findings are meticulously detailed in Section 4, followed by an in-depth discussion and conclusive remarks in Section 5, which serve to illuminate the implications of this study for policymakers, practitioners, and academics alike.

2. Literature Review

Social enterprise represents a dynamic and evolving paradigm in the realm of business, blending entrepreneurial endeavors with a commitment to addressing social and environmental challenges. This section aims to provide an extensive overview of the existing literature pertaining to social enterprise, focusing on key drivers of its growth and success, and elucidating the concept of commitment within this context. Social enterprise, as a concept, transcends the traditional dichotomy between profit-driven ventures and non-profit organisations. It encompasses a spectrum of organisational structures, ranging from for-profit entities with a social mission to non-profit organisations that employ business strategies for sustainability (Haase, 2021).

The distinguishing feature of social enterprises lies in their primary goal of generating social value, which manifests in various forms such as poverty alleviation, empowerment of marginalised communities, or environmental sustainability (Nguyen et al., 2021). The growth and proliferation of social enterprises have been attributed to several key factors, including social innovation, social capital, human capital, and the personal characteristics of entrepreneurs and supporters. Social innovation, defined as the process of developing novel solutions to societal challenges, has been identified as a significant driver of social enterprise growth (Pansuwong et al., 2022). By fostering creativity, adaptability, and responsiveness to emerging needs, social innovation enables social enterprises to create unique products, services, and business models that effectively address social issues.

Social capital, which encompasses the network of relationships and connections that surround social enterprises, plays a pivotal role in their success and sustainability (Pansuwong et al., 2022; Cavazos-Arroyo & Puente-Diaz, 2023). Trust, reciprocity, and collaboration within these networks facilitate resource mobilisation, knowledge sharing, and collective action, thereby enhancing the capacity of social enterprises to achieve their social objectives. Moreover, studies have highlighted the importance of network relational capabilities in influencing the growth trajectory of social enterprises, emphasising the role of reputation and trust-building in fostering supportive ecosystems (Cavazos-Arroyo & Puente-Diaz, 2023). Human capital, characterised by the skills, knowledge, and competencies of individuals within social enterprises, is another critical determinant of organisational performance (Costa & Andreaus, 2020; Basri et al., 2022).

However, research suggests that the performance of social enterprises may be hindered by a lack of alignment between human capital capabilities and organisational objectives. There is a need for greater emphasis on mission-based activities and the empowerment of top management to drive organisational growth and impact (Lin et al., 2023). Additionally, the

personal characteristics of entrepreneurs and supporters have been identified as key drivers of value creation within social enterprises (Nguyen et al., 2021; Pansuwong et al., 2022; Cavazos-Arroyo & Puente-Diaz, 2023). While organisational factors such as structure, governance, and entrepreneurial competencies are crucial, studies often overlook the specific attributes and traits that drive value creation.

Therefore, there is a growing recognition of the importance of personal characteristics, including commitment, in shaping the success and impact of social enterprises. Commitment, as a concept, plays a central role in understanding the behavior and performance of individuals within social enterprises. Drawing upon the organisational commitment framework developed by Meyer and Allen (1984), this study adopts a three-component model to elucidate commitment behavior within social enterprises. Affective commitment refers to the emotional attachment and identification individuals feel toward the organisation's goals and values (Masry-Herzallah & Dor-haim, 2023). It reflects the intrinsic motivations and sense of purpose that drive individuals to contribute to the organisation's mission.

Continuance commitment, on the other hand, is based on individuals' perceived costs associated with leaving the organisation (Olafsdottir & Einarsdottir, 2024). It encompasses factors such as job security, financial incentives, and social ties that influence individuals' decisions to remain with the organisation. Normative commitment, the third component, is rooted in individuals' sense of obligation and moral duty towards the organisation (Lee et al., 2022; Olafsdottir & Einarsdottir, 2024). It reflects the extent to which individuals align themselves with the organisation's values and norms, and their willingness to uphold these principles in their actions and decisions.

In summary, the literature review highlights the multifaceted nature of social enterprise and the diverse factors that contribute to its growth and success. Social innovation, social capital, human capital, and the personal characteristics of entrepreneurs and supporters are all integral to the functioning and impact of social enterprises. Moreover, commitment emerges as a central construct in understanding the behavior and performance of individuals within social enterprises, encompassing affective, continuance, and normative dimensions.

