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Page 1 of 2

Dr. Samuel PD Anantadjaya, B.Sc., MBA, MM

**Assignment of Academic Task at
INTERNATIONAL UNIVERSITY LIAISON INDONESIA**

**Penugasan Akademik Pada
UNIVERSITAS LINTAS INTERNASIONAL INDONESIA**

Vice Rector for Academic Affairs of International University Liaison Indonesia

Wakil Rektor bidang Akademik Universitas Lintas Internasional Indonesia

In consideration of:

Mengingat:

His appointment as the Vice Rector for Academic Affairs of International University Liaison Indonesia under agreement No. SK/Y-IULI/0544/II/2021

Pengangkatannya sebagai Wakil Rektor Bidang Akademik Universitas Lintas Internasional Indonesia dibawah perjanjian No. SK/Y-IULI/0544/II/2021

Herewith gives the task to:

Dengan ini menugaskan kepada:

Name: Dr. Samuel PD Anantadjaya, B.Sc., MBA, MM
Position: Dean

Nama: Dr. Samuel PD Anantadjaya, B.Sc., MBA, MM
Jabatan: Dekan

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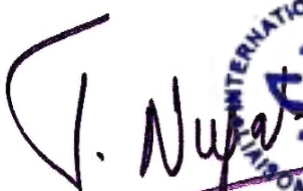
No	Task/ Tugas	Organizer/ Penyelenggara	Period/ Periode	Detail/ Detil	SKS Equivalent/ Setara
1	Review Article with the title: Stakeholder Relationship Capability and Investment Efficiency: A Mozaic Theory Test	Journal: Measuring Business Excellence Publisher: Emerald Publishing ISSN # 1368-3097 Article # MBE-01-2021-0009 Index: Scopus & Web of Science (WoS)	Jan 30 – Mar 14 2021	Invited by: Dr. Jos Van Iwaarden (josvaniwaarden.mbe@gmail.com)	1 SKS

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Pihak yang bersangkutan harus melaksanakan tugas dan tanggung jawab sebaik-baiknya sesuai dengan petunjuk dan peraturan dari IULI.

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Tutun Nugraha, B.Sc., MAsc., Ph.D.
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conducted online. Please refer to the attachments





S A M <ethan.eryn@gmail.com>

Invitation to Review for the Measuring Business Excellence

1 message

Measuring Business Excellence <onbehalf@manuscriptcentral.com>

Sat, Jan 30, 2021 at 5:13 AM

Reply-To: josvaniwaarden.MBE@gmail.com

To: ethan.eryn@gmail.com, keeshondenkeeshonden@yahoo.com

29-Jan-2021

Dear Dr. Anantadjaya,

Manuscript ID MBE-01-2021-0009 entitled "Stakeholder Relationship Capability and Investment Efficiency: A Mosaic Theory Test" has been submitted to the Measuring Business Excellence.

I invite you to review this manuscript. The abstract appears at the end of this letter. Please let me know as soon as possible if you will be able to accept my invitation to review. If you are unable to review at this time, I would appreciate you recommending another expert reviewer. Please click the appropriate link below to automatically register your reply with our online manuscript submission and review system.

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Yours sincerely

Dr. Jos Van Iwaarden

Editor, Measuring Business Excellence

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MANUSCRIPT DETAILS

TITLE: Stakeholder Relationship Capability and Investment Efficiency: A Mosaic Theory

ABSTRACT:

Considering the constraints on resources and the need for firms' planning to avoid recession and underdevelopment, enhanced investment efficiency would promote the capital market attractiveness and increase the performance of capital market investment. Empowering these markets through investment efficiency requires to promote the flow of information disclosure to stakeholders in order to provide the greater coherence and integration of information, enhance equal decision-making capabilities, and promote trust and confidence in the company. The present study aimed to examine the impact of stakeholder relationship capability on investment efficiency through testing the mosaic theory.

: In this study, two criteria (namely the ratio of net fixed assets to total assets and investment level) were used in order to measure investment efficiency. Furthermore, meta-synthesis and Delphi analyses were adopted based on a 5-point Likert scale to measure the development of stakeholder relationship capability. To collect the research data, the questionnaires were sent to 142 companies in 2019, of which 112 questionnaires were returned by the managers of the firms listed in Tehran Stock Exchange. To fit and test the research hypothesis was used partial least squares analysis.



After confirming the fit of the model, the results revealed that the stakeholder relationship capability had a positive and significant effect on investment efficiency.

With regard to the Mosaic theory, this finding confirms that the equity of information in reflecting news and knowledge among stakeholders can promote the role of the firm's stakeholder relationship capability, thus enhancing the investment efficiency.



Stakeholder Relationship Capability and Investment Efficiency: A Mosaic Theory Test

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Stakeholder Relationship Capability and Investment Efficiency: A Mosaic Theory Test

Abstract

Purpose: Considering the constraints on resources and the need for firms' planning to avoid recession and underdevelopment, enhanced investment efficiency would promote the capital market attractiveness and increase the performance of capital market investment. Empowering these markets through investment efficiency requires to promote the flow of information disclosure to stakeholders in order to provide the greater coherence and integration of information, enhance equal decision-making capabilities, and promote trust and confidence in the company.

Design/methodology/approach: The present study aimed to examine the impact of stakeholder relationship capability on investment efficiency through testing the mosaic theory. In this study, two criteria (namely the ratio of net fixed assets to total assets and investment level) were used in order to measure investment efficiency. Furthermore, meta-synthesis and Delphi analyses were adopted based on a 5-point Likert scale to measure the development of stakeholder relationship capability. To collect the research data, the questionnaires were sent to 142 companies in 2019, of which 112 questionnaires were returned by the managers of the firms listed in Tehran Stock Exchange. To fit and test the research hypothesis was used partial least squares analysis.

Findings: After confirming the fit of the model, the results revealed that the stakeholder relationship capability had a positive and significant effect on investment efficiency.

Originality/value: With regard to the Mosaic theory, this finding confirms that the equity of information in reflecting news and knowledge among stakeholders can promote the role of the firm's stakeholder relationship capability, thus enhancing the investment efficiency.

