

Partnership Quality under Institutional Void Navigation in Emerging Market Ventures: Policy Evaluation

Margaret Pang*

Faculty of Business, Lingnan University, Hong Kong, Hong Kong SAR, China

Corresponding author: margaret.pang@ln.edu.hk

Abstract

Emerging markets present unique environments where rapid economic growth is frequently juxtaposed with substantial institutional deficiencies, commonly referred to as institutional voids. This paper provides a comprehensive policy evaluation examining how ventures operating within these markets navigate such voids and the subsequent impact on the quality of their strategic partnerships. By employing a mixed-methods research design, the study investigates the intersection of macroeconomic policy interventions and micro-level firm behaviors. The research demonstrates that in the absence of robust formal regulatory frameworks, ventures increasingly rely on informal network ties and high-quality partnerships to mitigate transaction risks and access critical resources. The analysis reveals that policy initiatives aimed at formalizing these environments often yield unintended consequences, temporarily disrupting established informal partnership dynamics before fostering long-term stability. Furthermore, the findings indicate that partnership quality serves as a crucial mediating mechanism between institutional void severity and venture performance. Through an extensive evaluation of survey data and qualitative case studies across multiple emerging economies, this paper offers actionable strategic recommendations for both policymakers seeking to implement structural reforms and enterprise managers attempting to cultivate resilient alliances. The insights challenge conventional policy approaches by advocating for a transitional integration framework that acknowledges the functional role of informal partnerships in void-heavy environments.

Keywords: Institutional Voids; Emerging Markets; Partnership Quality; Policy Evaluation; Strategic Alliances

1. Introduction

1.1 Background on Emerging Markets

The contemporary global economic landscape has been fundamentally reshaped by the rapid ascent of emerging markets. These economies, characterized by accelerated industrialization, expanding consumer bases, and progressive integration into global trade networks, serve as critical engines of worldwide economic growth [1]. However, operating within these jurisdictions involves navigating a highly complex and often unpredictable socio-economic terrain. Unlike advanced economies where mature legal, financial, and regulatory frameworks seamlessly facilitate business transactions, emerging markets are frequently plagued by structural deficiencies [2]. These structural deficiencies manifest as inadequate intellectual property protection, underdeveloped capital markets, ambiguous contract

enforcement mechanisms, and opaque regulatory environments. Consequently, ventures entering or scaling within these markets face substantially elevated transaction costs and heightened operational risks [3]. To survive and achieve sustainable growth, enterprises cannot merely replicate the business models and strategic playbooks utilized in developed nations. Instead, they must develop specialized capabilities to interpret fluid regulatory landscapes and build resilient operational structures. A primary mechanism through which ventures adapt to these volatile environments is the formation of strategic partnerships. Alliances, joint ventures, and informal cooperative agreements become essential instruments for pooling resources, sharing risks, and accessing localized market intelligence [4]. Therefore, understanding the macroeconomic conditions that necessitate these partnerships and the microeconomic strategies ventures employ to maintain them is of paramount importance to both academic scholars and practicing managers.

1.2 The Role of Institutional Voids

The concept of institutional voids provides a foundational theoretical lens for analyzing the structural anomalies present in emerging markets. First articulated to describe the absence of specialized intermediaries, regulatory systems, and contract-enforcing mechanisms, institutional voids represent the gaps between the formal rules of commerce and the actual realities of market operations [5]. When formal institutions fail to efficiently match buyers and sellers, provide reliable market information, or enforce property rights, transaction uncertainties escalate dramatically. In response to these voids, ventures are compelled to internalize market functions or rely on alternative, often informal, institutional arrangements. Research indicates that when formal legal recourse is unavailable or excessively protracted, trust-based relational contracts become the primary currency of business exchange [6]. This phenomenon highlights the critical role of partnership quality in emerging market ventures. High-quality partnerships, characterized by mutual commitment, effective communication, and deep-seated relational trust, function as functional substitutes for missing formal institutions. For instance, in an environment lacking a reliable credit rating agency, a venture might rely on the vouching and network reputation of a trusted local partner to secure supply chain financing [7]. However, navigating these voids is not a static process; it requires continuous adaptation to shifting political and economic currents. Furthermore, while informal partnerships can successfully bridge institutional gaps in the short term, their over-reliance can lead to network rigidities and inhibit long-term scalability. This dynamic creates a complex environment where venture managers must constantly evaluate the trade-offs between investing in relationship-specific capital and maintaining strategic flexibility.

