International Journal of Research Publication and Reviews

Truth and Redress of Colonial Histories/Connections in Institutions

Muthna Hamraaia [1], Abdullah Mahfoud Salem Baadhem [2]

[1,] Finance and Participation Banking, Faculty of Business, Karabük Üniversitesi, Turkey. 2238250010@ogrenci.karabuk.edu.tr ,

[2] Faculty of Business and communication, Universiti Malaysia Perlis, Malaysia. abdullahmahfoudh@unimap.edu.my,

ABSTRACT

In today's increasingly complex and interconnected world, connections in organizations are more important than ever. Connections can help organizations to improve communication, collaboration, and problem-solving. They can also help build trust and rapport, leading to a more positive and productive work environment. There are two main types of connections in organizations: formal and informal. Formal connections are defined by the organization's structure, such as reporting relationships and team memberships. Informal connections develop naturally between people, such as friendships and working relationships. Both formal and informal connections can be important for organizations. Formal connections can help ensure that information is shared effectively and that decisions are made promptly. Informal connections can help build relationships and trust, leading to a more collaborative and innovative work environment. The chapter discusses the importance of connections in organizations and provides some tips on how to build and manage connections effectively. The chapter also discusses the challenges of managing connections in organizations and how technology can be used to improve connections.

Keywords: connections, organizations, communication, collaboration, problem-solving, trust, rapport, innovation, technology

INTRODUCTION

The ability to communicate is an essential component of human existence. When two people first become aware of one another, communication between them can officially begin. Communication plays a significant part in people's ability to interact with one another and come to agreements in their social and professional lives. Communication also plays an integral part in the collaborative efforts of different groups and organizations. On the other hand, communication is becoming increasingly important in the interaction between countries worldwide. It is possible to assert that communication was first practiced as soon as humans emerged onto the face of the earth and continued to advance over time (Takahashi & Pereira, 1991). It is necessary to have effective communication in order to achieve coordinated results. Continuous change impacts the work that employees do, as well as their well-being and sense of safety in their jobs. Organizations are subject to the influence of continuous change. One of the only ways that change can be managed is by making sure that those affected by the change are informed of the reasons behind the change as well as the implications of the change in a manner that is easy for them to comprehend and accept. People are motivated both by the system of extrinsic rewards and the intrinsic rewards that come from their actual work (Zeuch, 2016). efficient communication throughout all levels of the organization Communication "runs up, down, and across the business in a mixture of formal systems and informal processes" is the most effective form of communication, even though most organizations put much effort into downward communication. Many organizations that have labor unions have developed fruitful working relationships with those unions, establishing themselves as key partners in the efficient dissemination of information, facilitation of change, and communication (Mukrimaa et al., 2016). Suppose businesses regard communication as a complicated process. In that case, as students of organizational communication, it is incumbent upon us to treat it with the same gravity and investigate how businesses and other organizations operate as complex communication phenomena. In light of the power and influence that organizations wield in today's society, it is essential to understand organizational communication as a process that is inextricably linked to the use of power.

As we will argue throughout this book, power is a defining feature of everyday organizational life and an issue with which all perspectives on organizational communication must grapple. Power can potentially shape organizational communication (Mumby & Kuhn, 2018). Formal connections typically arise from hierarchical reporting structures, job roles, and official communication channels within an organization. These connections are explicitly defined in organizational charts, job descriptions, and formal policies. For example, a manager-subordinate relationship, where the manager provides guidance, assigns tasks and evaluates performance, represents a formal connection(Cross & Prusak, 2002). Informal connections, on the other hand, emerge naturally based on personal relationships, shared interests, and social interactions within an organization. Organizational structures do not prescribe these connections and may transcend traditional reporting lines. Informal connections are often built through personal interactions, networking events, or shared projects, and they can significantly impact information sharing, problem-solving, and employee engagement (Averett, 2003).

What is Connections?

The term "connections" describes the relationships and linkages that individuals and groups have within organizations. These relationships and linkages are referred to as "connections." These connections, which may or may not be formal, are critical to the organization because of their role in facilitating communication, collaboration, and the flow of information. There are many different levels on which connections can occur, including interpersonal connections, department-to-department communication that is effective throughout an enterprise, etc. Communication "runs up, down, and across the business in a mixture of formal systems and informal processes" is the most effective form of communication, even though most organizations put much effort into downward communication. Many organizations that have labor unions have developed fruitful working relationships with those unions, establishing themselves as key partners in the efficient dissemination of information, facilitation of change, and communication (Mukrimaa et al., 2016; Alhamad, Junoh, & Salha, 2019; Alhamad, Aljanabi, & Almaali, 2022).

Connections in organizations refer to the interpersonal relationships and networks that individuals or groups establish to facilitate communication, collaboration, and the exchange of information within and outside the organization. These connections can include formal relationships (e.g., reporting lines, team structures) as well as informal relationships (e.g., personal networks, friendships)(Averett, 2003)

In organizations, connections refer to the relationships and interactions between individuals, departments, teams, or external stakeholders that enable the exchange of information, resources, and support. These connections can be formal or informal and are crucial in facilitating effective communication, collaboration, and overall organizational effectiveness (Argote, 2013).

Communication is a cycle in which data (the message) is sent from a sender to a receiver through a channel. This cycle is known as the communication cycle. When utilizing this strategy, the message must be understandable, and the information must be delivered to a receiver paying attention. The transmission channel must be free of any interference. Once the sender obtains feedback from the receiver stating that he or she has clearly received the information (the message), the communication cycle is considered successful (Jean-Francois Dumais, 2004).

The Concept of Connections and Its Importance

The Latin verb "lammuricore," which translates to "share," is where we get the English word "communication." Communication is the process of ensuring understanding between human beings to achieve desired goals or exert desired behavioral influences. The fact that there are always at least two parties involved in a communication exchange—the sender and the receiver—is one of the most significant aspects of this process. A person cannot realize the communication process alone. For instance, there will not be any communication if the person injured in the accident and ends up on a desolate island is the only one around not to hear his or her cries for assistance. In other words, communication is an active process in both directions. A healthy communication process is required for humans to know and understand each other better, as well as for more effective and efficient performance of duties in an organization and improved problem-solving. The root of a problem can only be determined once all lines of communication have been exhausted. Providing opportunities for interaction between individuals is the primary purpose of the communication process. Effective communication requires the receiver to put the thoughts and feelings conveyed by the sender into action so that they contribute to accomplishing the sender's goals and expectations. In this regard, communication can be viewed as a circumstance that directs people to engage in a particular pattern of behavior (Takahashi & Pereira, 1991; Hamraaia, ALhamad, Eneizan, & Al-salaymeh, 2021).

Resolving conflict through communication

When two parties have feelings or interests opposing one another, this can lead to conflict. According to Jean-Francois Dumais (2004), there is conflict when one party prevents the other from achieving objectives or when there are emotional disagreements or those relating to a specific situation in a social setting. In other words, conflict arises when one party prevents the other from achieving objectives.