Keywords: Stakeholder relationship capability, Investment efficiency, Mosaic theory

1. Introduction

From the perspective of analysts and investors, one of the major pillar of capital market sustainability is the capability of investment efficiency in firms, indicating how much they have the capability to attract cash resources to finance investment projects and to what extent the project has the returns needed to gain investors' trust in this project. This is because one of the main roles of accounting is the efficient allocation of capital and consequently increasing the investment efficiency (Kothari et al., 2010). Unsurprisingly, the relevant literature focuses on the role of accounting in capital allocation decisions (Goodman et al., 2014; McNichols & Stubben, 2008). Theoretically, these accounting approaches indicate that the firms continuously invest in projects with a positive net present value as long as the ultimate benefits of such investments are equal to their final costs (Chen et al., 2011). However, one of the main factors which plays a role in the investment efficiency is how to obtain the funding needed to advance plans and projects in achieving higher investment efficiency. In other words, the firm must possess the necessary credit capabilities to obtain the necessary cash resources through attracting the investors and facilitators' trust and confidence (Chen et al., 2011). Connectivity with shareholders and investors and timely disclosure of information are one of the most effective techniques, through which the firms can promote their resource attraction capacities to enhance their investment efficiency, thereby enriching the likelihood of success even in an inflation market (Barnett, 2007). In other words, the effective relationship of the firm and the stakeholders would increase the capacity to attract cash resources due to the established trust, and enhance the value in the financial statements for stakeholders to make decisions (Nourvash et al., 2019). To put it in other words, the higher the value of the disclosed information for the stakeholders, the more reliable the financial statements for the investors' decisions is and the stronger the relationship between the financial statement items and the price is to reduce risk and enhance stock returns (Siemroth, 2019). Such an interaction between the firm and the shareholders, investors, creditors, and, in general, stakeholders helps the company making its capacities to attract resources dynamic. From a theoretical viewpoint, how can stakeholder relationship capability enhance investment efficiency in the capital market? To answer this question, the mosaic theory can be considered. The rationale of this theory is based on information, and the existence of equilibrium and fairness in this theory can be considered as a factor to make confidence. In other words, the mosaic theory is the combination of several pieces of information in order to establish a more accurate estimation of value to the stakeholders, according to which a more effective form of interactions between the company and the stakeholders is expected (Cheynel & Levine, 2020). According to this theory, like mosaics, the equal disclosure of information with no rent in the form of financial reporting can contribute to the construction of coherence and trust; however, selective information along with economic rent may disrupt that equilibrium, enhance the mistrust, and consequently reduce the investment efficiency in the capital market (Al Sakini, 2019). In general, stakeholders, or more specifically, a firm's stakeholders need information in a market to make decisions. In this regard, if the information possesses the public and equitable aspect of disclosure, the more sustainable trust is expected for the firm in order to enhance the capacities to attract resources in funding projects and investment plans and provide the opportunities for the growth of the firm (Lai et al., 2012). According to this issue and theoretical aspects of the mosaic theory, it can be claimed that the complete and equitable disclosure of information paves the way for competition, and the firms not having the required competitiveness are excluded due to the features of the free flow of information. This would enhance the efficiency in the capital market significantly. In contrast, the selective disclosure of information not only reduces connections with stakeholders and diminishes trust in the capital market but also greatly restricts the investment capacities and ongoing

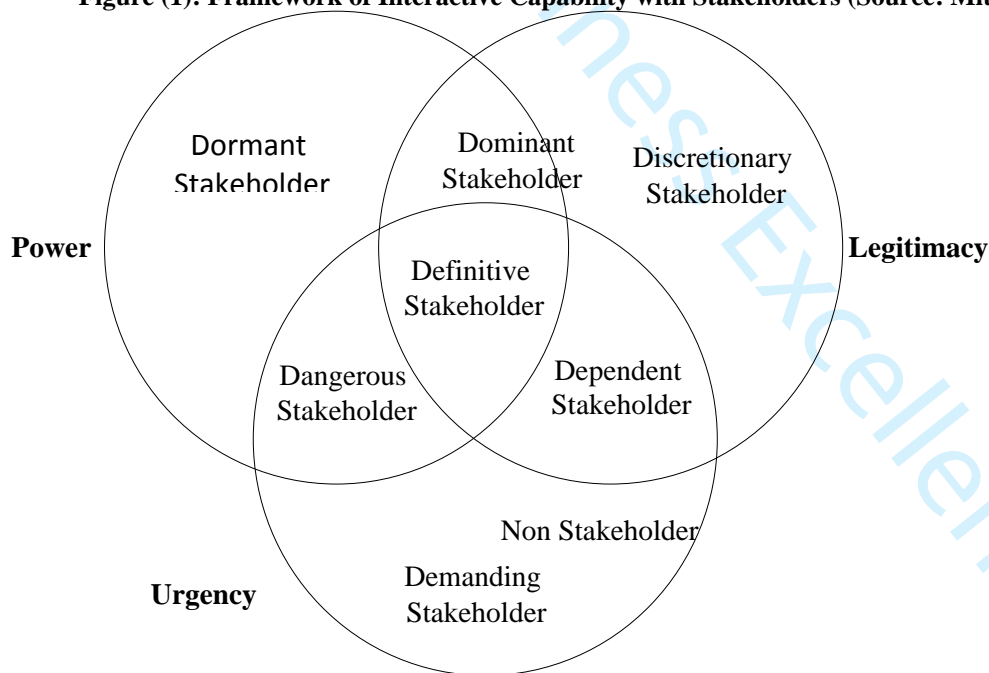
projects of the firm because of the problems with minimal external financing. This reduces the investment efficiency of the firms. Accordingly, the present study aimed to examine the effect of stakeholder relationship capability on investment efficiency with regard to the mosaic theory test.

2. Literature Review

2-1. Interactive Capability with Stakeholders

The theory of stakeholder gradually developed during the 1970s and, in the mid-1980s, was proposed by Freeman in the firms' strategy. The theory that is focused on the dimension and perspective of the firm believes that firms while following their economic interests, should take into account the interests and needs of different stakeholder groups (Golmohammadi et al., 2017). According to the Stanford Research Institute, stakeholders are a group that, without their support, ceases to exist as a firm (Wageningerminards et al., 2008). In another definition, Gary et al. (1), stakeholders are considered to be a group of people who, while sharing common interests, can influence both the organization and the organization. According to the definition of Stanford Research Institute (SRI), stakeholders are a group that the nature of the existence of a firm is stopped without their support (Wagner Mainardes et al., 2011). In another definition presented by Gary et al. (1996), stakeholders are a collection of individuals from a group who, while enjoying common interests, can be influenced by the organization and affect the organization. In order to identify the stakeholders, Mitchell et al. (1997) developed a theoretical framework for the identification and salience of stakeholders. On the basis of this framework, the interactive capability of stakeholders can be specified concerning the enjoyment of one, two, or all three of the following attributes (In order to be considered a stakeholder, an entity has to present at least one out of three stakeholder attributes: power, legitimacy and urgency (Mitchell et al. 1997)):

Figure (1): Framework of Interactive Capability with Stakeholders (Source: Mitchell et al. 1997)