3. Research Methodology

3.1 Case Study Context

This study constitutes a collaborative effort between Universiti Teknologi MARA and the Malaysian Innovation Foundation (MIF), focusing on a single company selected by the Foundation for evaluation as a recipient of their grant. Employing a qualitative methodology, this research adopts a case study approach to provide a comprehensive depiction of the operational strategies employed by small and medium enterprises (SMEs) specialising in social enterprise. The data collection process entails interviews, visits to training sites, and observation of fashion events, offering an in-depth exploration of the operational dynamics within the Malaysian social enterprise landscape.

3.1.1 Interview

The interview sessions were structured using tour-type questions, which are formulated based on the opinions and insights of the respondents (Tracy, 2013). However, the fundamental questions were derived from a thorough review of the existing literature. Before conducting the interviews, the interview questions were subjected to review and approval by the UiTM Ethics Committee, in accordance with university regulations. The questions were prepared in both Bahasa Malaysia and English to accommodate the diverse linguistic preferences of the respondents.

Approval for the interview questions was obtained from the Research Ethics Committee (REC) in September 2022, with the assigned approval number REC/11/2022 (ST/MR/235). Given that the selection of the company under study was facilitated by the Malaysian Innovation Foundation, no arguments arose regarding the sampling process. The interview sessions were conducted between September 2023 and December 2023.

The sample size for qualitative studies is determined by data saturation, wherein the information gathered reaches a point of redundancy or commonality (Maseeh et al., 2023; Alam, 2021). In line with this principle, this study embraced a semi-structured interview format to guide the interview sessions, allowing for flexibility in exploring participants' experiences and perspectives regarding their involvement in the SURU programs. The duration of the interviews varied, with summarised durations as follows:

Table 1. Duration of Interview

Respondents	Designation	Duration	Meeting Location	Recorded
Pn Sally	Founder of Suri	67 minutes	Meeting through Microsoft Teams	Yes
Mr A	Admin Director of Suri	15 minutes	Hotel Sri Kijang, Langkawi	Yes
Pn A	Staff of Suri	30 minutes	Hotel Sri Kijang, Langkawi	Yes
Pn B	Staff of Suri	30 minutes	Hotel Sri Kijang, Langkawi	Yes
Mr A	Local Activist	60 minutes	Hotel Sri Kijang, Langkawi	Yes
Mr B	Local Development Agency	30 minutes	Hotel Sri Kijang, Langkawi	Yes
Mr Sanita	My Kasih Representatives	30 minutes	Hotel Sri Kijang, Langkawi	Yes
Participant 1		15 minutes	Hotel Sri Kijang, Langkawi	No
Participant 2		20 minutes	Hotel Sri Kijang, Langkawi	No
Participant 3		15 minutes	Hotel Sri Kijang, Langkawi	No
Participant 4		20 minutes	Hotel Sri Kijang, Langkawi	No
Participant 5		10 minutes	Hotel Sri Kijang, Langkawi	No
Participant 6		15 minutes	Hotel Sri Kijang, Langkawi	No
Participant 7		10 minutes	Hotel Sri Kijang, Langkawi	No
Participant 8		10 minutes	Hotel Sri Kijang, Langkawi	No
Vendor 1		30 minutes	Paddy Museum, Langkawi	No
Vendor 2		60 minutes	Paddy Museum, Langkawi	No
Customer 1		10 minutes	Paddy Museum, Langkawi	No
Customer 2		10 minutes	Paddy Museum, Langkawi	No

After each interview session, the researchers recorded the conversations with respondents to ensure the accuracy and completeness of the data. Subsequently, the recorded interviews were transcribed into textual format. To maintain the reliability of the data, the interview process

was divided into manageable segments, and the transcriptions were meticulously carried out. It is worth noting that most of the interview sessions were conducted in Bahasa Malaysia, the national language of Malaysia. To facilitate broader accessibility and analysis, the researchers enlisted the assistance of language experts to translate the transcribed data into English. This rigorous process aimed to ensure the accuracy of the original responses while enabling a comprehensive analysis of the data across language differences.