1.3 Research Objectives and Scope

Given the intricate interplay between macro-level institutional deficiencies and micro-level partnership strategies, this study seeks to rigorously evaluate the policy dimensions of institutional void navigation. The primary objective of this research is to comprehensively assess how ventures in emerging markets utilize partnership quality to mitigate the risks associated with institutional voids, and to evaluate the effectiveness of government policies aimed at addressing these structural gaps [8]. Specifically, the study explores three distinct yet interconnected research questions. First, what specific dimensions of partnership quality are most critical for ventures attempting to navigate varying severities of institutional voids? Second, how do government policy interventions designed to formalize market structures impact the dynamics and efficacy of existing informal partnerships? Third, what strategic configurations allow ventures to optimally balance formal compliance with the relational flexibility required in void-heavy environments? To address these inquiries, this paper adopts a broad geographical

scope, drawing upon data and case observations from multiple distinct emerging economies [9]. By comparing diverse regulatory regimes and economic contexts, the study aims to isolate universal principles of void navigation from country-specific phenomena. The ultimate goal is to bridge the conceptual gap between institutional theory and strategic alliance literature, offering a nuanced policy evaluation framework that recognizes both the disruptive and stabilizing potential of government interventions in emerging markets.

2. Literature Review and Theoretical Framework

2.1 Defining Institutional Voids

The academic discourse surrounding institutional voids has evolved significantly over the past two decades. Early conceptualizations predominantly framed institutional voids as negative market frictions that inherently suppressed economic activity and required immediate eradication through top-down policy reforms [10]. From this perspective, the lack of robust financial intermediaries, transparent labor markets, and stringent product liability laws were viewed solely as impediments to foreign direct investment and domestic entrepreneurial growth. However, contemporary institutional theory has adopted a more nuanced stance, recognizing that institutional voids are not merely empty spaces but are often occupied by complex systems of informal norms, cultural practices, and historical social structures [11]. This revised understanding posits that informal institutions can effectively substitute for weak formal structures, provided that market participants share common cultural understandings and localized knowledge. Consequently, the definition of institutional voids has expanded to encompass the friction and misalignment that occurs when formal rules are introduced but are disconnected from the underlying informal social fabric [12]. Ventures operating in these contexts must therefore develop high levels of institutional ambidexterity, defined as the capacity to simultaneously adhere to emerging formal regulations while leveraging deep-rooted informal networks. Understanding this duality is essential for any comprehensive policy evaluation, as interventions that unilaterally dismantle informal structures without providing accessible formal alternatives often exacerbate market uncertainties rather than alleviate them.

2.2 Partnership Quality in Uncertain Environments

Within the context of pervasive market uncertainties, the quality of interfirm partnerships emerges as a critical determinant of venture survival and performance. Partnership quality is a multidimensional construct encompassing mutual trust, goal congruence, resource complementarity, and effective conflict resolution mechanisms [13]. In developed economies, partnership quality is often viewed as an enhancer of competitive advantage, a means to accelerate innovation or expand market reach. Conversely, in emerging markets characterized by severe institutional voids, partnership quality transitions from an optional strategic enhancer to a fundamental requirement for operational viability. Transaction cost economics provides a valuable theoretical framework for understanding this shift. When the costs of searching for partners, negotiating contracts, and enforcing agreements through formal legal channels are prohibitively high, high-quality relational partnerships reduce these transaction costs by embedding economic exchanges within a matrix of social obligations and mutual trust [14]. Furthermore, social capital theory suggests that embedded network ties facilitate access to fine-grained market intelligence, bureaucratic navigation assistance, and preferential treatment from local stakeholders. Studies have shown that ventures that cultivate deep, high-quality partnerships are better equipped to weather macroeconomic shocks and arbitrary policy shifts [15]. However, building and maintaining such partnerships requires significant investments of time and managerial attention,

leading to debates concerning the optimal portfolio of strong versus weak ties in highly volatile environments.