The following are the ten steps to effective communication for resolving disagreements:

1. Keep an open mind

2. Prepare

3. Set the stage

4. Make it clear that you understand the problem

5. Allow the other person to speak

6. Seek common ground

7. State your position

8. Discuss your differences

9. If possible, solve the problem

10. Take stock of the situation.

Innovative Communication and Sustainable Organization

The transmission of information across all stakeholders to improve coordination and guidance to achieve the objective of innovative activities is what is meant by the term "innovative communication." An operational approach to organizational communication, the innovative communication approach aims

to improve trust and performance within the organization. According to Pearson, to be successful in a business and social setting, there needs to be a proactive communication strategy and a role for management in transmitting information. Trust, cooperation, and commitment were brought together through the group development model, resulting in effective and long-lasting performance (Park and colleagues, 2018). The outcome of a case study conducted in Brazil brought to light the penetrating sustainability of a company and the necessity to support a communication system that bridges the gap between appropriate HR practices and values—defined employee communication as the "social interaction through messages" pillar of the organization—confirmed that the ability of management to make decisions that are in line with the preferences of stakeholders is correlated with the existence of an effective communication system. Employees are more likely to trust one another and become engaged in their work when an organization fosters an environment that encourages communication and participation from workers. Explained that trust ultimately develops among members of an organization so that members can pool their capabilities into group strengths when the organization's strategy includes elements of professionalism, respect, and discussion of differences and similarities (Toseef et al., 2022).

The Social Network: Checking Applicants Social Postings

Google searches and checks on social networking sites are becoming increasingly common among employers. After conducting these kinds of searches online, recruiters discovered that 31% of applicants had lied about their qualifications, and 19% of applicants had posted information about their use of alcohol or drugs (Cavico et al., 2013; Akram Alhamad, 2023; Alhamad, 2019; Akram M. Alhamad, et. al., 2023). One potential employer discovered on Facebook.com that a candidate had described his interests as being the use of marijuana and the murder of other people (Alan Finder, 2006). It is possible that the student was joking, but they did not hire them anyway. An article titled References You Cannot Control mentions that it is possible to identify an applicant's former colleagues through social networking sites and then get in touch with them. Search engines like Google are probably safe to use, but checking social networking sites could lead to legal trouble. For instance, despite the Fair Credit Reporting Act focusing more on obtaining official reports, it is probably best to get the candidate's prior approval before conducting any searches related to social networking. Moreover, it would help if you did not use a pretext or make up an identity (Sullivan, 2012).

ELECTRONIC COMMUNICATION: EMAIL AND TELECONFERENCING

As a result of advancements in electronic and telecommunications technology, many companies are increasing the number of ways they communicate with their workforce by relying more heavily on technology. The proliferation of information systems in businesses has increased the use of electronic mail across the board. Communication within organizations can now be nearly instantaneous due to the proliferation of email systems. By utilizing networks, email systems can function on a global scale. Responses can be provided all at once instead of taking a week or more if desired. Email systems frequently lead to the elimination of formal organizational structure and channels, which is one of their features. Teleconferencing, which utilizes satellite technology to link facilities and groups located in different geographic areas, is another method of communication utilized by some organizations. Using this method, the same message can be communicated concurrently to several different audiences (Management et al., 2004; Alhamad, 2023; Alalwani, ALhamad, & Eneizan, 2021).

Company language in IJVs

In the research that looked at the topic in the context of parent–subsidiary relationships—typically concerning expatriates and local employees—the issue of whether or not the use of a common language should be implemented as a means of making it easier for employees to communicate with one another has been discussed, albeit to a limited extent. According to Lester's findings, several of the world's most prominent multinational corporations, including Siemens, Electrolux, and Olivetti, have chosen a single official language to serve as the fundamental mode of communication among the company's employees. In some instances, this is the language spoken in the country of origin of the parent company, while in others, another language is used (Marschan-Piekkari et al., 1999b; Abd Alia & ALhamad, 2022; Faraj & Alhamad, 2022).

In this context, an argument can be made that the use of a common language has many benefits from a managerial point of view, including the following: "It facilitates formal reporting between units in the various foreign locations, thereby minimizing the potential for miscommunication and allowing for ease of access to company documents such as technical and product manuals; operating procedures; and record-keeping." It improves the flow of information and communication in a less formal setting between the subsidiaries. It helps to foster a sense of belonging to a global "family," which has been suggested as an essential element in the use of soft control mechanisms by multinational corporations, such as corporate culture. This has been a concern in recent years (Marschan-Piekkari et al., 1999a).

As the preceding quote demonstrates, the use of such a language may be restricted mainly in a multinational company with subsidiaries located all over the world to documents and other written company-wide formal rules and procedures, occasional meetings held by taskforces and teams composed of representatives from different sites, and communication between senior managers of the subsidiaries and their coworkers at the headquarters. In addition, the decision to select a common language may ultimately rest with the parent company, which is the dominant digit of the entire enterprise, even if the subsidiary companies feel frustrated about the situation. The present author conducted an investigation into the HRM policies and practices of multinational companies in Scotland. During the investigation, the frustration of a senior manager from Scotland at a French company has made his position clear: It is important to note that we are not a multinational corporation; instead, we are a national company based in France that just so happens to have a factory in Scotland. We have a strong French influence. The official language of the business is French, and residents of France are expected to be fluent in the language. Although you may have the impression that French visitors to the United States are also fluent in English, the reality is that this is not the case. Even if they can (Thory, 2015).

However, in joint ventures, in which sometimes a large number of employees from the partners join forces into a third company, the use of a common language goes well beyond the cases mentioned above and becomes an absolute necessity in the detailed day-to-day communication among the rank and file as well as senior managers and their colleagues at the HQ of the partners. This is because joint ventures are a form of business in which two or more companies work together to create a new business. Moreover, feelings of helplessness, like the ones experienced by the Scottish manager cited earlier, can be highly destructive. In addition, when the partners in a joint venture are on an equal footing, finding a common language to communicate in can become more challenging than it would be in a multinational corporation. However, it is essential to emphasize the significance of achieving parity in the joint venture regarding the languages spoken and countries represented. When hiring employees for the joint venture, the founding partners could give people from all the different countries involved an equal chance. There is a possibility that the venture will use the partners' native tongues as its official language (Wicaksana & Rachman, 2018).

Communication Systems

Effective communication systems are essential for team-based working to:

- ensure clarity of purpose and team processes throughout the organization

- constantly reinforce those purposes and processes

- check for common understanding

A wide variety of organizations perform communication audits to check the efficiency of their various systems. Even the most decentralized organizations now have access to an ever-expanding selection of communication channels. Any form of communication that takes place face-to-face is likely to be more influential than written forms because there will be more opportunities to check to understand and clarify issues as they arise in face-to-face interactions (Robert & Brown, 2004a).

Communication and leadership

Communication is one of the most critical aspects of change management because it helps an organization become flexible and function as more than the sum of its parts. Building relationships is at the heart of communication, which also plays a significant part in establishing trust and committing to goals. It has the potential to help create buy-in to new ways of conducting business. Human Resource professionals and line managers should actively collaborate in communication, which should be a key component of change management (Robert & Brown, 2004b).

The importance of employee communications

Good communications are essential for three reasons:

They are an essential component of any program involving change management. Employees have a right to be informed about any potential changes that may be proposed, whether in employment terms and conditions, HR processes such as merit pay, working methods, technologies, products, and services, or organization (including mergers and acquisitions). People are often resistant to change for no reason other than the fact that they do not understand what the change entails or what it means.

If employees are aware of what the organization has accomplished or is working toward accomplishing and how this benefits them, their level of commitment to the organization will increase.