3.1.2 Presence at Training Site

The researcher participated as an observer in the closing ceremony of the training program. During this event, key stakeholders including representatives from regulatory bodies and program participants were engaged with. The researcher also assessed the outcomes of the training, including the products developed by participants, as in Figure 1.



Figure 1. Products of Training

3.1.3 Observation at Fashion Events

The researcher attended a fashion show event organised by Rose Sdn. Bhd. The objective was to gather insights from customers and vendors regarding their perceptions of Rose Sdn. Bhd.

3.1.4 Analysis of Financial Reports

Data collection was supplemented by obtaining reported financial highlights from the Malaysian rating industry. These highlights encompassed details regarding the incorporation of Roses Sdn. Bhd, company profiles, share capital, and financial statements spanning from 2018 to 2022.

3.2 Data Analysis

Data analysis followed Attride-Stirling's (2001) framework, comprising three stages: text reduction, text exploration, and prospect integration. Text reduction was facilitated using qualitative software, Atlas.ti. Additionally, all recorded interviews were transcribed and

translated into English by a professional. Observational data was documented in written form. Subsequently, data was categorised based on the roles of individuals involved, namely the founder, staff, and participants. Leveraging commitment theory, the study classified discussions into three main themes: affective, continuance, and normative commitment, elucidating individual traits within the social enterprise context.

4. Results and Discussion

4.1 Affective Commitment of Puan Sally

Puan Sally's journey towards establishing Roses Sdn. Bhd began in 2014 when she initiated a non-governmental organisation (NGO) aimed at providing income opportunities for single mothers who had undergone a divorce or lost their husbands. Reflecting on this transition, she stated,

“Before we became a social enterprise, we were an NGO, a single mothers association, like others. So, I established a social enterprise as a single mother in 2014.”

By September 30, 2016, she officially registered the NGO as a company, broadening its focus to encompass fashion business, field training, and consultancy services in interior design and decoration. The development of Rose Sdn. Bhd unfolded across three distinct phases: initial, survival, and growth period.

The NGO was established as early as 2014. That year, Puan Sally started finding new ideas in designing “what to sell?”. The idea started when she joined an open workshop introduced by one of the social enterprises. In the workshop, she was introduced to upcycles products. During the workshop, she considered upcycling the jeans and trousers into commercial products. Recalling the workshop, she shared,

“It is an open workshop; I cannot remember because it was long ago. As I remember, everyone can attend the program. I got the idea from that workshop to use unusable jeans as a gift.”

Subsequently, she refined her sewing skills through online resources, notably YouTube, dedicating four hours daily for four months. Encouraged by her mentor, she entered an innovation competition organised by the Malaysian Innovation Foundation. Her claims stated as follows:

“I use my savings, and I learn from YouTube every day. I spent 4 hours every day for four months. I met my mentor at that time. She suggests entering an innovation competition from the Malaysian Innovation Foundation under social innovation:”

At the competition, she won the competition awards after creating a bag from usable jeans. With the prize money awarded by the Malaysian Innovation Foundation (MIF), she acquired additional sewing equipment and began recruiting single mothers from her community, initiating the transformation of the NGO into a social enterprise. Reflecting on this pivotal moment, she remarked,

“As a result of the competition, I purchased the sewing machine. That is the beginning of

my organisation. I get the courage to ask single mothers in my community to join. I taught them. At that time, there are about 20 people with help from the Malaysian Innovation Foundation. The foundation gave me sewing machines and other sewing equipment. I trained them.”

Under Puan Sally's leadership, the enterprise expanded its workforce, recruiting 20 single mothers with assistance from the MIF. Following training, 10 permanent staff members were retained to sustain operations. Leveraging partnerships with corporate entities like Union, Roses Sdn. Bhd ventured into the corporate gifts market, achieving a notable sales growth of 155% (as shown in Table 2) and significantly reducing its debt burden.

Following the favorable development of products and market expansion, Puan Sally initiated discussions with another major company to continue producing corporate gifts through upcycling denim. However, these expansion plans were abruptly halted by the sudden emergence of the COVID-19 pandemic, which brought unforeseen challenges worldwide.

