

# Image: Jurnal Riset Manajemen

E-ISSN: 2657-0688, P-ISSN: 2339-2878 Journal homepage: <u>https://ejournal.upi.edu/index.php/image</u>



# Overconfidence and Herding: How These Biases Affect Generation Z Investments Decision Making

Tia Yuliawati<sup>1\*</sup>, Nugraha<sup>2</sup>, Maya Sari<sup>3</sup>, Ikaputera Waspada<sup>4</sup>, Imas Purnamasari<sup>5</sup>, Heny Hendrayati<sup>6</sup>, Amirul Afif Muhamat<sup>7</sup>

 <sup>1,2,3,4,5,6</sup> Management Study Program, Faculty of Economics and Business Education, Universitas Pendidikan Indonesia, Bandung, Indonesia
 <sup>7</sup> Department of Economics and Financial Studies, Faculty of Business and Management, Universiti Teknologi MARA, Puncak Alam, Malaysia

# Abstract

The purpose of this study is to understand and analyze the impact of overconfidence bias and herding bias on the investment decisions of Generation Z. This research employs a survey method with a confirmatory approach. Data was collected from a sample of 104 respondents through questionnaires distributed via Google Form. Hypothesis testing was conducted using SEM Analysis with the assistance of SmartPLS 4.0 software. The results of the study indicate that overconfidence bias has a positive and significant influence on the investment decisions of Generation Z, while herding bias does not have a significant influence. Furthermore, this research reveals that the variables of overconfidence bias and herding bias can explain 45.4% of the variation in the investment decisions of Generation Z. However, it is important to acknowledge the limitations of this study, such as the relatively small number of respondents (only 104 respondents) and the absence of comparative analysis with demographic factors of other generational groups (e.g., older generations). This study is expected to provide deeper insights into the investment behavior of Generation Z and serve as a foundation for the development of wiser risk and financial management approaches for this demographic group.

# **Article Info**

**Correspondence**: Tia Yuliawati (tia.yuliawati@upi.edu)

**Article History:** Submitted: 15-02-2024 Revised: 27-03-2024 Accepted: 25-04-2024 Published: 30-04-2024

**JEL Classification:** E22; G11; O16

Keyword:

Behavioral Finance; Generation Z; Herding Bias; Investment Decisions; Overconfidence Bias



# **1. INTRODUCTION**

Investment behavior has become a crucial aspect of individuals' financial lives, especially in the midst of the continually evolving economic dynamics. Over the past few decades, investment has undergone significant transformation with the emergence of a new generation of investors often referred to as Generation Z. Comprising individuals born between 1995 and 2010 (Codrington, 2012), Generation Z is a group that increasingly dominates the current investment landscape. They grew up in a rapidly advancing digital technology era, which granted them instant access to financial information and investment platforms with ease and speed.

As of May 2023, the number of registered investors in the Single Investor Identification (SID) held by the Indonesia Central Securities Depository (Kustodian Sentral Efek Indonesia) reached 11 million, precisely 11,062,050. This figure represents a significant

increase of 7.28% compared to the end of 2022 when there were 10.3 million investors. Interestingly, among this composition, the number of investors in the capital market is currently dominated by millennials and Generation Z, contributing a total of 57.81% of the total number of investors with a combined total asset value of IDR 49.22 trillion. Meanwhile, investors aged over 60, who make up about 2.82% of the total number of investors, still possess the highest total asset value, amounting to IDR 759 trillion (Bareksa, 2023).

The substantial growth in the number of Generation Z investors underscores their relevance in the current investment landscape. Their ability to harness technology and easy access to information has transformed the way they manage finances and make investment decisions. Furthermore, the dominant presence of millennials and Generation Z in the capital market reflects a shift in investment dynamics, where younger generations are increasingly taking center stage in shaping financial market trends and directions. In this context, it is crucial to gain a deeper understanding of Generation Z's investment behavior, often characterized by two strong perspectives collectively referred to as the "Gen Z Syndrome," namely FOMO (Fear of Missing Out) and YOLO (You Only Live Once) (Anderson, et al., 2021).

FOMO is a condition where an individual experiences fear and anxiety about being perceived as outdated, not following trends, and not being up-to-date with the latest news (Alutaybi, et al., 2020). Generation Z grew up in a tightly connected era of social media, where they are constantly exposed to the lives and achievements of others. FOMO can drive them to be overly active on social media, feeling the need to participate in everything, and feeling insecure if they don't engage in popular trends or events. In the context of investments, FOMO can lead Generation Z to follow popular investment trends or sudden increases in asset value. This can result in herding bias, where individuals follow the "herd" without conducting thorough analysis, simply out of fear of missing out (Argan, et al., 2023; Kärkkäinen, 2023).