Trust is cultivated when organizations try to explain what they are doing and why they are doing it through effective communication.

It should be emphasized, however, that these three advantages of effective communication will only be realized if employees are given a voice – the opportunity to comment and respond to the information they obtain from management (Budd, 2008).

Reward secrecy, transparency, and communication

Employees will have a more precise line of sight between what they contribute to the company and how they are rewarded if there is clear communication of the philosophy behind the reward system and its details. This will help increase employee acceptance of the reward's composition, structure, and level. Mounting evidence suggests that reward communication practice is a potentially powerful but underutilized human resource tool. One of the most challenging aspects of modern organizational communication is creating and maintaining employee understanding and acceptance of how they are rewarded. One of the key stakeholders in this regard is the line manager. The line of communication between reward professionals and regular employees will be shaky and unreliable without their participation (also known as "buy-in"). Given that these managers will also play a pivotal role in the administration and maintenance of the system, it is also recommended that they be involved in designing the rewards for those positions (Nankervis et al., 2020).

The increasing number of technology used in the workplace cause less verbal communication among workers. Though they are communicating via online ISs that they have shared within the organization, the conversation still lacks emotions and sentimental value. Other than words and way of speaking, emotions may help in deducing the employee's conditions. Let us say they are having trouble in their work and asking for guidance from their superior via text messages; the superior might take it the wrong way that the employee is notifying them of something instead of asking for help because he or she could not hear the voice notation or their facial expressions (Joubert, 1991).

UNDERSTAND AUDITS AND SUPERVISORY COMMUNICATIONS

The individual directors of the bank should ensure that they have a thorough understanding of the relevant issues by conducting a personal review of every report and significant communication produced by the bank's auditors and regulators. The director and the rest of the board can benefit from the director's ability to use the information obtained from such independent reviews of the bank's operations to evaluate the reliability of the information provided by management. A director who is having trouble comprehending the report's findings or recommendations can get in touch with the bank's audit committee and the examiners, auditors, or outside consultants who were responsible for putting together the report.

High-Speed Management Theory of Organizational Communication

It is common practice to evaluate an organization's efficiency primarily based on the time it takes to carry out a particular activity, function, or process. The rate at which a company can bring a new good or service to market is the most critical factor in determining the level of success an organization achieves in the private sector. In the public sector, the most critical factors that determine the success of a candidate, a legislature, or an agency are the amount of time it takes for the candidate to formulate an agenda or an image, the amount of time it takes to pass legislation, and the amount of time it takes to provide public service to a customer. The amount of time it takes to deliver services and the amount of time it takes to raise funds have become the primary metrics for determining an organization's level of effectiveness in the not-for-profit sector. Because of its accessibility, the relative absence of bias, and the ability to accurately predict the occurrence of other desirable organizational outcomes, time has emerged as a significant metric for determining an organization's efficiency level (Mukrimaa et al., 2016).

Communication obstacles

When units speak different languages, they are less likely to agree on issues of mutual concern, and they are more likely to attribute the lack of agreement to intransigence and self-interest on the part of the other party. This makes it less likely that issues of mutual concern will be resolved successfully. Two groups with incompatible ways of looking at things may be what prevents them from understanding it—for instance, the case of resident doctors and administrators working in hospitals. The disparate modes of communication these groups use are frequently at least partially to blame for their disagreements. When one group uses its preferred terms, the other group may feel its interests are being marginalized; this situation can provoke resistance and hostility on the part of the other group. Each of their discourses, medical and administrative, is dependent upon language that serves the specific purposes of their group. Similar communication barriers are well-known sources of conflict between university departments whose faculty members are professionally committed to producing well-differentiated (and some would say impenetrable) discourses. These departments have faculties that are professionally committed to producing well-differentiated discourses (Hatch, 2018)

Enhancing Your Communication Skills

1. Visit a human resource management department of a local organization or visit their website. Research the organization in terms of its human resource activities. For example: What do they do to recruit new workers? What initiatives do they take to train, develop, and motivate current workers? Explore how their human resource department uses technology, including their website. Give a five- to ten-minute presentation of your findings to your class using three to five slides.

2. Research the effect of technology on the human resource aspects of a technology-based business (for example, Barnes and Noble, Verizon, Facebook, Apple, Netflix). Determine how the business has had to change its HRM practices to accommodate technology changes and the benefits that have accrued or that are anticipated. Present your findings in a three- to five-page paper or a three- to five-slide presentation to your class.

3. Go to www.merck.com, and click on the "Podcasts" section of the website (it may be at the bottom of the home page). Select and listen to a podcast about a diversity topic. Search the Internet for a short video from a different company that outlines its diversity. Present the two to your class, explaining the main points and any differences you notice in their policies and beliefs (Dessler, 2020).

Five Communication Elements

Wilbur Schramm, an early developer in communication theory, is credited with first conceptualizing a one-way linear model. This model depicts the five fundamental components of a communication system, including the source, encoder, signal, decoder, and destination. The model emphasizes that information is continuously encoded, interpreted, decoded, transmitted, and received by both the source and the receiver. The two additional models Schramm developed made fundamental points that are still relevant to modern communication theory today. These points are as follows:

- There cannot be communication unless the sender and the receiver share some aspect of their lives, such as having the same educational background or speaking the same language.

- Within a continuous feedback loop, the source and the receiver are constantly communicating with one another.

The process of public relations begins with research, the first step, and ends with evaluation, the fourth step. Communication with internal and external audiences generates feedback, which is considered during both steps. In this manner, the organization of messages and how they are disseminated are continuously improved to be as effective as possible (Woolf & Silver, 2017).

The Communication Process

The diagram that follows illustrates the typical manner in which people communicate with one another. When one individual (the sender) has something that they wish to convey to another individual (whether it be a fact, an idea, an opinion, or other information), the process of communication is initiated (the receiver). Whether it is straightforward and concrete or convoluted and abstract, this fact, idea, or opinion has significance for the person who sent it.

The next thing that needs to be done is to encode the meaning into a form suitable for the circumstances. Words, facial expressions, gestures, or even artistic expressions and physical actions can all be used as a form of encoding. After the message has been encoded, it is sent through the channel or medium most suitable for its delivery (Schultz & Schultz, 2017).

DEFINING IT INFRASTRUCTURE

The information technology infrastructure of an organization comprises all of the hardware components and software programs necessary for running the business as a whole. However, an information technology infrastructure is also a collection of company-wide services that are accounted for in the management's budget and consist of human and technical capabilities. The following services are included in these packages:

- Computing platforms, such as large mainframes, midrange computers, desktop and laptop computers, mobile handheld and remote cloud computing services, and so on, are used to provide computing services that connect employees, customers, and suppliers into a coherent digital environment. Examples of computing platforms include desktop and laptop computers, mobile handheld devices, and remote cloud computing services.

- Services of a telecommunications company that connect employees, customers, and suppliers via data, voice, and video (Sodeman, 2007).