This marked the beginning of a survival period for Rose Sdn. Bhd, with many businesses compelled to cease operations due to government-imposed movement control orders, particularly in March 2020. The financial data presented in Table 2 underscores the impact of these circumstances, revealing a sharp decline in the sales growth ratio to 24% in 2020, accompanied by minimal returns on assets (4%) and equity (6%). Puan Sally attributed these challenges to dwindling demand for the company's products, expressing,

“We have to stop our operation. The same goes for other people. All companies have to close.”

Struggling to navigate the operational constraints imposed by the movement control orders, Puan Sally found herself facing the challenge of identifying new opportunities amidst the crisis. Leveraging their expertise in sewing, several non-governmental organisations (NGOs) approached Rose Sdn. Bhd to inquire about their capacity to produce Personal Protective Equipment (PPE) for frontline workers, presenting a potential avenue for the company to adapt its operations and contribute to pandemic relief efforts.

Table 2. Financial Performances

Year	2018	2019	2020	2021	2022
Sales Growth Ratio	0%	155%	-24%	77%	7%
Return on Assets	7%	31%	4%	25%	8%
Return on Equity	31%	77%	6%	34%	11%
Debt to Asset Ratio	78%	60%	42%	26%	21%
Debt to Equity Ratio	356%	151%	72%	35%	27%

4.2 Continuation Commitment of Staf

The initial group of participants, trained under Ms. Sally's guidance, articulated their motivations for joining Rose Sdn. Bhd, citing previous experiences with familial hardships. Their reasons for joining are evident in their responses:

“I join Puan Sally because my income is limited. The income that I received was always

not enough for my family” – Staff 1

“Puan Sally met me. At that time, my husband just passed away. I never worked before with four children, and I have to find income for living”- Staff 2

During the COVID-19 pandemic, the staff demonstrated unwavering continuation commitment, despite the absence of financial difficulties. Moreover, the organisation's income continued to grow amid the pandemic. This is illustrated in the following statements:

“Praise to God, during the Covid-19 period, we managed to earn income. Puan Sally managed to receive a contract to sew PPE. We earned a lot until we have to reject the demand” – Staff 1

“So far, working with her (Puan Sally), we have our income. During the covid 19, we sew PPE; there is income.” – Staff 2

Beyond financial incentives, one staff member emphasized Puan Sally's flexibility and understanding of staff needs. Employees were allowed to bring their children to work during working hours or events. Their testimonial highlights this aspect:

“I am comfortable working with her. I can bring my children (still babies). If I want to find a babysitter, that would be another cost”.

The commitment persisted as another staff member sought to demonstrate her independence from her ex-husband, who provided no financial support for their children. Her testimony reflects her determination:

“I want to prove to my ex-husband that I can finance my daily expenses with my children. Thanks to God, all children attended university level from this income.”

4.3 Normative Commitment among Participants

Rose Sdn. Bhd has expanded its reach by providing training opportunities to individuals in Langkawi. Eight participants were interviewed for this segment, shedding light on their unique reasons for choosing the training offered by Rose Sdn. Bhd over other available options.

Six participants highlighted that the distinguishing factor for them was the feedback they received through the WhatsApp group and the website of the Local Development Agency. This feedback is garnered from previous trainees of Rose Sdn. Bhd played a pivotal role in their decision-making process. An official from the Local Development Agency confirmed that registration for the training was fully booked, necessitating a cap on the number of seats available due to limited sewing machine availability. The training could accommodate a maximum of 40 trainees at one time.

One trainee shared her motivation for joining the training, explaining that she sought to acquire additional skills for her shop after it was damaged in a fire. She hoped that by enhancing her skill set, she could rebuild her shop and improve her livelihood. Additionally, other employees informed the researchers that they continued to complete the training

because the trainers demonstrated high tolerance levels. The trainers' reluctance to easily accept their capabilities served as motivation for them to persevere and complete the training.

5. Discussions and Conclusion

Rose Sdn. Bhd initially operated as an NGO before transitioning into a profit-oriented entity. This shift was driven by the aim to empower single mothers within their community by generating sustainable income opportunities. Recognised as a social enterprise, Rose Sdn. Bhd. Endeavors to enhance the social impact on single mothers, aligning with existing literature (Nguyen et al., 2021; Haase, 2021). Puan Sally, the visionary founder, drew inspiration from online platforms like YouTube, reflecting a contemporary approach to innovation. Consistent with prior research (Pansuwong et al., 2022), the company's core focus lies in providing comprehensive training modules aimed at converting usable jeans into a gift for corporate companies.