1- Power: The stakeholder's power to influence the firm; 2- Legitimacy: The stakeholder's relationship to the firm; 3- Urgency: The stakeholder's claim to the firm's resources. (Mitchell et al., 1997) are the ones who are not subject to restrictions on the sources to track stakeholders' behavior and manage the relationship with them, managers may take no action on stakeholders that have one of the attributes, and even some managers

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3 may not identify this category of stakeholders. Individuals or groups with two attributes are recognized
4 as "expectant stakeholders" that the level of engagement between managers and these stakeholders will
5 be high. This group is composed of "dominant" stakeholders, "dependent" stakeholders, and "dangerous"
6 stakeholders. A stakeholder who possesses two attributes can be active or passive (Kumar et al., 2016).
7 In this classification, the seventh stakeholder is "reasonable stakeholder". Stakeholders in this class have
8 power, legitimacy, and urgency (Balmer, 2017). As various stakeholders deliver different sources to the
9 firms and result in different outcomes (Parmar et al., 2010), thus, the interactive capability with
10 stakeholders has a great emphasis on interaction, collaboration, and close relationship with stakeholders.
11 First, the interactive capability with stakeholders has a substantial emphasis on the extensive and
12 continuous relationship with many stakeholders so that it can raise stakeholder involvement in activities
13 and knowledge sharing processes in this way. Second, the interactive capability with stakeholders leads
14 to an improvement in the level of collaboration and engagement in problem-solving and decision-making
15 (Herremans et al., 2016). In this respect, Jones et al. (2018) argue that the stakeholder relationship
16 management somehow contains relational contracts, the generation of the joint wealth, the enhancement
17 of the level of trust and cooperation, and the public sharing of assets that results in the generation of
18 "close interactive capability", i.e., the encouragement of stakeholders to establish a close relationship
19 with the firm (Jones et al., 2018). Besides, establishing close relationship causes the accessibility of firms
20 to specialized knowledge and information (Romijn & Albaladejo, 2002). Moreover, in the opinion of
21 some researchers, a close interactive capability with stakeholders, including customers and suppliers,
22 leads to the exchange of information between them and has a remarkable effect on the development of a
23 vision based on the firm trust (Landry et al., 2002).

28 **2-2. Mosaic theory, stakeholder relationship capability, and investment efficiency**

29 Information has always been a necessity as a basis for the development of interactions, especially in a
30 competitive environment. In other words, the rationale of the mosaic theory is based on information. If
31 such information is properly and equitably reflected among the audience, it provides the basis of
32 specialized capabilities for success and greater returns. Like all theories in humanities, this theory is
33 rooted in configuration- and equity-based thinking. In other words, the mosaic theory describes the
34 establishment of coherence in reinforcing the social context of equity, indicating that no asymmetry-
35 based element can be understood in a collection. According to McLuhan, the mosaic theory claims that
36 isolation and separation eliminate the equilibrium, thereby enhancing individuals' distance from their
37 surrounding environment (Davidowitz, 2015). McLuhan was the follower of Marx. With regard to the
38 decisive role of production factors and methods, Marx discussing historical dialectics states that human
39 life first was "equitable"; later on some individuals abused, leading to inequity and class discrimination.
40 In other words, he considers tools not as a means for the message. In contrast, he assumes that the tool
41 is the message, indicating that the form is preferred and superior to content (information equality vs.
42 information quality), and that reflecting equity can enhance the quality content. Describing the rationale
43 of the mosaic theory, Page (1976) considers the existence of equitable approaches to promoting
44 information as a factor contributing to cooperation and solidarity with the source of equilibrium in the
45 dissemination of news and information and regards it as the source of more efficient decisions. To
46 explain this theory, Cheynel and Levine (2020) also mention that information feedback to individuals
47 and the timely reflection of such information lead individuals in a community towards greater cohesion.
48 The mosaic theory can be extended to the capital market domains and agency-based interactions between
49 firms and stakeholders. Previous studies have revealed that factors such as information asymmetry and
50 agency problems in semi-mature markets may oblige managers to make inefficient investment decisions,
51 which lead to the under- or over-investment growth (Jensen, 1986; Myers & Majluf, 1984; Stalls, 1990).
52 In other words, information asymmetry between managers and shareholders significantly affects the
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3 firm's investment decisions and exacerbates agency problems (Jiang et al., 2010). According to Myers
4 and Majluf (1984), information asymmetry between firms and investors leads to under-investment. With
5 regard to the theory of underinvestment, managers may disregard low-risk projects with positive present
6 value when investment is financed by shareholders. They are willing to have such investments since the
7 shareholders bear the investment cost and its risk, while the benefits of such investments go to the
8 bondholders. Accordingly, it can be deduced that the lack of disclosure and feedback to the capital
9 market, caused by the lack of equilibrium approaches among the stakeholders and the reduction of the
10 agency cost gap in the managers disrupts the market equilibrium, thereby leading to lower investment
11 efficiency.

12
13 On the other hand, the information disclosure can also lead to overinvestment since the interests of the
14 managers and shareholders are not consistent. In this case, the managers, even in the face of free cash
15 flow, would be willing to expand their company and select projects with a negative net present value,
16 which reduce the shareholders' value (Baradaran Hasanzadeh & Taqizadeh Khanqah, 2016). In other
17 words, the overinvestment problem largely arises from the managers' opportunism in the case of
18 unequitable environment and information disequilibrium, and this may be caused by shareholder and
19 investor relationship management. According to Empire Building Phenomenon, more credit and power
20 exclusively belong to the managers, and this makes the agency gap be deeper than the past because of
21 disequilibrium in information disclosure, making the investment efficiency face the overinvestment and
22 underinvestment challenges. In other words, the tendency to build an empire provides the managers have
23 an access to all of the firm's resources (free cash flows). Excessive access to the firm's resources drives
24 managers to invest in projects that increase the firm size and have no impact on the firm value. In general,
25 the managers tend to invest even in projects with a negative net present value as long as they enhance
26 the firm size and adds to the personal interest (Degryse & De Jong, 2001). As many previous studies
27 (e.g., Lai et al., 2012; Lee & Fin, 2018; and Guttman & Meng, 2020) has examined the role of financial
28 information symmetry on investment efficiency, the music theory can be extended with regard to the
29 impact of relationship capabilities on investment efficiency. In other words, information symmetry
30 reduces the information acquisition cost and increases the quantity and quality of information available
31 to decision makers. Regarding the adaptive capability of disclosed information as a basis for stakeholder
32 trust, De Franco et al. (2011) states that this level of capability would help decision makers make better
33 decisions and increase investment efficiency. Accordingly, the following hypothesis is posed:

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38 ❖ **Research Hypothesis: Stakeholder relationship capability has a significant impact on the**
39 **investment efficiency of firms in the capital market.**