YOLO is a perspective that encourages an individual to believe that life is given only once, therefore, it should be fully enjoyed. It also implies that one should be willing to take risks in various aspects of life and not miss out on existing opportunities because there is only one chance in this world. This perspective can stimulate spontaneous actions taken without much consideration, as it is believed that we only live once. In the context of investments, YOLO can drive Generation Z to take greater risks in an effort to achieve higher short-term returns. They tend to try riskier investments in the hope of quick and high returns without conducting thorough analysis or planning for the long term (Lyócsa, et al., 2022; Just & Petersen, 2023). This can result in overconfidence behavior, where individuals may believe they have greater knowledge and skills in dealing with risk than they actually do (Heimer, et al., 2015; Chohan & Van Kerckhoven, 2023). This behavior can lead to investment mistakes.

In the field of behavioral finance, there are several anomalies that occur in decisionmaking processes due to psychological factors commonly referred to as biases. In the framework of behavioral finance, these biases can be grouped into two main types: cognitive biases and emotional biases. Cognitive biases involve errors in thinking or judgment that often occur in financial decision-making. Meanwhile, emotional biases involve emotional reactions that influence financial decisions (Pompian, 2012).

Cognitive biases can lead individuals to make decisions that are not always rational, such as overconfidence bias where someone has excessive confidence in their ability or knowledge in dealing with risk. This can lead them to take greater risks than they should (Pompian, 2012).

There are several experimental evidences that overconfidence is a factor influencing investment decisions. Barber & Odean (2001), Dittrich, et al. (2005), Glaser & Weber (2007), Gervais, et al. (2011), Adel & Mariem (2013), Michailova, et al. (2017), Ainia & Lutfi (2019), Ahmad & Shah (2020), Combrink & Lew (2020), Seraj et al. (2022) found that the higher an individual's level of self-confidence, the higher the likelihood of allocating funds to high-risk assets, and vice versa.

Another example of a cognitive bias is herding bias, where individuals tend to follow the actions of the majority or the prevailing consensus without conducting independent analysis. Herding bias can occur due to a fear of missing out or emotional factors such as fear (Kumar & Goyal, 2015).

Several recent studies have examined herding bias as one of the factors influencing investment decisions (Kumar & Goyal, 2016; Madaan & Singh, 2019; Novianggie & Asandimitra, 2019; Qasim, et al., 2019; Khan, 2020; Robin & Angelina, 2020; Rahayu, et al., 2021; Adil, et al., 2022). This is because there is a motivation to follow the behavior of other investors who invest in specific types of investment products, are interested in advice and support from other investors, and see the profit motives obtained from other investors.

Thus, in behavioral finance, both of these biases can influence individual investment decisions. Overconfidence bias may lead someone to feel more confident in dealing with risk than they should, while herding bias may make them follow popular investment trends without thorough analysis. Therefore, understanding these biases becomes essential in analyzing and planning better investment decisions for Generation Z. This research will help provide deeper insights into the investment behavior of Generation Z and serve as a foundation for the development of wiser risk and financial management approaches for this group.

## **Literature Review**

## a. Overconfidence Bias and Investment Decision

Overconfidence bias is a form of irrational belief influenced by emotional impulses, overestimation of self-worth, and disproportionate and excessive self-assessment of cognitive abilities. Excessive confidence makes someone feel smarter and more knowledgeable than they actually are, so when they make predictions they believe to be certain, the results often fall short (Ainia & Lutfi, 2019). Overconfidence bias can make investors overly confident in their own knowledge and abilities while underestimating existing predictions and information because they magnify their own personal abilities. Overconfidence bias can also cause individuals to disregard relevant information, which can increase the risks they face.

Pompian (2012) explains that overconfidence bias is a bias in which individuals show unfounded confidence that stems from intuitive judgment, self-assessment, and/or their own cognitive abilities. This bias is difficult to change because it is challenging to alter someone's perception of their knowledge and abilities. Investors with high levels of overconfidence bias tend to make significant investment mistakes, such as excessive trading (Gitman, et al., 2015). This indicates that overly confident investors tend to make significant errors in their investment decisions.

Shefrin (2007) divides overconfidence bias into two groups: overconfidence bias about ability, where individuals feel they have better abilities than they actually do, and overconfidence bias about knowledge, where individuals feel they have more knowledge than they actually do. This arises because individuals feel smarter and better than they actually are.

There are several empirical and experimental evidence that overconfidence is a factor influencing investment decisions. Barber & Odean (2001), Dittrich, et al. (2005), Glaser & Weber (2007), Gervais, et al. (2011), Adel & Mariem (2013), Michailova, et al. (2017), Ainia & Lutfi (2019), Ahmad & Shah (2020), Combrink & Lew (2020), Seraj et al. (2022) found that the higher an individual's level of self-confidence, the higher the likelihood of allocating funds to high-risk assets, and vice versa.