Simultaneously, Puan Sally actively sought out single mothers interested in joining her venture, demonstrating a profound affective commitment (Masry-Herzallah & Dor-Haim, 2023; Olafsdottir & Einarsdottir, 2024) to improving the lives of individuals within her community. Rooted in her own experiences as a single mother responsible for her children's well-being, Puan Sally's dedication is evident. Her willingness to engage corporate organisations for product collaboration and marketing underscores her passion and unwavering commitment to advancing the social enterprise. This dedication, coupled with her clear vision, has undeniably facilitated the remarkable growth of Rose Sdn. Bhd.

Social capital plays a pivotal role in the fabric of social enterprise, as evidenced by this study's alignment with prior research (Pansuwong et al., 2022; Cavazos-Arroyo & Puente-Diaz, 2023). Trust, cultivated among employees who are stakeholders, emerges as a cornerstone for the sustained operation of social enterprises. Within Rose Sdn. Bhd, the workforce primarily comprises single mothers, who share similar life experiences with Puan Sally, the founder. This shared background fosters a deeper understanding of the challenges faced by these employees, thereby facilitating smoother collaboration and operational continuity.

Drawing from their collective experiences, the employees at Rose Sdn. Bhd exhibit a steadfast commitment as they witness the tangible outcomes of their involvement with the organisation. Moreover, the study delves deeper into the realm of normative commitments, shedding light on how past traumas or adverse experiences may hinder employees from altering their level of commitment. Within the framework of continuance commitment, intrinsic motivations stemming from past experiences serve as driving forces that drive employees to sustain their dedication to the organisation.

The results of this study align with previous research (Costa & Andreanus, 2020; Basri et al., 2022) highlighting the pivotal role of mission-driven activities in fostering the success of social enterprises. Puan Sally's strategic direction, emphasising quality to ensure customer retention, underscores the significance of managerial guidance in advancing the organization's objectives. Undoubtedly, effective top management, as evidenced in the case of

Rose Sdn. Bhd, plays a critical role in empowering the growth and sustainability of social enterprises (Lin et al., 2023).

The active involvement of participants significantly contributes to the advancement of social enterprises. Participants consistently expressed their dedication to the training programs offered by Rose Sdn. Bhd, emphasizing the transformative impact these initiatives have on their lives. This sentiment aligns with prior research indicating that individuals are more likely to remain engaged in an organization when they perceive tangible benefits or value (Lee et al., 2022; Olafsdottir & Einarsdottir, 2024). Furthermore, participants exhibit normative commitment towards Rose Sdn. Bhd, as evidenced by their steadfast dedication to the training provided. This finding corroborates the assertion by Boukamcha (2022) that interpersonal skills play a pivotal role in fostering normative commitment among participants.

In summary, the multifaceted commitment comprising affective, continuance, and normative dimensions serves as integral traits of a thriving social enterprise. The insights gleaned from this study offer valuable guidance for social entrepreneurs seeking to foster a corporate culture that nurtures both employee and customer commitment within their ventures. One effective strategy involves leveraging individuals' experiences and challenges to instill a sense of dedication toward the overarching goals of the social enterprise. By prioritizing the development of interpersonal skills, particularly within the service industry, social enterprises can effectively cultivate normative commitment among customers, thereby ensuring the sustained success and longevity of the organization.

This study enriches the existing literature on social enterprise by examining stakeholder commitments. As conceptualized in this study, continuity commitment extends beyond mere cost-benefit considerations to encompass personal growth derived from individuals' adverse experiences. However, it's important to note that this study is geographically limited to the Klang Valley region. As such, the qualitative findings may not be readily generalizable to other contexts. Future research avenues could explore similar studies in diverse geographic areas, offering insights into various industries beyond trading and services.

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Competing interests

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

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The data that support the findings of this study are available on request from the corresponding author. The data are not publicly available due to privacy or ethical restrictions.

Data sharing statement

No additional data are available.

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