40 41 **3. Methodology**

42 This is an applied study in terms of purpose and is of the type of descriptive-correlational research in
43 terms of data collection. As well as, this is a deductive-inductive investigation in terms of reasoning.
44 Due to the study of data related to a specific time period, the data analysis method is cross-sectional
45 based on the technique of path analysis. The data of the research were collected from CDs of statistical
46 and video archives of the Tehran Stock Exchange, Tehran Stock Exchange website, Rahavard-e-Novin
47 software. And the data related to interactive capability with stakeholders were also gathered through
48 meta-synthesis analysis, Delphi analysis and finally sending questionnaires to the sample firms. The
49 statistical population examined in this study consists of all companies listed in Tehran Stock Exchange
50 in 2019. The selected sample for this study are companies that have the following set of conditions:

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52 1- The companies that, from the beginning to the end of the year 2019, are in the membership of the
53 Stock Exchange.
54 2- The companies that have no change in activities or change in the fiscal year during the year 2019.
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3- The companies that are not among investment and financial intermediation firms (due to the difference in the nature of the activity with other companies, investment companies were not included in the population).

After applying the above financial constraint, 142 companies listed in the Tehran Stock Exchange were selected as the research sample, and the questionnaire was submitted to the managers of these companies. Ultimately, after a lot of follow-ups, 112 questionnaires were completed and returned and used as the final sample for the analysis. The final analysis of the collected data was performed using Structural Equation Modeling (SEM) and Partial Least Squares (PLS) analysis via software PLS. The procedure of structural equation modeling is in a way that we first examine the fitness of the model (including the measurement models fitting, the structural model fitting and the overall model fitting) and then test the research hypotheses.

3-1. Theoretical Framework of the Research

Taking into account the theoretical foundations of the research, the conceptual model framework of this research has been illustrated based on the structural equation modeling approach in Figure (2):

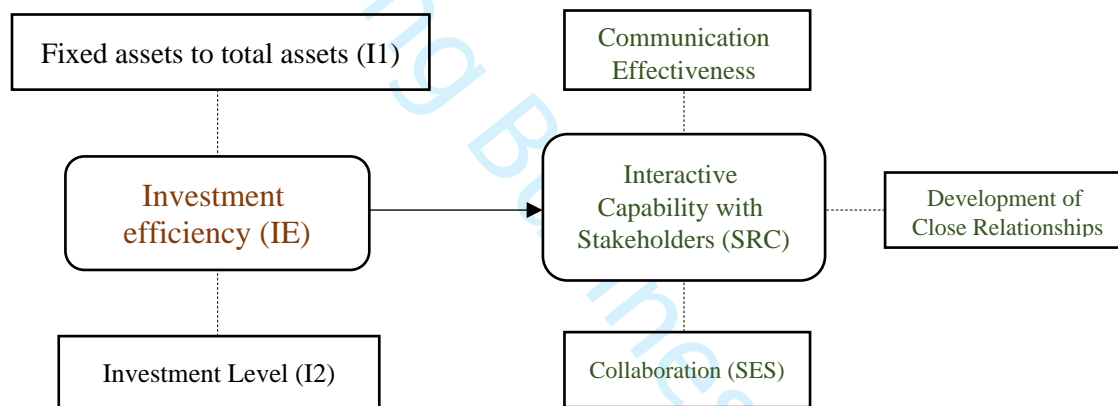


Figure (2): Theoretical Framework of the Research

3-2. Dependent variable

3-2-1. Investment efficiency

In this study, the dependent variable (endogenous variable) was investment efficiency. In this study, two investment efficiency criteria were used: Ratio of net fixed assets to total assets (I) (Goodman et al., 2014) and investment level (Inv) (Chen et al., 2011) since coherent criterion is proposed to measure this variable with regard to its nature.

(A) Ratio of net fixed assets to total assets (I)

Following Goodman's et al. (2014) study, this regression model, which measures investment efficiency based on the investment level, was used.

$$I_{it} = \beta_0 + \beta_1 Q_{it-1} + \beta_2 \text{CFO}_{it-1} / \text{Asset}_{it-1} + \beta_3 \text{Asset Growth}_{it-1} + \beta_5 I_{it-1} + \varepsilon_{it} \quad (1)$$

where, I_{it} is the net fixed assets and intangible assets in year (t) divided by total assets at the beginning of year (t); Q_{it-1} is Tobin's Q ratio for year (t), obtained from dividing the market value of assets by the book value of assets; $\text{CFO}_{it-1} / \text{Asset}_{it-1}$ is the ratio of cash flows from operating activities to total assets at the beginning of year (t); $\text{Asset Growth}_{it-1}$ is the percentage of asset growth in year (t-1); I_{it-1} is the firm's investment level at the beginning of year (t-1) divided by total assets at the beginning of year (t-1). If the residual of this model is positive, there will be an overinvestment, and if the residual is negative,

underinvestment will emerge. In this regard, investment efficiency is the inverse absolute value of the residuals obtained from the regression model in Equation (1).

B) Investment level (Inv)

In this study, Chen et al.'s model (1) was used to measure the investment efficiency in Equation (2). According to this approach, total investment is a function of negative sales growth, growth opportunities, negative growth equilibrium, and growth opportunities.

$$Inv_{it} = \alpha_0 + \alpha_1 Neg_{it-1} + \alpha_2 Sales\ Growth_{it-1} + \alpha_3 Neg_{it-1} \times Sales\ Growth_{it-1} + \varepsilon_{it} \quad (2)$$

where, Inv_{it} is total investment obtained from the net ratio of an increase in tangible and intangible assets to total assets, Neg_{it-1} is negative sales growth as such if the firm's sales growth in the last year is negative, it is one; otherwise, it is zero; $Sales\ Growth_{it-1}$ is the sales growth and shows the percentage of sales of a firm from year (t-2) to year (t-1). With placing the value of total investment in Equation (2). In this regard, the positive residuals (positive deviation from expected investment) represent the selection of projects with a negative net present value or overinvestment ($\varepsilon_{it} > 0$) and negative residuals (negative deviation from expected investment) indicates passing from the investment opportunities with positive net present value or underinvestment ($\varepsilon_{it} < 0$). According to Equation (2), all the absolute values of the errors in the model, which show the investment inefficiency, are obtained and then multiplied by (-1) to determine the overall investment efficiency index.