Communication in Organizations

According to this point of view, organizations are viewed as relatively permanent physical structures within which communication occurs. In this sense, organizations are containers for communication processes, and people communicate with one another within the organization using the various positions they hold within the organization. This model of organizational communication has been highly influential for a significant portion of the field's history, particularly in many of its essential aspects. Its approach is primarily technical and centers on issues relating to efficacy and clarity. The following are some of the most critical questions that arise in this context: (1) What are some ways in which accuracy in communication can be improved? (2) What causes breakdowns in the communication process? (3) How can we verify that the message that was transmitted is the same message that was received? Moreover, (4) What would you consider the most suitable channel to transmit messages? In this context, issues concerning noise (factors that distort message reception), channel (the medium of communication), information content (what is new in the message?), and redundancy (repetitive elements that increase the possibility of accurate message reception) are seen as critical factors that should be taken into consideration when thinking about effective organizational communication. Within this framework, we can consider the connection between communication and organizations as one in which communication occurs within organizations (Mumby & Kuhn, 2018).

Communication Apprehension

It is clear that this presents a significant obstacle to the success of those individuals who aspire to be leaders; however, some people do not feel comfortable communicating with others. "an individual's level of fear or anxiety with either real or anticipated communication with another person or persons" is one definition of the term "communication apprehension" (CA), which is also known as "communication anxiety." A more contemporary and comprehensive definition of CA is "anxiety or fear suffered by an individual of either actual or anticipated communication, with a group or a person, that can profoundly affect that individual's oral communication, social skills, and self-esteem." There are two distinct varieties of CA, namely trait-based and state-based. A person's ability to communicate with others in various settings is impacted by trait-based CA. 18 The state-based CA is activated in response to particular circumstances, such as the requirement to deliver a speech. As a result, CA may interfere with communication between two parties, participation in a team, or the ability to give presentations (Ahmed et al., 2015; Ahmed et al., 2020; Alabdullah & Ahmed , 2022; Alabdullah et al., 2016; Alfakhri & Alabdullah, 2021; Chechan et al., 2020; Nor et a., 2020). CA was found to be negatively related to both the quality and quantity of communication behavior, according to a meta-analysis that included 36 studies. CA has the potential to influence a wide variety of behavioral aspects in organizations. For instance, people with a high CA might look for jobs that require less communication from them, and they might also consult their managers less frequently for guidance or assistance. According to the findings of another study, students with a high CA preferred to sit in the back of the classroom or on the edges to limit their interaction with the instructor (Mukrimaa et al., 2016).

Network Centrality

The helm of the network Being in a central location within the company and having access to the information and people who are essential to the business's success is what we mean when we talk about network centrality. When top executives put themselves at the center of a communication network and build connections with people throughout the company, they are more likely to enjoy tremendous professional success (Alabdullah et al., 2023; Alabdullah & Zubon, 2023; Alabdullah & Mohamed, 2023; Ahmed et al., 2023; Ahmed et al., 2016) . It is well known that Sir Howard Stringer, the CEO of Sony, is a skilled corporate politician who can build trust and alliances throughout the company's various divisions and hierarchical levels. The ability of Stringer to network with virtually everyone has earned him much praise. These political abilities are necessary for him to comprehend the vast Sony empire and bring the company's many departments into harmony with one another (Daft et al., 2020).

High-Speed Management Theory of Organizational Communication

The time it takes to perform an organizational activity, function, or process has become an essential measure of that organization's effectiveness. In private-sector organizations, a firm's speed in getting a product or service to market is the chief determinant of organizational success. In the public sector, the time it takes candidates to develop an agenda or image, the time it takes to pass legislation, and the time it takes to deliver public service to a client have become the chief determinants of a candidate's, legislature's, or agency's effectiveness. In the not-for-profit sector, the time it takes to raise funds and the time it takes to deliver services have become the chief measure of organizational effectiveness. Time has become an essential measure of an organization's effectiveness because of its ease of use, relative lack of bias, and predictability of other desirable organizational outcomes(Mukrimaa et al., 2016).

Communications through an intranet system

Especially in workplaces where all or most of the employees have direct or indirect access to a computer, businesses increasingly rely on an internal email system called the intranet to communicate information. This is especially the case in organizations. The ability to communicate quickly and efficiently with many people is one of the primary benefits of an intranet. They can also be used for two-way communications, in which the recipient (in this case, an employee) can respond to a series of questions or surveys. (Zeuch, 2016)

Organizational Communication

Communication is crucial in business management, just as in other spheres of life, such as social and private life. Businesses should engage in production, turn a profit, and expand their operations by reinvesting their earnings in order to sustain and expand their operations. During these activities, communication is a significant factor. When we think of businesses as organizations, we realize there is a requirement for communication within the organization's internal structure so that it can function successfully and efficiently. Because most companies have more than one department, there is much communication going on within and between the departments. Communication is the primary tool managers utilize when carrying out functions including planning, organization, orientation, coordination, and inspection. All of these functions require the use of interpersonal communication in order to be effectively carried out. If everything within this communication system works as it should, it will be possible for the organization to accomplish its goals. The topics of organizational communication and sub-titles will be covered in this section (Takahashi & Pereira, 1991; Alhamad et al., 2019; Alhamad, et al., 2015).

References

Abd Alia, Z. N., & ALhamad, A. M. (2022). Behavior Financial Theory and Analysis of Investor Behavior in the Capital Markets in Lebanon. Journal of Management and Economic Studies, 4(2), 82-90.

Abushammala, S. N., Alabdullah, T. T. Y., & Ahmed, E. R. (2015). Causal Relationship between Market Growth and Economic Growth. Comparison Study. European Journal of Business and Management 7(33).

Ahmadian, S., Alabdullah, T. T. Y., & Motaghian, I. (2023). MAINTENANCE AND REPAIRS SYSTEM OF AUTOMOTIVE INDUSTRY FOR SUSTAINABLE INTERNATIONALIZATION. INTERNATIONAL JOURNAL ON ADVANCED TECHNOLOGY, ENGINEERING, AND INFORMATION SYSTEM, 2 (2), 106-123.

Ahmed, E. R. e. A.(2016). Zakat and Accounting Valuation Model. Journal of Reviews on Global Economics, 5(16-24), 24.

Ahmed, E. R., A Amran, Alabdullah, T. T. Y., & , A Islam (2019). Testing The Legitimacy Index In Light Of Shariah Risks For Sukuk Markets. European Proceedings of Social and Behavioural Sciences 88.

Ahmed, E. R., Aiffin, K. H. B., Alabdullah, T. T. Y., &Zuqebah, A. (2016). Zakat and Accounting Valuation Model. Journal of Reviews on Global Economics, 5, 16-24.

Ahmed, E. R., Alabdullah, T. T. Y &Shaharudin, M. S. (2020). Approaches to Control Mechanisms and Their Implications for Companies' Profitability: a Study in UAE. Journal of accounting Science, Vol. 4, no. 2, pp. 11-20.

Ahmed, E. R., Alabdullah, T. T. Y., Ardhani, L., &Putri, E. (2021). The Inventory Control System's Weaknesses Based on the Accounting Postgraduate Students' Perspectives. Journal of Accounting and Business Education, 5(2), 1-8.DOI: http://dx.doi.org/10.26675/jabe.v5i2.19312.

Ahmed, E. R., Alabdullah, T. T. Y., Çokmutlu, M. E., & Özkan, D. (2023). How Do Sustainability Assurance, Internal Control, Audit Failures Influence Auditing Practices?. Journal of Management, Accounting, General Finance and International Economic Issues, 2 (3), 671-688.

Ahmed, E. R., Alabdullah, T. T. Y., Shaharudin, M. S., &Putri, E. (2020). Further Evidence on the Link between Firm's Control Mechanisms and Firm Financial Performance: Sultanate of Oman. Journal of Governance and Integrity, 4(1), 1-6.