2.3 Policy Evaluation Perspectives

The intersection of government policy and venture strategy in emerging markets represents a highly contested domain of academic inquiry. Traditional structural adjustment programs and economic formalization policies have often been evaluated based solely on macroeconomic indicators such as gross domestic product growth or foreign direct investment inflows [16]. Such evaluations frequently overlook the micro-level disruptions experienced by ventures navigating the transition from informal to formal market structures. A comprehensive policy evaluation must account for the transitional friction generated when governments attempt to close institutional voids. For example, the abrupt implementation of stringent formal contracting laws may invalidate existing trust-based relational agreements, temporarily leaving ventures without reliable mechanisms for exchange [17]. Furthermore, policy interventions are rarely implemented in a vacuum; they interact with existing power dynamics, political patronage networks, and entrenched industry incumbents. Consequently, evaluating policy effectiveness requires analyzing not only the stated objectives of legislative reforms but also the specific mechanisms through which ventures interpret, adapt to, or actively resist these changes. The literature suggests that the most successful policy interventions are those that adopt a gradual, inclusive approach, recognizing the functional utility of high-quality informal partnerships while progressively building the capacity and credibility of formal institutions [18]. This perspective advocates for policies that incentivize the formalization of partnerships without destroying the underlying social capital that sustains them during the transitional phase.

3. Methodology and Research Design

3.1 Research Philosophy and Approach

To comprehensively investigate the intricate dynamics between institutional void navigation, partnership quality, and policy evaluation, this study adopts a pragmatic research philosophy underpinned by a sequential explanatory mixed-methods approach. Pragmatism is particularly suitable for this inquiry as it eschews the rigid dichotomy between positivist and constructivist paradigms, allowing the researcher to utilize the most appropriate methodological tools to address complex, multifaceted phenomena [19]. The mixed-methods design facilitates a robust triangulation of findings, ensuring that the broad patterns identified through quantitative analysis are contextualized and explained by the deep, nuanced insights derived from qualitative inquiry. The quantitative phase involves a large-scale, cross-sectional survey administered to venture executives across multiple emerging markets, designed to capture generalized relationships between institutional void severity, partnership quality metrics, and venture performance outcomes. Following the quantitative phase, the qualitative component employs in-depth, semi-structured interviews with a purposively selected subset of the survey respondents. This sequential approach is critical because measuring institutional voids and relational trust inherently involves capturing subjective managerial perceptions alongside objective environmental indicators. By integrating both numerical data and rich narrative accounts, the research design minimizes the common method bias often associated with studies relying solely on self-reported survey data and provides a more holistic evaluation of how policy interventions reverberate through venture partnership networks.

3.2 Data Collection and Sampling Strategy

The data collection process was meticulously structured to ensure a high degree of external validity and contextual relevance. The target population for the quantitative survey comprised senior executives, founders, and alliance managers of ventures operating in three distinct emerging market economies. These specific economies were selected based on their varying degrees of institutional development, regulatory volatility, and distinct policy approaches toward market formalization. A stratified random sampling technique was employed to ensure adequate representation across diverse industry sectors, including manufacturing, technology services, and consumer goods. The survey instrument was developed utilizing validated measurement scales adapted from the strategic management and institutional theory literature. To address potential linguistic and cultural nuances, the survey underwent a rigorous process of forward and backward translation, followed by a pilot test with a panel of industry experts and academic scholars. The pilot test resulted in minor refinements to item wording to ensure conceptual equivalence across the different institutional contexts.