H1: There is an influence of overconfidence bias on the investment decisions of Generation Z.

## b. Herding Bias and Investment Decision

Herding bias is a behavioral tendency where an investor follows the actions of other investors (Putri & Isbanah, 2020). Herding behavior is irrational as investment decisions

are not based on available company information or fundamental values but rather on following the actions of other investors or being influenced by market noise (Afriani & Halmawati, 2019). Herding behavior can lead to abnormal stock market movements and indicate anomalies in the capital market. This occurs because there is an indication that investors collectively follow the actions of other investors or follow the market noise.

Herding bias tends to be influenced by peers or the surrounding environment. Additionally, specific situations can trigger herding behavior, such as information ambiguity or uncertainty about accurate information. This condition makes investors follow the behavior of other investors or follow pre-existing consensuses. When herding behavior occurs, investors make investments without considering the risks or potential gains that may be obtained. They engage in herding to avoid the risk of making difficult stock decisions. The negative impact of herding behavior includes the possibility that investors invest in stocks they do not fully understand and take unnecessary risks.

Several recent studies have examined herding bias as one of the factors influencing investment decisions (Kumar & Goyal, 2016; Madaan & Singh, 2019; Novianggie & Asandimitra, 2019; Qasim, et al., 2019; Khan, 2020; Robin & Angelina, 2020; Rahayu, et al., 2021; Adil, et al., 2022). This is because there is a motivation to follow the behavior of other investors who invest in specific types of investment products, are interested in advice and support from other investors, and see the profit motives obtained from other investors. H2: There is an influence of herding bias on the investment decisions of Generation Z.

## 2. METHODS

### **Research Design**

The method employed in this study is a survey method to collect data and information in line with the predetermined research objectives, where information is gathered from a sample of individuals through statements in questionnaires. The purpose of this research is to understand and analyze the influence of overconfidence bias and herding bias on the investment decisions of Generation Z. The independent variables in this study are overconfidence bias and herding bias, while the dependent variable is investment decisions. The approach used in this research is quantitative, with a verificative research type, aimed at testing the relationships and influences between the independent and dependent variables.

#### **Population and Sample**

The target population is the Generation Z community, which includes individuals born between 1995 and 2010 (Codrington, 2012). Due to the large and unknown population, as well as limitations in various aspects, the calculation is done using the Lemeshow formula. The Lemeshow formula (Sugiyono, 2019) is as follows:

$$n = \frac{z^2 p q}{e^2}$$

Explanation:

n = Required sample size

z = 95% confidence level = 1.96

p = Probability of being correct 50% = 0.5

q = Probability of being incorrect 50% = 0.5

e = Sampling error rate 10% = 0.1

Using the Lemeshow formula with an estimated 50% and a 10% sampling error rate, the calculation can be done as follows:

$$n = \frac{1,96^2.\,0,5.0,5}{0,1^2}$$

3,	8416.0,5.0,5
<i>n</i> – –	0,1 <sup>2</sup>
n -	_ 0,9604
π-	0,12
п	= 96,04

From the calculation, a minimum of 96 respondents is obtained. In this study, a sample of 104 respondents was obtained, with the following characteristics:

|--|

No.	Demographic Factors	Majority	Minority					
1	Gender	Female (59.6%)	Male (40.4%)					
2	Age	18 - 22 years old (97.1%)	23 – 27 years old (2,9%)					
3	Education	Bachelor (55%)	High school equivalent (45%)					
4	Length of Investment	≤ 1 year (67,3%)	> 1 year (32,7%)					
C	Data Dua araa d (2022)							

Source: Data Processed (2023)

### Type and Source of Data

The data used in this research is primary data collected using a questionnaire containing closed-ended statements distributed through Google Forms. The questionnaire includes statements that cover data on overconfidence bias and herding bias, as well as data on investment decisions using an ordinal scale. The collected data is then scored from 1 to 5 based on a Likert scale. The measurement items for collecting data on overconfidence bias, herding bias, and investment decision in this research are as follows:

Table 2.	Measurement	items	for	overconfidence	bias,	herding	bias	and	investment
decisions									

Constructs Indicators		Measurement items	Literature
Overconfidence Feeling confident in one's Bias (X1) abilities.		<ul><li>X1.1 I am confident in the investment decisions I make.</li><li>X1.2 I have good knowledge of the type of investments I engage in.</li><li>X1.3 I believe that my skills can</li></ul>	Ullah et al. (2017)
	Feeling experienced enough.	help me profit from the investments I make. X1.4 I have a proven profitable experience, so I feel more confident in making investment decisions.	
	Feeling able to predict the profits that will be generated from one's experience easily.	X1.5 I can easily predict investment profits through my experience.	
	knowledge and skills compared to other investors.	skills in investments compared to others.	
Herding Bias (X2)	Following and being influenced by the decisions of other investors in making investment decisions.	X2.1 I tend to follow the decisions of other investors in making investments.	Altaf & Jan (2023)
	Preferring to invest in assets that are widely bought by other investors.	X2.2 I prefer to invest in assets that are widely bought by other investors.	