Ahmed, E. R., Alabdullah, T. T. Y., Thottoli, M. M., &Maryanti, E. (2020). Does Corporate Governance Predict Firm Profitability? An Empirical Study in Oman. The International Journal of Accounting and Business Society, 28(1), 127-143.

Ahmed, E. R., Alabdullah, T. Y., Islam, M. A., &Asmar, M. (2014) "Sukuk Legitimacy: A New Measurement Based on Content Analysis" 16th Malaysian Finance Association Conference in SasanaKijang Central Bank of Malaysia, Kuala Lumpur, June 4-6, 2014.

Ahmed, E. R., Islam, M. A., and & Alabdullah, T. T. Y. (2017). The moderating role of Shariah supervisory board on sukuk pricing benchmark. International Journal of Excellence in Islamic Banking and Finance 6.

Ahmed, E. R., Mamar, S. H. A., & Ghassani, A. S. A. (2021). Risk Management Practices and Financial Performance: The Case of Banks in Sultanate of Oman. AFRE (Accounting and Financial Review), 4(2), 164-171.

Ahmed, E. R., Rahim, N. F. A., Alabdullah, T. T. Y., &Thottoli, M. M. (2019). An examination of social media role in entrepreneurial intention among accounting students: a SEM study. Journal of Modern Accounting and Auditing, 15(12), 577- 589.

Ahmed, E.R., Islam, M.A. and Alabdullah, T.T.Y. (2018), "The moderating role of Shariah supervisory board on sukuk pricing benchmark", International Journal of Excellence in Islamic Banking and Finance, Vol. 6 No. 2.

Akram Alhamad., Essia Ries Ahmed., Mustafa Akyurek., and Salem Baadhem, (2023). Green Marketing and Attitude Affect the Consumer Buying Behavior of Green Product in Turkey, Indikator, 7(2), 1-16.

Akram M. Alhamad, et. al. (2023). "Influence of Consumer Environmental Responsibility on Green Consumption Intention Iniraqi Universities: The Role of Purchase Convenience and Availability of Green Products." International Journal of Engineering and Science, vol. 13, no. 7, pp. 41-49.

Al-Aamri, A. K., Al-musallami, F. H., Ahmed, E. R., & Qazi, M. (2021). Impact of Audit Committees on Quality of Financial Reporting: A Study in Oman. International Journal of Business and Management Invention , 10(10), 35-43.

Alabdullah, Alfadhl &Rabi. (2014). The Role of Forensic Acounting in Reducing Financial Corruption: A Study in Iraq.International Journal of Business and Management.Vol.9, No.1.

Alabdullah, T. T. Y & Ahmed, E. R. &Abushammala, S. (2020). Growth of Companies: Empirical Study of the Companies Listed in Developing Economies. Journal of accounting Science, Vol. 4, no. 2, pp. 1-10.

Alabdullah, T. T. Y & Ahmed, E. R. (2020). Audit Committee Impact on Corporate Profitability in Oman Companies: an Auditing and Management Accounting Perspective. RisetAkuntansidanKeuangan Indonesia, Vol. 5, no. 2, pp. 121-128.

Alabdullah, T. T. Y. (2016). Agency Theory Perspective: A Quantitative Study Of Accounting Performance Measures In Emerging Economies. ICTE Proceedings, New York.

Alabdullah, T. T. Y. (2016). Are Board Size And Ownership Structure Beneficial In Emerging Markets' Firms? Evidence from Jordan. International Journal of Management & Information Systems (IJMIS), 20(3), 87-94.

Alabdullah, T. T. Y. (2016). Corporate Governance from The Perspective of The Past and The Present and The Need to Fill an International Gap. Risk Governance & Control: Financial Markets & Institutions, 6(4).

Alabdullah, T. T. Y. (2016). The Performance of Companies and The Board's Characteristics From the New Perspective of Manipulation Avoidance. Corporate Ownership & Control, 13(4), 279-286.

Alabdullah, T. T. Y. (2017). Compensation committee, company board attributes, and company performance: The moderating effect of leadership position. Paper presented at the 2017 Wei International Academic Conference Proceedings, July 24-27, 2017, Business and Economics.

Alabdullah, T. T. Y. (2018). The relationship between ownership structure and firm financial performance. Benchmarking: An International Journal, 25(1), 319-333.

Alabdullah, T. T. Y. (2019). Management Accounting and Service Companies' Performance: Research in Emerging Economies, Australasian Accounting, Business and Finance Journal, 13(4), 100-118.doi:10.14453/aabfj.v13i4.8.

Alabdullah, T. T. Y. (2021). Management accounting insight via a new perspective on the risk management - companies' profitability relationship. International Journal of Intelligent Enterprise 7, In press.

Alabdullah, T. T. Y. (2021). Ownership Structure and the Failure or Success of Firm Performance: Evidence from Emerging Market; Cross-sectional Analysis. International Journal of Business and Management Invention, 10(8).

Alabdullah, T. T. Y. (2023). CAPITAL MARKET COMPANIES IN THE UAE: DETERMINANTS AND FACTORS AFFECTING THE PERFORMANCE OF LISTED UAE COMPANIES. CURRENT ADVANCED RESEARCH ON SHARIA FINANCE AND ECONOMIC WORLDWIDE, 3 (1), 1- 18.

Alabdullah, T. T. Y. (2023). IN LIGHT OF THE CURRENT ECONOMIC STATUS: DO BOARD CHARACTERISTICS AND RISK MANAGEMENT COMMITTEES PROMOTE FIRM PERFORMANCE IN SAUDI ARABIA?. JOURNAL OF HUMANITIES, SOCIAL SCIENCES AND BUSINESS, 3 (1), 14- 30.

Alabdullah, T. T. Y. (2023). The Link between Internal Control Mechanisms and Corporate Performance: A study for a New Perspective to Support Economic Growth. International Journal of Accounting and Business Society, 30 (2).

Alabdullah, T. T. Y. (2023). THE ROLE OF AUDIT COMMITTEES IN OMANI BUSINESS CONTEXT: DO THEY AFFECT THE PERFORMANCE OF NON-FINANCIAL COMPANIES. JOURNAL OF HUMANITIES, SOCIAL SCIENCES AND BUSINESS, 2 (4), 643- 659.

Alabdullah, T. T. Y. and Ahmed, E. R. (2018). Corporate Governance: To What Extent it is important in the Arab Countries. International Journal of Science and Research 7.

Alabdullah, T. T. Y., Ahmed, E. R. (2019). Board Diversity and Disclosure of Corporate Social Responsibility Link: A Study in Malaysia. Journal of Adv Research in Dynamic & Control System, 11(11).

Alabdullah, T. T. Y., Ahmed, E. R. (2021). New Insights to Investigate the Impact of Internal Control Mechanisms on Firm Performance: A Study in Oman. RisetAkuntansidanKeuangan Indonesia, Vol. 6,(2).

Alabdullah, T. T. Y., Ahmed, E. R., & Ahmed, R. R. (2021). Organization features and profitability: Implications for a sample of Emerging Countries. Journal of Accounting and Business Education, 5(2), 43-52.DOI: http://dx.doi.org/10.26675/jabe.v5i2.16351.