The final survey was distributed electronically, accompanied by a comprehensive cover letter detailing the academic nature of the study, ensuring strict confidentiality, and emphasizing the value of the respondents' insights. To mitigate non-response bias, a multi-wave follow-up protocol was implemented. The administration yielded a final usable sample of an appropriate size for multivariate statistical analysis. The descriptive characteristics of the surveyed ventures are essential for understanding the context of the subsequent empirical findings and are detailed systematically to provide a clear profile of the sample composition.

Table 1: Demographic Profile of the Surveyed Ventures by Sector and Operational Age

Industry Sector	Less than 5 Years	5 to 10 Years	More than 10 Years	Total Percentage
Technology and Software	18.5	12.3	4.2	35.0
Advanced Manufacturing	6.4	14.8	11.2	32.4
Consumer Goods and Retail	8.1	9.5	5.0	22.6
Financial Services	3.2	4.1	2.7	10.0

Following the preliminary analysis of the survey data, the qualitative phase was initiated. A subset of thirty executives was purposively selected for in-depth interviews. The selection criteria were designed to capture extreme cases, including ventures that reported exceptionally high partnership quality despite operating in severe institutional voids, as well as ventures that experienced significant partnership disruptions following recent government policy interventions. The interviews were conducted utilizing a standardized yet flexible protocol, focusing on specific critical incidents related to regulatory changes, contract disputes, and partnership evolution. The qualitative data collection continued until theoretical saturation was achieved, meaning no new significant themes or categories were emerging from the executive narratives.

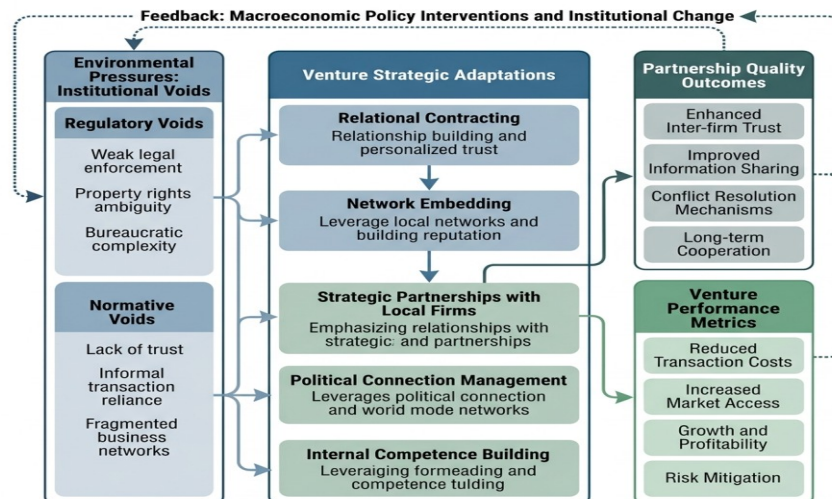


Figure 1: Comprehensive Schematic of Institutional Void Navigation Strategies and Partnership Quality Outcomes

3.3 Analytical Procedures

The analytical procedures applied to the collected data were rigorous and multifaceted. For the quantitative survey data, initial data screening procedures were conducted to assess normality, identify outliers, and evaluate the extent of missing values. Construct validity and reliability were evaluated using confirmatory factor analysis, ensuring that the measurement models for institutional void perception, partnership quality, and policy impact were statistically sound. Cronbach alpha coefficients were calculated for all latent constructs, demonstrating acceptable levels of internal consistency. Subsequently, structural equation modeling was employed to test the hypothesized relationships between the variables. Structural equation modeling is particularly advantageous for this study as it permits the simultaneous estimation of multiple interconnected dependence relationships while explicitly accounting for measurement error. The analysis modeled institutional void severity as the exogenous variable, partnership quality as the mediating variable, and venture operational resilience as the endogenous outcome, with policy intervention intensity acting as a moderating factor.