3-3. Independent variable

For the development of interactive capability with stakeholders as an endogenous (dependent) variable of the research, inspired by the studies of Jiang et al. (2019) and Sharma and Waldenburg (1998), meta-synthesis and Delphi methods were used. Accordingly, employing the meta-synthesis analysis, the components related to interactive capability with stakeholders were identified. Then, Delphi analysis was carried out with the cooperation of experts to confirm/delete the components (statements). In the meta-synthesis analysis, in the first step, with the help of search engines in databases inside and outside the country, we attempted to identify investigates associated with the concept and nature of this study. In the second step, through critical appraisal, the criteria and statements concerning the interactive capability with stakeholders were determined. On the basis of the preliminary results gained from the search, because of narrowing the research in the assessment section, 55 research, contents and books related to the nature of the research were identified. In order to choose the proper studies based on the Critical Appraisal Skills Programme (CASP), the researchers initially specified the necessary priorities for any of the articles and books by taking notes of similar articles in terms of their abstracts and contents. In this respect, the steps of filtering the references used are as follows:

Table (1): The steps of filtering the references used based on the Critical Appraisal Skills Programme (CASP)

Steps	References Searched	Number
Step 1	The number of references found	55
	The number of references rejected due to the title	(18)
Step 2	The references screened based on title	37
	The number of references rejected in terms of the abstract	(10)
Step 3	The references screened based on abstract	27
	The number of references rejected in terms of the content	(15)
Step 4	The number of final references	12

As illustrated in the table above, 12 research were selected to identify the statements of interactive capability with stakeholders. Based on the Critical Appraisal Skills Programme (CASP), this research enters the phase of text information extraction. In this approach, through 10 criteria of the aims of the research, methodology, appropriate research design, sampling, data collection, reflexivity (research partnership relations/recognition of researcher bias), data analysis, ethical issues, findings, and value of the research, with the help of 18 members of the panel in the qualitative section, the criteria and

statements of interactive capability with stakeholders are determined. Critical appraisal Skills Programme (CASP) is a 50-point scale in which researchers, based on the scoring system, delete any article that is lower than the score 30. This program is an index that will help researchers determine the accuracy, reliability, and importance of the research qualitative studies. Thus, relevant research under Table (2) must be initially identified using the scoring method based on Table (3). Then, the indices associated with interactive capability with stakeholders should be specified.

Table (2): Critical appraisal Skills Programme (CASP) of Researches related to Interactive Capability with Stakeholders

Articles/Criteria of Critical appraisal Skills Programme (CASP)	Research Objective	Methodology Rationale	Research Design	Sampling Method	Data Collection Method	Generalization of Findings	Ethical	Statistical Analysis Method	Theoretical Capability	Significance of the Study	Sum
Jiang et al. (2019)	3	2	3	2	4	5	5	5	4	5	38
Veronica et al. (2019)	2	2	2	2	2	3	4	3	2	2	24
Yang et al. (2019)	3	4	4	4	4	4	4	5	4	5	41
Watson et al. (2017)	4	5	4	4	3	4	4	3	5	4	39
Martin et al. (2016)	3	3	2	2	2	2	2	2	2	2	22
Loi et al. (2016)	4	5	3	4	4	4	5	4	3	4	40
Wang et al. (2016)	4	4	4	4	4	4	3	4	4	4	43
Gao & Slawinski (2015)	3	3	3	2	2	2	4	2	5	3	29
Hayati et al. (2018)	5	5	3	4	3	2	4	4	4	4	38
Najafian and Safari Grayeli (2017)	4	4	3	4	4	3	4	4	4	3	35
Abtahi Foroushani et al. (2015)	3	2	3	3	3	3	4	3	3	2	29
Saghafi et al. (2014)	3	2	3	2	4	5	5	5	4	5	38

Among 12 research confirmed, 4 studies carried out by Veronica et al. (2019), Martin et al. (2016), Gao & Slawinski (2015), and Abtahi Foroushani et al. (2015) are excluded from determining the statements of the research, taking into account that they gained the score lower than 30 out of 50 based on the scores given by members of the panel. On the basis of this approach, all the sub-criteria extracted from the text of the approved articles are written in the column of the table and then the names of the researchers of confirmed investigations are given in the row of each table. According to each researcher's use of sub-criteria written in the table column, the symbol "*" is inserted. Then, the scores of each symbol "*" in the sub-criteria column are added together, and the scores higher than the mean of the researches conducted are selected as the research components.

Table (3): Determining the main components of interactive capability with stakeholders

Researchers	Power of influence	Communication effectiveness	Legitimacy	Influence	Collaboration	Interests	Maintaining property rights	Timely disclosure	Value creation
Jiang et al. (2019)	-	*	-	-	*	-	-	-	*
Yang et al. (2019)	-	*	*	-	-	-	-	*	-
Watson et al. (2017)	*	-	-	-	*	*	*	-	-
Loi et al. (2016)	-	*	-	-	*	-	*	-	*
Wang et al. (2016)	-	-	-	-	*	-	-	*	*
Hayati et al. (2018)	*	*	*	*	-	*	-	-	*
Najafian and Safari Grayeli (2017)	-	*	-	-	-	-	-	*	-
Saghafi et al. (2014)	-	-	-	*	*	-	-	-	*
	2	5	2	2	5	2	2	3	5

Taking into account that 8 researches in this section were evaluated on the basis of all components of interactive capability with stakeholders, in terms of the frequency of the scores earned, the components that gained more than half of the studies confirmed, i.e. interaction, collaboration, and development of close relationships were selected as sub-components of the research, which were developed under Table (4) in the form of a scoring checklist.

Table (4): Checklist related to Indices of Interactive Capability with Stakeholders

Main components	Sub-components	Indices
Interactive Capability with Stakeholders (SRC)	Communication Effectiveness (SRC)	Ability to identify the social concerns
		Ability to understand the needs and expectations of stakeholders
		Ability to represent the transparent feedback of information to stakeholders
		Ability to hold sessions with representatives of stakeholders
	Collaboration (SES)	Ability to employ the knowledge of stakeholders
		Ability to hold the annual conferences for expressing the approaches and ideas of stakeholders
		Ability to generate synergy for increasing the interests of stakeholders
		Ability to identify and derive the problem through learning
	Value Creation (VCS)	Ability to generate the motivation in interactions with stakeholders
		Ability to build trust in stakeholders
		Ability to create value for stakeholders
		Ability to continue the loyalty programs for stakeholders

Then, in order to ensure the components and indicators identified, Delphi analysis was used to achieve the theoretical saturation point. For this purpose, these indices were provided to experts in the form of a 7-option checklist. Table 5 indicates the results of the Delphi analysis.