Alabdullah, T. T. Y., Ahmed, E. R., & Nor, M. I. (2018). New Ideas from Management, Finance and Accounting Perspective: The Research for A New Link Between A Company's Outcome and Risk Management. 5th International Conference on New Ideas in Management, Economics and Accounting.

Alabdullah, T. T. Y., Ahmed, E. R., & Nor, M. I. (2019). Do board characteristics provide more enhancement for firm financial performance?A corporate governance perspective. New challenges in corporate governance: Theory and practice (pp. 89– 91). https://doi.org/10.22495/ncpr_25.

Alabdullah, T. T. Y., Ahmed, E. R., & Nor, M. I. (2019). Do board characteristics provide more enhancement for firm financial performance? A corporate governance perspective. New challenges in corporate governance: Theory and practice (pp. 89- 91). https://doi.org/10.22495/ncpr_25.

Alabdullah, T. T. Y., Ahmed, E. R., & Yahya, S. (2018). The determination of firm performance in emerging nations: Do board size and firm size matter?. International Academic Journal Of Accounting And Financial Management, 5(2), 57-66.DOI: 10.9756/IAJAFM/V5I2/1810017.

Alabdullah, T. T. Y., Ahmed, E. R., &Muneerali, M. (2019). Effect of Board Size and Duality on Corporate Social Responsibility: What has Improved in Corporate Governance in Asia?. Journal of Accounting Science, 3(2), 121-135.

Alabdullah, T. T. Y., Ahmed, E. R., (2020). A cross-sectional analysis of the influence of corporate governance features on the organizational outcomes: An assessment. International Islamic University Chittagong. 17(2). P.P 6-26.

Alabdullah, T. T. Y., Ahmed, E. R., Almashhadani, M., Yousif, S. K., Almashhadani, H, A., Almashhadani, R., Putri, E. 2021. How significantly to emergingeconomies benefit from board attributes and risk management in enhancing firm profitability? Journal of accounting Science, Vol. 5, no. 1.

Alabdullah, T. T. Y., Ahmed, E. R., and Nor, M. I. (2020). The World Declining Economy And Coronavirus Pandemic: Systems Should Be Continued. Russian Journal of Agricultural and Socio-Economic Sciences 102, 89–96. doi: 10.18551/rjoas.2020-06.11.

Alabdullah, T. T. Y., Ahmed, E. R., Mohammed Almashhadani, M, Yousif S, Almashhadani H, Almashhadani R, Putri, E (2021). How Significantly to Emerging Economies Benefit From Board Attributes and Risk Management in Enhancing Firm Profitability? Journal of Accounting Science 5(2).

Alabdullah, T. T. Y., Alfadhl, M. M. A., Yahya, S., & Rabi, A. M. A. (2014). The Role of Forensic Accounting in Reducing Financial Corruption: A Study in Iraq. International Journal of Business and Management, 9 (1), 26.

Alabdullah, T. T. Y., Alfadhl, M. M. A., Yahya, S., and Rabi, A. M. A. (2014a). The Role of Forensic Accounting in Reducing Financial Corruption: A Study in Iraq. International Journal of Business and Management 9, 26–26.

Alabdullah, T. T. Y., Al-Fakhri, I., Ahmed, E. R., & Kanaan-Jebna, A. 2021. Empirical Study Of The Influence Of Board Of Directors'feature On Firm Performance. Russian Journal of Agricultural and Socio-Economic Sciences. 11(119), 137-146.

Alabdullah, T. T. Y., Al-Fakhri, I., Ahmed, E. R., & Kanaan-Jebna, A. 2021. Corporate Governance System and Firm Financial Performance. Acta Scientific Computer Sciences, 4 (6), 97-103.

Alabdullah, T. T. Y., AL-Qallaf, A. J. M. (2023). THE IMPACT OF ETHICAL LEADERSHIP ON FIRM PERFORMANCE IN BAHRAIN: ORGANIZATIONAL CULTURE AS A MEDIATOR. CURRENT ADVANCED RESEARCH ON SHARIA FINANCE AND ECONOMIC WORLDWIDE, 2(4), 482-498.

Alabdullah, T. T. Y., Awang, M. I, Sobirov, B., Multazam, M. T., & Wardana, M. D. (2023). of the International Conference on Intellectuals' Global Responsibility (ICIGR 2022).

Alabdullah, T. T. Y., Hussein, Z. A. A. (2023). Risk Management, Female Leadership and Project Management Performance: A study in Oman. International Journal of Scientific and Management Research, 6(6), 77-94.

Alabdullah, T. T. Y., Laadjal, A., Ries, E., & Al-Asadi, Y. A. A. (2018). Board Features and Capital Structure in Emerging Markets. Journal of Advanced Management Science, 6 (2).

Alabdullah, T. T. Y., Maryanti, E . (2021). Internal Control Mechanisms in Accounting, Management, and Economy: A review of the Literature and Suggestions of New Investigations. International Journal of Business and Management Invention, 10(9).

Alabdullah, T. T. Y., Mohamed, Z. K. (2023). EXPLORING THE IMPACT CEO DUALITY, FIRM SIZE, AND BOARD SIZE ON CAPITAL STRUCTURE BASED ON THE KNOWLEDGE MANAGEMENT DURING THE COVID-19 PANDEMIC. International Journal of Accounting, Management, Economics and Social Sciences, 1(4), 266-280.

Alabdullah, T. T. Y., Naseer, H. K. (2023). CORPORATE GOVERNANCE STRATEGIC PERFORMANCE AS A SIGNIFICANT STRATEGIC MANAGEMENT TO PROMOTING PROFITABILITY: A STUDY IN UAE. JOURNAL OF HUMANITIES, SOCIAL SCIENCES AND BUSINESS, 2 (4), 620- 635.

Alabdullah, T. T. Y., Nor, M. I., & Ahmed, E. R. (2018). The determination of firm performance in emerging nations: Do board size and firm size matter? Management, 5(3), 57-66.

Alabdullah, T. T. Y., Yahya, S., & Ramayah, T. (2014). Corporate Governance Mechanisms and Jordanian Companies' Financial Performance. Asian Social Science, 10(22), p247.

Alabdullah, T. T. Y., Yahya, S., &Ramayah, T. (2014). Corporate Governance Development: New or Old Concept? European Journal of Business and Management, 6(7), 312-315.

Alabdullah, T. T. Y., Yahya, S., and T.Ramayah (2014b). Corporate Governance Mechanisms and Jordanian Companies' Financial Performance. Asian Social Science 10, 247–247.

Alabdullah, T. T. Y., Yahya, S., and T.Ramayah (2014b). Corporate Governance Mechanisms and Jordanian Companies' Financial Performance. Asian Social Science 10, 247–247.

Alabdullah, T. T. Y., Yahya, S., Nor, M. I., &Majeed, F. Q. (2016). An Investigation of Corporate Governance from A New Perspective: Examining the Financial Performance of Companies and The Impact of Executive Turnover. Corporate Board: Role, Duties & Composition, 12(1).

Alabdullah, T. T. Y., Zubon, Z. W. (2023). DO INVESTMENTS AND INDEPENDENCY INFLUENCE FIRM PERFORMANCE IN LIGHT OF PERFORMANCE MANAGEMENT: A STUDY IN KUWAIT. JOURNAL OF MANAGEMENT, ACCOUNTING, GENERAL FINANCE AND INTERNATIONAL ECONOMIC ISSUES, 2 (3), 645- 661.