Concurrently, the qualitative interview data was transcribed verbatim and imported into specialized qualitative data analysis software. A systematic thematic analysis approach was utilized, beginning with open coding to identify recurring concepts, phrases, and events described by the executives. These initial codes were progressively aggregated into higher-order axial codes, reflecting broader theoretical categories such as policy-induced uncertainty, relational repair mechanisms, and informal network reliance. Through a process of constant comparison, the qualitative findings were continuously integrated with the quantitative results. This iterative analytical process allowed for the development of a comprehensive explanatory framework, detailing not only the statistical significance of the relationships but also the underlying causal mechanisms driving venture behavior in response to complex policy environments.

4. Empirical Results and Discussion

4.1 Navigating Regulatory and Normative Voids

The empirical analysis reveals profound insights into the specific strategies ventures employ to navigate distinct types of institutional voids. The structural equation modeling results indicate a robust

and statistically significant positive relationship between the perceived severity of regulatory voids and a ventures reliance on informal, trust-based partnerships. When formal legal systems are deemed opaque or excessively bureaucratic, ventures systematically shift their resource allocation away from formal contracting processes and toward the cultivation of deep relational ties. The qualitative data strongly supports this finding, with numerous executives recounting instances where formal contracts were considered entirely secondary to the mutual trust established through repeated interpersonal interactions and shared social networks. Interestingly, the data highlights a clear distinction between navigating regulatory voids, which pertain to laws and regulations, and normative voids, which relate to shared social expectations and industry standards.

While severe regulatory voids drive ventures toward localized, highly embedded partnerships, severe normative voids often prompt ventures to seek partnerships with foreign multinational corporations or internationally certified entities. This behavior functions as a strategic signaling mechanism; by aligning with partners adhering to rigorous global standards, local ventures attempt to establish internal legitimacy and signal reliability to broader market stakeholders. Furthermore, the analysis demonstrates that navigating these voids is highly resource-intensive. Ventures must dedicate substantial managerial bandwidth to continuous relationship maintenance, localized network participation, and the constant monitoring of shifting political landscapes. This resource drain represents a significant hidden cost of operating in emerging markets, frequently unacknowledged in traditional economic evaluations. Consequently, ventures that fail to develop specialized relational capabilities experience disproportionately high transaction costs and elevated partnership failure rates when confronted with unpredictable institutional environments.

4.2 Impact on Partnership Quality

The evaluation of partnership quality within the context of institutional voids yields complex and highly nuanced findings. The data refutes the simplistic notion that institutional voids uniformly degrade all aspects of business relationships. Instead, the results suggest a polarizing effect on partnership quality [20]. On one end of the spectrum, ventures that successfully utilize partnerships to bridge institutional gaps report exceptionally high levels of mutual commitment, intense information sharing, and profound relational trust. Because the partners are mutually dependent for survival in a volatile environment, their alliances exhibit a degree of solidarity rarely observed in highly institutionalized markets. On the opposite end of the spectrum, ventures that fail to establish adequate informal safeguards experience severe partnership dysfunction, characterized by opportunistic behavior, chronic information asymmetry, and intractable conflicts.

Table 2: Bivariate Correlation Analysis of Institutional Variables and Partnership Dynamics

Construct Variable	1. Void Severity	2. Policy Frequency	3. Relational Trust	4. Contract Reliance
1. Void Severity	1.000			
2. Policy Frequency	0.425	1.000		
3. Relational Trust	0.612	-0.284	1.000	
4. Contract Reliance	-0.548	0.315	-0.410	1.000

The mediating role of partnership quality is clearly established in the empirical models. High partnership quality significantly buffers the negative impact of institutional voids on overall venture performance. However, the analysis also uncovers a phenomenon termed relational lock-in. In environments with profound institutional voids, the cost of switching partners is exceptionally high due to the immense effort required to establish trust from scratch [21]. This lock-in effect can lead to

suboptimal long-term outcomes, as ventures may remain tethered to technologically stagnant or strategically misaligned partners simply to maintain access to critical informal networks and localized protection.