Table (5): Results of the Delphi analysis

Main components	Sub-components	Indices	Mean	Measure of agreement	Confirm / Delete
	Communication	Ability to identify the social concerns	5.13	0.77	Confirm

Interactive Capability with Stakeholders (SRC)	Effectiveness (SRC)	Ability to understand the needs and expectations of stakeholders	5.16	0.79	Confirm
		Ability to represent the transparent feedback of information to stakeholders	5	0.68	Confirm
		Ability to hold sessions with representatives of stakeholders	5.10	0.72	Confirm
	Collaboration (SES)	Ability to employ the knowledge of stakeholders	5	0.72	Confirm
		Ability to hold the annual conferences for expressing the approaches and ideas of stakeholders	5.16	0.79	Confirm
		Ability to generate synergy for increasing the interests of stakeholders	5.10	0.72	Confirm
		Ability to identify and derive the problem through learning	5.15	0.74	Confirm
	Value Creation (VCS)	Ability to generate the motivation in interactions with stakeholders	5.20	0.82	Confirm
		Ability to build trust in stakeholders	5	0.68	Confirm
		Ability to create value for stakeholders	5.12	0.79	Confirm
		Ability to continue the loyalty programs for stakeholders	5	0.68	Confirm

Concerning the two criteria of mean (according to the 7-item scale) and the measure of agreement (should be higher than 0.5), it can be stated that all the components of the above table were confirmed in the first round Delphi. Hence, it can be understood that the identified indices are in line with the theories related to stakeholder relationship management. Finally, the identified indices above were sent to the managers of firms in the form of a questionnaire. The questionnaire contains 12 questions and 3 sub-components of communication effectiveness, collaboration, and development of close relationships. Scoring of the questionnaire was conducted based on a five-point Likert scale (strongly agree = 5, agree = 4, neither agree nor disagree = 3, disagree = 2, and strongly disagree = 1). So that, the ratio of the total score belonging to any questionnaire to the total score obtainable (60) is taken into account as an index of interactive capability with stakeholders of the firm.

4. Results

4-1. Demographic Information of the Research

In order to familiarize with the characteristics of the statistical sample, demographic information of the research is illustrated in Table (1).

Table (7): Demographic information of the research

Variable	Qualitative section			Quantitative section		
	Criteria	Number	Percent	Criteria	Number	Percent
Gender	Male	13	72.22%	Male	105	93.37%
	Female	5	27.78%	Female	7	6.63%
Total		18	100%	Total	112	100%
Age	Less than 40 years old	6	34%	Less than 40 years	35	31.42%
	Between 40 and 50 years old	10	55.55%	Between 40 and 50 years	45	40.17%
	More than 50 years old	2	11.12%	More than 50 years	32	28.58%
Total		18	100%	Total	112	100%
Work Experience	Lower than 10 years	7	38.88%	Lower than 20 years	60	53.57%
	Higher than 10 years	11	61.12%	Higher than 20 years	52	47.43%
Total		15	100%	Total	112	100%

As indicated in the results of the demographic statistics, out of 18 experts in the research, 13 men and 5 women participated. Also, it was found that 6% of participants in the qualitative section were less than 40 years of age, and the highest frequency was related to the age range of 40 to 50 years, which represents the age of 55.55% participants. Ultimately, it became clear that 38.88% of the participants had a work experience of lower than 10 years, and 61.12% of them had a work experience of higher than 10 years. The demographic statistics in the quantitative section, which was carried out with the participation of 105 managers of companies listed in the Tehran Stock Exchange, indicated that out of 105 company managers of the Tehran Stock Exchange in different layers of the companies examined, 93.34% of the participants were male, and 6.66% of them were female. Furthermore, it was found that the highest frequency associated with the age was equal to 42.85% for the age range of 40 to 50 years. Eventually, it was determined that 52.38% of the participants had a work experience of lower than 20 years, and 47.62% of the participants had a work experience of higher than 20 years.

4-2. Descriptive Statistics

Table 8 presents the descriptive statistics of the study variables using some central and dispersion indices. As it is shown, the mean and median of stakeholder relationship capability are 3.86 and 4.00, respectively, indicating the significant impact of this variable on the interaction of firms with stakeholders. Furthermore, the minimum and maximum values of this variable also confirm this claim. Furthermore, the mean and median of investment efficiency indices were 0.054 and 0.038 for the ratio of net fixed assets to total assets and 0.054 and 0.062 for the investment level, respectively. In this regard, the highest mean values for the three dimensions of stakeholder relationship capability belonged to the value-making for stakeholders (mean= 3.196), indicating that stakeholders at the capital market level, including investors, creditors, legislators, and analysts, consider value-making as a necessity to promote interactions and attractiveness in investment.

Variable	Variable symbol	Mean	Median	Minimum	Maximum	Standard Deviation
Interactive capability with stakeholders	SRC	3.86	4.000	2.750	4.750	0.420
Communication effectiveness with stakeholders	RES	3.86	4.000	2.250	5.000	0.520
Collaboration with stakeholders	SES	3.76	4.000	2.250	5.000	0.680
Value creation for stakeholders	VCS	3.96	4.500	2.50	5.000	0.520
Fixed assets to total assets	(I1)	0.054	0.038	0.0000	0.42	0.062
Investment Level (I2)	(I2)	0.062	0.041	0.0001	0.629	0.085

4-3. Fitness of the measurement models

In fitting the measurement models, three criteria of reliability, convergent validity, and divergent validity are used. In order to evaluate the reliability of the research measurement model, the factor loadings coefficients, the Cronbach's alpha coefficients, and the composite reliability (CR) coefficients are employed.

Table (10): Factor loadings coefficients

Factor	Index	Questions	Factor loading
Dimensions of interactive capability with stakeholders (SRC)	RES	RES1	0.70
		RES2	0.75
		RES3	0.69
		RES4	0.79
	SES	SES1	0.77
		SES2	0.89
		SES3	0.83
		SES4	0.71
	VCS	VCS1	0.64
		VCS2	0.76
		VCS3	0.74
		VCS4	0.81
Investment efficiency (IE)		I1	0.41

	I2	0.84
	RES	0.93
	SES	0.72
	VCS	0.78

The criterion value for fitting the factor loadings coefficients is 0.4. In accordance with Table (10), all numbers of factor loadings coefficients for the questions are greater than 0.4, which indicates the fitness of this criterion. According to the data analysis algorithm in PLS, after measuring the factor loadings of the questions, now we calculate and report the coefficients of the Cronbach's alpha and the composite reliability (CR) that the results of them are provided in Table (11).

Table (11): The results of the criteria of Cronbach's alpha and composite reliability for the latent variables of the research

Latent variables	Symbols	Cronbach's alpha coefficient (Alpha > 0.7)	Composite reliability coefficient (CR > 0.7)
Investment efficiency	Inv E	0.74	0.88
Communication effectiveness	RES	0.72	0.82
Collaboration	SES	0.81	0.98
Interactive capability with stakeholders	SRC	0.58	0.78
Value creation	VCS	0.72	0.83

Taking into account that the suitable value for the Cronbach's alpha and the composite reliability is 0.7, and according to the findings of the above table, these criteria have gained appropriate values for the latent variables, therefore, the suitability of the reliability of research measurement models can be confirmed. The second criterion to evaluate the fitting of measurement models is convergent validity that checks the correlation of each construct with its questions (indices).