Alabdullah, T. Y., SofriYahya, and Thurasamy, R. (2014c).Corporate Governance Development: New or Old Concept? European Journal of Business and Management 6, 312–315.

Alabdullah, T.T.Y., Asmar, M. (2022). Under COVID-19 Pandemic Impact: Do Internal Mechanisms Play Fundamental Role in Corporations' Outcomes. Business Ethics and Leadership, 6(1), 84-92. http://doi.org/10.21272/bel.6(1).84-92.2022

Alabdullah, T.T.Y., Kanaan-Jebna, Kanaan, Ahmed, E. R.(2022). THE IMPACT OF PLATFORMS BEING ANALOGUE IN SOME EUROPEAN COUNTRIES ON DEALING WITH MANAGEMENT ISSUES. Russian Journal of Agricultural and Socio-Economic Sciences, Vol. 10, no 102, 89–96. doi: 10.18551/rjoas.2020-06.11.

Alalwani, M. H. J., ALhamad, A. M., & Eneizan, B. (2021). A Framework for Investigating the Effect of Unlimited Improvement on Quality of Education. International Journal of Academic Management Science Research, 5 (8), pp. 21-26.

Alan Finder. (2006). For Some, Online Persona Undermines a Reume. New York Times. http://public.csusm.edu/fangfang/Teaching/HTMmaterial/Fall07/Online Persona Undermines Resume.pdf

Alfadhl, M. M. A. F. and Alabdullah, T. T. Y. (2013). Determinants of the Managerial Behavior of Agency Cost and Its Influential Extent on Performance: A Study in Iraq. International Journal of Humanities and Social Science, 3–3.

Alfadhl, M. M. A., Alabdullah, T. T. Y. (2016). Agency Cost and Management Behavior: The Role of Performance as a Moderator. International Journal of Science and Research (IJSR), 5(1), 1858-1864.

AL-Fakhri, I., Alabdullah, T.T.Y. (2021). The Evolution of a Robust and Reliable Brand Experience Scale in the Malaysian Context: An Empirical Evidence. Business Ethics and Leadership, 5(4), 59-67. https://doi.org/10.21272/bel.5(4).59-67.2021

Alhamad, A. M. (2019). The Relationship Between Green Marketing Strategies and Consumers' Purchasing Intention of Green Products in Malaysia: Moderating Effect of Self-identity (Doctoral dissertation, School of Business Innovation and Technopreneurship, Universiti Malaysia Perlis).

Alhamad, A. M., Akyürek, M., Mohamed, S. A., & Baadhem, A. M. S. (2023). Do the Relationship between Green Marketing Strategies, Green Perceived Value, and Green Trust Enhance Green Purchase Intentions: A conceptual Study. International Journal of Scientific and Management Research, 6(7),pp. 176-203.

Alhamad, A. M., Aljanabi, B. R. H., & Almaali, A. A. H. (2022). The Relationship between Organizational Justice, Organizational Trust, and Organizational Citizenship Behavior: A Case Study of the Employees of the Karabuk University. Sumerianz Journal of Business Management and Marketing, Vol. 5, No. 1, pp. 1-7.

Alhamad, A. M., Junoh, M. Z. B. H. M., & Salha, T. (2019). Green Products and Intention of Consumers: Overview Point. Global Islamic Economics Magazine, 80 (1), pp. 24-35.

Alhamad, A. M., Junoh, M. Z. B. M., & Eneizan, B. (2019). Green marketing strategies: Theoretical approach. American journal of economics and business management, 2(2), 77-94.

Alhamad, A. M., Osman, A., Manaf, A. H. B. A., Abdullah, M. S., & AlShatnawi, H. A. M. (2015). The impact of cross-cultural leadership on management performance in international organizations: A malaysian perspective. Asian journal of social sciences & humanities, 4(3), 110-119.

Alhamad, A., Ahmed, E. R., Akyürek, M., & Baadhem, A. M. S. (2023). The Impact Of Environmental Awareness And Attitude On Green Purchase Intention: An Empirical Study Of Turkish Consumers Of Green Product. Malatya Turgut Özal Üniversitesi İşletme Ve Yönetim Bilimleri Dergisi, 4(1), 22-36.

Al-Hashimy, H. N. H., Alabdullah, T. T. Y., Ries, E., Ahmed, M. A., Nor, M. I., & Jamal, K. A. M. (2022). The Impact of Financial Management Elements and Behavioral Intention on the Financial Performance. International Journal of Scientific and Management Research, 5(12), 117-149.

AL-kiyumi, R. K., AL-hattali, Z. N., & Ahmed, E. R. (2021). Operational Risk Management and Customer Complaints in Omani Banks. Journal of Governance and Integrity, 5(1), 200-210.

Alsarmi, Y. N. A., & Ahemed, E. R. (2022). Determinants of Efficiency of Tax's Collection in Oman. JABE (Journal of Accounting and Business Education), 7(1), 59-71.

Alshali, N. M., Alhattali, N. H., & Ahmed, E. R. (2021). Behavior of Consumers and Green Product: A Study in Oman. International Journal of Business and Management Invention, 10(9), 40-51.

Alsulmani, A. H., Alkindi, S. S., & Ahmed, E. R. (2021). Customer Accounting Information and Omani Service Companies' Performance. International Journal of Finance & Banking Studies (2147-4486), 10(2), 79-88.

Alyaarubi, H. J., Alkindi, D. S., & Ahmed, E. R. (2021). Internal Auditing Quality and Earnings Management: Evidence from Sultanate of Oman. Journal of Governance and Integrity, 4(2), 115-124.

Argote, L. (2013). Organizational learning: Creating, retaining and transferring knowledge. Organizational Learning: Creating, Retaining and Transferring Knowledge, 1–217. https://doi.org/10.1007/978-1-4614-5251-5

Averett, T. (2003). Going the extra mile: Cultivating and managing employee citizenship behavior - Executive Commentary. Academy of Management Perspectives, 17(3), 72–73. https://doi.org/10.5465/ame.2003.10954759

Budd, J. W. (2008). Sage Handbook of Human Resource Management (Vol. 0357, Issue 612).

Cavico, F. J., Mujtaba, B. G., Muffler, S. C., & Samuel, M. (2013). Social Media and the Workplace: Legal, Ethical, and Practical Considerations for Management. Journal of Law, Policy and Globalization, 12, 1–46. https://doi.org/10.7176/NMMC.v11p25

Cross, R., & Prusak, L. (2002). The People Who Make Organizations Go--or Stop: University of Warwick eResources. Harvard Business Review, 80(6), 104–112. http://melander656.wdfiles.com/local--files/reading-capital/people.pdf%0Ahttp://0-eds.b.ebscohost.com. pugwash.lib. warwick.ac.uk/eds/detail/detail?vid=0&sid=786f0835-52a2-4dd3-b4db-b1423885c737%40sessionmgr101&bdata=JnNpdGU9ZWRzLWxpdmU%3D#AN=6756418&db=bth

Daft, R. L., Murphy, J., & Willmott, H. (2020). Organization theory & design : an international perspective.

Dessler, G. (2020). Fundamentals of Human Resource Management. In Human Resource Management (Issue November).

EssiaRies, A. (2014). Islamic Sukuk: Pricing mechanism and rating [Електроннийресурс]/EssiaRies Ahmed, Md. Aminul Islam, Tariq TawfeeqYousifAlabdullah. Journal of Asian Scientific Research, (4), 11.