4.3 Policy Implications and Interventions

The most critical contributions of this research emerge from the evaluation of government policy interventions. The analysis demonstrates that abrupt policy shifts aimed at rapid market formalization frequently induce severe short-term disruptions within venture partnership networks. When governments unexpectedly introduce stringent compliance regulations or dismantle established informal intermediary structures, the immediate effect is a sharp escalation in transaction uncertainty. The qualitative interviews reveal that such policy shocks often invalidate the existing informal agreements that ventures rely upon, forcing them into a transitional phase where neither the old informal rules nor the new formal regulations provide a stable foundation for business exchange.

The data indicates that the most disruptive policy interventions are those implemented without adequate consultation with localized business networks or without a phased transition period. Conversely, policy interventions that demonstrate a progressive, incremental approach to formalization tend to yield more positive long-term outcomes regarding partnership stability and market efficiency. Effective policies appear to be those that incentivize the gradual codification of informal partnerships into formal structures, providing legal recognition and institutional support for existing collaborative arrangements rather than attempting to replace them entirely. Furthermore, the findings suggest that policymakers must focus not only on legislative enactment but also on building the administrative capacity and credibility required to enforce new regulations impartially. Without perceived enforcement credibility, ventures will continue to bypass formal institutions in favor of informal relational networks, rendering the policy interventions entirely ineffective.

5. Conclusion and Strategic Recommendations

5.1 Summary of Findings

This study has provided a rigorous academic evaluation of how ventures navigate institutional voids through strategic partnership management, and the subsequent implications for macroeconomic policy interventions. The synthesized findings confirm that institutional voids are not merely passive vacuums but dynamic environments that actively shape venture behavior, forcing a critical reliance on high-quality, trust-based informal partnerships. The research highlights the dual nature of these relational ties; they are simultaneously essential survival mechanisms in the face of regulatory opacity and potential sources of long-term strategic rigidity. Crucially, the policy evaluation component of this study reveals that abrupt, top-down formalization policies often generate significant transitional friction, disrupting the very partnership networks that sustain economic activity in these markets [22]. The empirical evidence demonstrates that partnership quality acts as a vital buffer against institutional instability, yet this buffering capacity is highly sensitive to the frequency and unpredictability of government interventions. By integrating extensive quantitative modeling with deep qualitative narratives, this paper has elucidated the complex mechanisms through which macro-level policies interact with micro-level firm strategies in emerging economies.

5.2 Limitations and Avenues for Future Inquiry

While this research provides comprehensive insights, several limitations must be acknowledged, which concurrently present valuable opportunities for future academic inquiry. The primary limitation

involves the cross-sectional nature of the quantitative survey data, which captures venture perceptions and market conditions at a single point in time. Because institutional voids and policy environments are inherently dynamic and evolve continuously, future research would benefit immensely from adopting longitudinal research designs to track the evolution of partnership quality across multiple phases of institutional transition. Additionally, while the selection of three distinct emerging markets enhances external validity, institutional contexts remain highly localized. Future studies should expand the geographical scope to include frontier markets or conduct deep comparative analyses between specific national sub-regions. Furthermore, exploring the specific impact of digital transformation and blockchain technologies on institutional void navigation represents a critical frontier [23]. As decentralized digital ledgers potentially offer technological substitutes for both formal institutions and informal trust networks, understanding how these innovations disrupt traditional partnership dynamics will be essential for both future strategic management theory and contemporary policy formulation.