Table (12): The results of the convergent validity for the latent variables of the research

Latent variables	Symbols	Average variance extracted (AVE > 0.5)
Investment efficiency	Inv E	0.79
Communication effectiveness	RES	0.54
Collaboration	SES	0.64
Interactive capability with stakeholders	SRC	0.54
Value creation	VCS	0.55

Considering that the proper value for AVE is 0.5 (Fornell & Larcker, 1981), and based on the findings of the Table (12), this criterion obtained an appropriate value for the latent variables, hence, the suitability of the convergent validity of the research is confirmed.

The third criterion to evaluate the fitting of measurement models is the divergent validity. The acceptable divergent validity of a model represents that one construct in the model, compared to other constructs, has higher interaction with its indices. The divergent validity will be at an acceptable level when the AVE for each construct is greater than the amount of shared variance between the construct and the other constructs in the model (Fornell & Larcker, 1981). In accordance with Table (13), the root mean square of the common values for the latent variables in this study, placed in the cells in the diagonal of the matrix, is greater than the correlation value between those placed in the lower and right cells of the diagonal. This means that any construct in the research model, compared to other constructs, has more interaction with its indicators. This indicates the favorable divergent validity and proper fit of the research measurement models.

Table (13): Fornell & Larcker matrix to check the divergent validity

		Investment efficiency	Communication effectiveness	Collaboration	Value creation	Interactive capability with stakeholders
	Symbols	Inv E	RES	SES	VCS	SRC
Investment efficiency	Inv E	0.89				
Communication effectiveness	RES	0.39	0.73			
Collaboration	SES	0.60	0.25	0.80		

Value creation	VCS	0.68	0.72	0.70	0.74	
Interactive capability with stakeholders	SRC	0.50	0.40	0.31	0.76	0.81

With respect to the results of reliability, convergent validity, and divergent validity, it is observed that the measurement models of the structural equation modeling (SEM) can favorably measure the latent variables of the research. Thus, the fitting of the research structural model is evaluated in the following.

Fitness of structural model

After assessing the validity and reliability of the measurement model, the structural model was evaluated through the relations between the latent variables. In this study, two criteria of coefficient of determination (R^2) and predictive power (Q^2) are used.

Coefficient of Determination (R^2) and Predictive Power (Q^2)

R^2 is a measure that indicates the influence of an exogenous variable on an endogenous variable. According to Figure (2), the value of R^2 is calculated for the endogenous constructs of the research that the suitability of the structural model fit can be confirmed. Moreover, in order to evaluate the predictive power of the model, a measure called Q^2 was employed. Considering the results of this measure in Table (13), it can be concluded that the model has a "strong" predictive power.

Table (14): The values of coefficient of determination (R^2) and predictive power (Q^2)

Symbol	Q^2	R^2
Inv E	0.47	0
RES	0.53	0
SES	0.49	0
VCS	0.62	0

Goodness of fit

After fitting the measurement part and structural part of the model of this study, in order to control the overall fit of the model, a measure called goodness of fit (GOF) was used that three values of 0.01, 0.25, and 0.36 are introduced as weak, medium and strong values. This criterion is calculated through the equation (1):

$$\text{Equation (1) GOF} = \sqrt{\text{Communalities} \times \bar{R}^2}$$

$\overline{\text{Communalities}}$ is the average of the common values for the latent variables of the research, and \bar{R}^2 is the average values of the coefficient of determination for the endogenous variables of the model.

Table (15): The value of Communalities and R^2

Latent variables	Symbol	Communality	R^2
Investment efficiency	Inv E	0.79	0.47
Communication effectiveness	RES	0.54	0.53
Collaboration	SES	0.64	0.49
Value creation	VCS	0.54	
Interactive capability with stakeholders	SRC	0.55	0.62

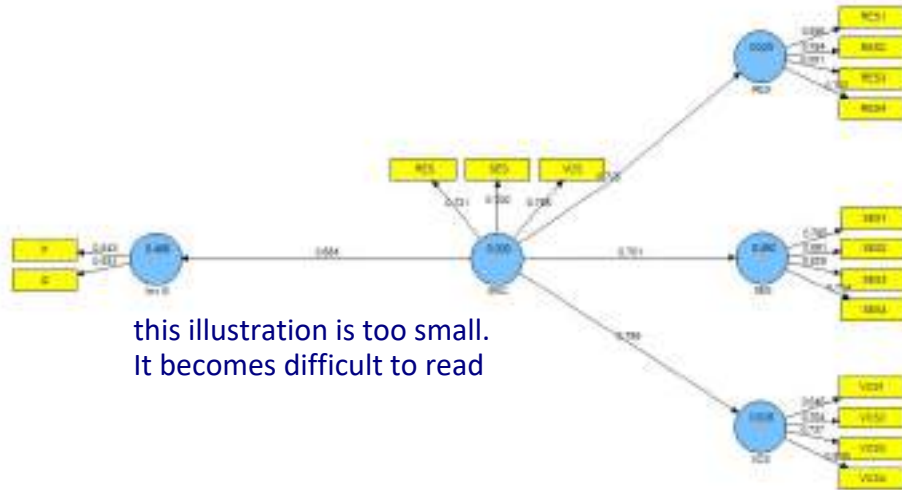
Table (16): The results of overall model fitting

Communality	R^2	GOF
0.61	0.53	0.568

According to the value gained for GOF at a rate of 0.56, the very good fit of the overall model is verified.

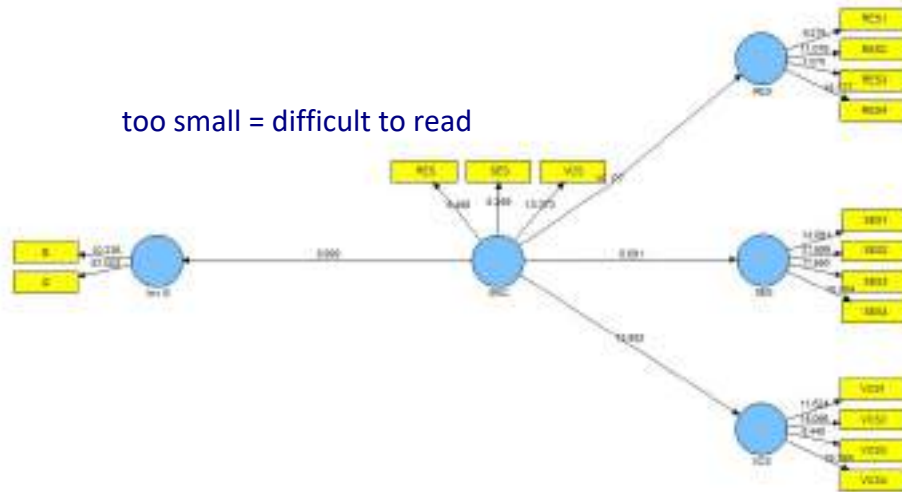
The results of testing hypotheses

After assessing the fit of the measurement models and the structural model and enjoying the favorable fit of the overall model, according to figures (3) and (4), we check the results of testing the research hypotheses, which have been provided in Table (17).