FalihChichan, H., &Alabdullah, T. T. Y. (2021). Does Environmental Management Accounting Matter in Promoting Sustainable Development? A study in Iraq. Journal of Accounting Science, 5(2), 114-126.

Faraj, N. A. F., & Alhamad, A. M. (2022). The Effect of Online Classes on Students Performance During the Outbreak of the COVID-19 Virus "A Case Study at The University of Halabja in Northern Iraq". Journal of Management and Education (JOMAE), 1(3), 18-35.

Gani, A. A. M. O., Al Rahbi, A. H. S. S., & Ahmed, E. R. (2021). Empirical Analysis on Corporate Transparency, Competitive Advantage, and Performance: An Insight of Muscat Securities Market. Journal of Governance and Integrity, 4(2), 96-102.

Hamraaia, M. H. Y., ALhamad, A. M., Eneizan, B., & Al-salaymeh, M. (2021). Utilizing Big Data Illustrative Case in Public Services. International Journal of Academic Information Systems Research , 5 (10), pp. 8-16.

Hao, Y., Ahmed, E. R., Singh, K. S. D., & Amran, A. (2019). Innovation and diversity based organization culture and its effect on competitive advantage. Opción: Revista de Ciencias Humanas y Sociales, (21), 1205-1216.

Hatch, J. M. (2018). Theory Organization: modern, symbolic and postmodern perspectives. In Public Administration Review. http://www.lavoisier.fr/livre/notice.asp?id=OR2WO2A2OXKOWU

Hussain, H. N., Alabdullah, T. T. Y., Jamal, K. A. M., & Ries, E. (2023). Time Management as a Critical Success Factor in the Oil Industry of Basra Governorate: An Accounting Information Systems Study. International Journal of Scientific and Management Research, 6(6), 59-76.

Hussain, H. N., Alabdullah, T. T. Y., Ries, E., & Jamal, K. A. M. (2023). Implementing Technology for Competitive Advantage in Digital Marketing. International Journal of Scientific and Management Research, 6(6), 95-114.

Issa, S. S., Khalaf, H. H., Almuain, A. R., & Ahmed, E. R. (2018). Effectiveness of inflation targeting based monetary policy. Opción, 34(16), 590-605.

Jean-François Dumais. (2004). Human resources management guide for Canadian information technology companies.

Joubert, A. (1991). Managing human capital in the 1990s. In Elektron (Vol. 8, Issue 3).

Kanaan-Jebna, A. M. J., Alabdullah, T. T. Y., Ahmed, E. R., & Ayyasamy, R. K. (2022). Firm Performance and the Impact of Entrepreneurial Education and Entrepreneurial Competencies. Business Ethics and Leadership, 6(2), 68–77. https://doi.org/10.21272/bel.6(2).68-77.2022

Kanaan-Jebna, A., Baharudi, A.S., & Alabdullah, T.T.Y. (2022). Entrepreneurial Orientation, Market Orientation, Managerial Accounting and Manufacturing SMEs Satisfaction. Journal of Accounting Science, 6(1), 1-14.

Management, H. R., Mathis, R. L., & Jackson, J. H. (2004). Changing Nature of Human Resource Management After you have read this chapter , you should be able to :

Marschan-Piekkari, R., Welch, D., & Welch, L. (1999a). Adopting a common corporate language: IHRM implications. International Journal of Human Resource Management, 10(3), 377–390. https://doi.org/10.1080/095851999340387

Marschan-Piekkari, R., Welch, D., & Welch, L. (1999b). In the shadow: The impact of language on structure, power and communication in the multinational. International Business Review, 8(4), 421–440. https://doi.org/10.1016/s0969-5931(99)00015-3.

Mumby, D. K., & Kuhn, T. R. (2018). Organizational communication: A critical introduction. Sage Publications.

Mumby, D. K., & Kuhn, T. R. (n.d.). Organizational Communication Second Edition 2.

Nankervis, A., Baird, M., Coffey, J., & Shields, J. (2020). Human Resource Strategy and Practice.

Nor, M. I., Masron, T. A., &Alabdullah, T. T. Y. (2020). Macroeconomic fundamentals and the exchange rate volatility: empirical evidence from Somalia. SAGE Open, 10(1), 2158244019898841. Project Management: A Synergistic Approach. International Journal of Business and Management Invention, 12(6), 298-304.

Park, S., Jeong, S., Jang, S., Yoon, S. W., & Lim, D. H. (2018). Critical Review of Global Leadership Literature: Toward an Integrative Global Leadership Framework. Human Resource Development Review, 17(1), 95–120. https://doi.org/10.1177/1534484317749030.

Rahim, N. F. A., Ahmed, E. R., Sarkawi, M. N., Jaaffar, A. R., & Shamsuddin, J. (2019). Operational risk management and customer complaints: the role of product complexity as a moderator. Benchmarking: An International Journal, 26(8), 2486- 2513.

Salih, W. K., Ahmed, E. R., & Rahim, N. F. A. (2019). The internal supply chain of operation and green sustainability. Opción: Revista de Ciencias Humanas y Sociales, (21), 1221-1231.

Schultz, D. P., & Schultz, S. E. (2017). to buy your textbooks and course materials at 5 REASONS. 1–794.

Singh, K. S. D., Islam, M. A., Ahmed, E. R., & Amran, A. (2019). An empirical investigation into the major drivers of corporate social responsibility. Opción: Revista de Ciencias Humanas y Sociales, (21), 1076-1090.

Sodeman, W. A. (2007). Management information systems. In Business Policy and Strategy: The Art of Competition. https://doi.org/10.1080/00221546.1978.11780376.

Sullivan, L. (2012). Human Resource Management (HRM). In The SAGE Glossary of the Social and Behavioral Sciences. https://doi.org/10.4135/9781412972024.n1221.

Takahashi, R. T., & Pereira, L. L. (1991). Leadership and communication. In Revista da Escola de Enfermagem da U S P (Vol. 25, Issue 2). https://doi.org/10.1590/0080-6234199102500200123.

Thory, K. (2015). The internationalisation of HRM policies and practices : The case of Japanese and French companies in Scotland The internationalisation of HRM policies and practices : The case of Japanese and French companies in Scotland Monir Tayeb and Kathryn Thory Her. February.

Toseef, M., Kiran, A., Zhuo, S., Jahangir, M., Riaz, S., Wei, Z., Ghauri, T. A., Ullah, I., & Ahmad, S. B. (2022). Inspirational Leadership and Innovative Communication in Sustainable Organizations: A Mediating Role of Mutual Trust. Frontiers in Psychology, 13(July). https://doi.org/10.3389/fpsyg.2022.846128.

Wicaksana, A., & Rachman, T. (2018). 済無No Title No Title No Title. In Angewandte Chemie International Edition, 6(11), 951–952. (Vol. 3, Issue 1). https://medium.com/@arifwicaksanaa/pengertian-use-case-a7e576e1b6bf.

Woolf, N. H., & Silver, C. (2017). Case Illustrations. In Qualitative Analysis Using NVivo: The Five-Level QDA Method. https://doi.org/10.4324/9781315181660.

Zeuch, M. (2016). Handbook of human resources management. In Handbook of Human Resources Management. https://doi.org/10.1007/978-3-662-44152-7.