References

1. Núñez-Laguna, I.; Gambetta, N.; García-Benau, M.A. Knowledge in the diversity-efficiency nexus: How board composition shapes sustainable resource use in emerging markets. *J. Innov. Knowl.* 2026, 11, 100847.
2. Yang, M.-J. The interdependence imperative: Business strategy, complementarities, and economic policy. *Oxf. Rev. Econ. Policy* 2021, 37, 392–415.
3. Niankara, I. The impact of financial inclusion on digital payment solution uptake within the Gulf Cooperation Council Economies. *Int. J. Innov. Stud.* 2023, 7, 1–17.
4. Engert, S.; Rauter, R.; Baumgartner, R.J. Exploring the integration of corporate sustainability into strategic management: A literature review. *J. Clean. Prod.* 2016, 112, 2833–2850.
5. Waddock, S.A. Advancing eco-social strategic management: A whole systems lens. *Sustain. Sci.* 2025, 20, 2335–2354.
6. Singhania, M.; Saini, N. Institutional framework of ESG disclosures: Comparative analysis of developed and developing countries. *J. Sustain. Financ. Invest.* 2023, 13, 516–559.
7. Roh, T.; Xiao, S.; Park, B.I.; Ghauri, P.N. Stakeholder pressure, democracy levels, and multinational enterprise corporate social responsibility: Stakeholder and institutional theories. *J. Bus. Res.* 2025, 200, 115619.
8. Wang, T.; Bansal, P. Social responsibility in new ventures: Profiting from a long-term orientation. *Strateg. Manag. J.* 2012, 33, 1135–1153.
9. Paleari, S. The Impact of the European Green Deal on EU Environmental Policy. *J. Environ. Dev.* 2022, 31, 196–220.
10. Tiwari, S.; Sharif, A. A Step Toward Sustainable Development: Role of Energy Transition, Eco-Innovation and Environmental Policy Stringency. *Gondwana Res.* 2025; in press.
11. Edgeman, R.L.C. Strategic resistance for sustaining enterprise relevance: A paradigm for sustainable enterprise excellence, resilience and robustness. *Int. J. Product. Perform. Manag.* 2015, 64, 318–333.
12. Stead, J.G.; Stead, W.E. Why Porter Is Not Enough: Economic Foundations of Sustainable Strategic Management. In *Rethinking Strategic Management*; Springer: Cham, Switzerland, 2019; pp. 67–85.
13. Elkington, J. Partnerships from cannibals with forks: The triple bottom line of 21st-century business. *Environ. Qual. Manag.* 1998, 8, 37–51.
14. Kareem, M.A.; Kummitha, H.R. Impact of sustainable leadership practices on green innovation: The mediating role of green organisational culture. *Discov. Sustain.* 2025, 6, 1077.
15. Freeman, R.E.; Harrison, J.S.; Wicks, A.C. *Managing for Stakeholders: Survival, Reputation, and Success*; Yale University

Press: New Haven, CT, USA, 2007.

16. Santa-Maria, T.; Dougnac, N.; Llorente-González, L.J.; Geissdoerfer, M. From Challenges to Impact: Drivers, Barriers, and Shared Resources in Sustainability-Oriented Corporate-Startup Alliances. *Bus. Strategy Environ.* 2025, 34, 7488–7516.
17. Batule, R.B.; Kanade, T.M.; Joseph, J.; Kulkarni, S. *Navigating Strategic Success*; Apple Academic Press: New York, NY, USA, 2025; ISBN 9781774919538.
18. Roche, K.E.; Baumgartner, R.J. Corporate sustainability strategy deployment: A case study on the implementation of corporate sustainability using hoshin kanri. *Corp. Soc. Responsib. Environ. Manag.* 2025, 32, 927–946.
19. Rózsa, Z.; Folvarcná, A.; Holúbek, J.; Veselá, Z. Job crafting and sustainable work performance: A systematic literature review. *Equilib.-Q. J. Econ. Econ. Policy* 2023, 18, 717–750.
20. Sari, R.K.; Alfari, M.; Ab Talib, M.S. Sustainable strategic planning and management influence on sustainable performance: Findings from halal culinary MSMEs in Southeast Asia. *J. Model. Manag.* 2024, 19, 2034–2060.
21. Bindeeba, D.S.; Bakashaba, R.; Tukamushaba, E.K.; Atuhaire, S. From green HRM to sustainable business performance: A two-Stage meta-analytic SEM of the mediating role of green innovation. *Cogent Bus. Manag.* 2025, 12, 2536678.
22. Hart, S.L. A natural-resource-based view of the firm. *Acad. Manag. Rev.* 1995, 20, 986–1014.
23. Mura, L.; Stehlíková, B. The ethics of artificial intelligence: Safeguarding human dignity, social justice and environmental stability in the age of AI. *Equilib.-Q. J. Econ. Econ. Policy* 2025, 20, 479–507.