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It becomes difficult to read

Figure (3): The structural model of research hypothesis with factor loadings coefficients



too small = difficult to read

Figure (4): The structural model of research hypothesis with significant coefficients

Taking into account the structural model and factor loadings, as depicted in Table (17), the result of the research hypothesis test can be observed.

Table (17): The result related to the research hypothesis test

Hypothesis	The causal relationships between research variables	Path coefficient (β)	Significance (T-Value)	Test result
Research hypothesis	Investment efficiency ----- development of interactive capability	0.49	7.36	Confirmation of hypothesis

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3 With respect to Figures (3) and (4), the standardized coefficient (path coefficient), the information
4 content of financial reporting has a significant and positive impact on the development of interactive
5 capabilities with stakeholders since the path coefficient is positive and equals to 0.49, and the t statistic
6 is also equal to 7.36. Considering that t statistic is greater than 1.96, while confirming the result of the
7 hypothesis, it illustrates the influence of information content of financial reporting on the development
8 of interactive capabilities with stakeholders.
9

10 11 **5. Conclusion**

12 The present study aimed to explore the impact of stakeholder relationship capability on investment
13 efficiency with regard to the mosaic theory test. Examining and testing the research hypothesis not only
14 confirmed the suitability of the model but also showed the positive and significant effect of stakeholder
15 relationship capability on investment efficiency. This finding is based on the mosaic theory, implying
16 the fact that the disclosure of complete and coherent information among stakeholders promotes the firm's
17 stakeholder relationship capability and makes the firm face fewer limitations to finance its operations
18 through relying on the existence of trust-based stakeholder relationship capabilities. This issue would
19 also enhance the firm's investment efficiency. In other words, full disclosure along with financial
20 reporting transparency provides safe conditions and enhance investor's trust. On the other hand, the
21 investment efficiency in firms with effective stakeholder capabilities can be more dynamic when the
22 firm in selecting its future investment projects spares its effort to consider the stakeholders' concerned
23 investment values such as decreasing risk and enhancing returns through timely information disclosure.
24 In other words, the transparency of the disclosed information reduces the unequitable distribution of
25 information between decision makers or stakeholders. Furthermore, in addition to reducing information
26 asymmetries and agency costs, this information is made public and complete and, under the transparency
27 of the information environment, reduces the possibility of wrong selections and inappropriate decisions
28 by managers in investment projects and ultimately significantly improves the investment efficiency. The
29 findings are conceptually in line with those reported by Lai et al. (2012), Lee and Fin (2018), and
30 Guttman and Meng (2020).
31

32 Accordingly, since the role of accounting information transparency in promoting the investment
33 efficiency in Tehran Stock Exchange is assessed, Tehran Stock Exchange should as a monitoring
34 institution in Iran's capital market is suggested to adopt practical solutions such as periodic qualitative
35 evaluations of information disclosed by experts; qualitative ratings of information disclosure based on
36 stakeholder right protection criteria, and so on to direct the market toward efficiency in order to ensure
37 that information is disclosed equally to all stakeholders and prevent any rent and inequality in decision-
38 making at the capital market level. In other words, it should avoid access to rent-based information that
39 makes a party in the market reach more remarkable information in comparison to the other party and
40 prevent the establishment of an asymmetric information system in order to avoid inappropriate selection
41 and ethical risks. On the other hand, this organization should make the firms provide accurate, high-
42 quality and real information through monitoring the quality, not just quantity, timely presentation of
43 financial reports provided by the firms active in the market, and the agency relationships in such firms
44 in order to reduce the potential constraints, especially under inflation conditions, and make the capital
45 market more attractive than other investment markets in the country to further attract cash resources. On
46 the other hand, the monitoring institutions are also recommended to formulate policies for the
47 establishment of institutes to rank and determine the financing cost for each company based on risk (beta)
48 in comparison to the firm's information transparency. This decreases the orientations of the decision
49 making agencies in the national capital market through specifying bank commission rates in commands.
50 With greater information transparency, the financing costs of the firms operating in the capital market
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converts from the relational financing process into a systematic process. Finally, this organization is suggested to provide an opportunity to promote investor trust (potential and actual) to companies through various mechanisms such as nurturing the culture of entering into the financial markets so that the managers have no chance for abuse, fraud and corruption, as well as setting up strict regulations against the faulty firms. Accordingly, the information demand functions do not move toward the acquisition of all confidential information and information symmetry promotes further coherence and integration between the firms and stakeholders.

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Stakeholder Relationship Capability and Investment Efficiency: A Mosaic Theory Test



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Yes

No

*** 1. Originality: Does the paper contain new and significant information adequate to justify publication?**

yes, it appears that this manuscript has shown the sufficient originality

*** 2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?**

yes, it appears that this manuscript has shown the sufficient comprehension on the underlying theories on the Stakeholders Relationship. However, the term "mozaic theory" used needed to be clarified and elaborated a bit, at least separating the public vs private info

*** 3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?**

the use of structural equation modeling does not rely on the terms "independent variable" and "dependent variable". Hence, the sub-headers of "independent variable" and "dependent variable" may not be appropriate

*** 4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?**

- the graphs on the structural model are too small. It is very difficult to see and evaluate

- lack of managerial explanation of the results

- what is the need for showing both factor loadings and coefficients?

- what are the names for the circles/eclipses?

*** 5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?**

yes, this manuscript appears to have the managerial perspective onto the capital investment from the view of stakeholder relationship

It appears to provide the bridge between the capital investment and the stakeholder relationship

*** 6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.**

need to be run into spell check & grammarly to modify some thoughts. Otherwise, this manuscript can be understood

*** Recommendation**

- Accept
- Minor Revision
- Major Revision
- Reject

Confidential Comments to the Co-Editor

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S A M <ethan.eryn@gmail.com>

Thank you for submitting your review of Manuscript ID MBE-01-2021-0009 for the Measuring Business Excellence

1 message

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Fri, Mar 12, 2021 at 1:03 PM

Reply-To: josvaniwaarden.MBE@gmail.com

To: ethan.eryn@gmail.com, keeshondenkeeshonden@yahoo.com

12-Mar-2021

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Yours sincerely,

Dr. Jos van Iwaarden
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