	Responding quickly to any changes in decisions made by other investors. Having a fear of missing out when not following what others are doing. Believing that a group of people will not make the same mistake or decision simultaneously. Believing that following the majority's decisions in investing is the right and profitable way. Lacking thorough and careful analysis and consideration in the investment decisions made.	<ul> <li>X2.3 I often buy/sell stocks due to being influenced by the decisions of others.</li> <li>X2.4 I feel worried and afraid of missing out if I don't follow the decisions made by others.</li> <li>X2.5 I believe that a group of people will not make wrong investment decisions simultaneously.</li> <li>X2.6 I tend to follow the majority's decisions in investing and believe that it always leads to profit.</li> <li>X2.7 I tend not to conduct thorough and careful analysis in making investment decisions.</li> </ul>	
Investment	Return	Y1.1 I invest with the aim of	Tandelilin in
Decisions (Y)		gaining profit (return). Y1.2 I allocate my money to various types of investments to attain varying returns.	Marsis (2013)
	Risk	Y1.3 I first study the risks I will be exposed to before making investment decisions. Y1.4 Prior to making investments, I have conducted in- depth market research and analysis to ensure profit potential and minimize loss risks	
	Time Factor	Y1.5 I take into consideration the time factor of investments before deciding to invest. Y1.6 I have a specific timeframe in mind to achieve my investment goals.	

# Data Analysis Technique

Data analysis was conducted to present the research findings and test the research hypotheses. The data analysis technique used is inferential analysis, which is carried out to test the research hypotheses and various assumptions that must be met. Statistical analysis is performed using the Structural Equation Model (SEM) with the assistance of SmartPLS 4.0 software. In this analysis method, t-statistic hypothesis testing and Model Evaluation (Inner Model) testing are conducted to determine the R-square value. Validity and reliability tests are conducted first. The research model can be seen in Figure 1 as follows:



Source: Development by Reseacher (2023)

# **3. RESULT AND DISCUSSION**

## 3.1. Results

## **Measurement Model Assessment**

The following are the results of algorithm analysis using SmartPLS 4.0. for measurement model assessment:



Figure 2. Measurement Model Assessment 1 Source: Data Processed (2023)

Based on the assessment of the measurement model, it was found that there are 5 items from X1 (X1.1, X1.2, X1.3, X1.4, X1.5) and 4 items from Y (Y1.3, Y1.4, Y1.5, Y1.6) that have factor loadings with valid values (> 0.7), while other items showed values below 0.7, indicating invalid results. All X2 items also showed invalid values. Therefore, the invalid items were gradually removed from the model, starting with the lowest-value items, and then the data were re-run. If after running the data, there were still invalid item values, the lowest-value items were removed again. This process was repeated until there were no more items with invalid values, and the AVE results showed valid values. The results obtained after this process are as follows:



Source: Data Processed (2023)

Figure 3 shows the results of the measurement model after the process of removing invalid items. The factor loadings of all items displayed in Figure 3 indicate that each item from all indicators has values exceeding 0.7, which is an acceptable value to achieve convergent validity (Hair et al., 2011).

Constructs	Measurement items	Loadings	Cronbach's alpha	Composite Reliability	AVE
Overconfidence	X1.1	0.845	0.889	0.918	0.692
Bias (X1)	X1.2	0.832			
	X1.3	0.857			
	X1.4	0.821			
	X1.5	0.802			
Herding Bias (X2)	X2.4	0.751	0.756	0.807	0.584
	X2.5	0.823			
	X2.6	0.714			
Investment	Y1.3	0.773	0.837	0.891	0.673
Decisions (Y)	Y1.4	0.835			
	Y1.5	0.868			
	Y1.6	0.803			

Table 3. Convergent Validity and Reliability Analysis

Source: Data Processed (2023)

The values of Cronbach's alpha, composite reliability, and AVE displayed in Table 3 indicate that these values exceed the threshold values. AVE values are considered valid if they are > 0.5 (Hair et al., 2014). Based on Table 3, the results show that the AVE values for all the constructs under investigation are > 0.5, indicating that all these constructs are valid.

Reliability tests were conducted by examining the values of Cronbach's alpha and composite reliability for the blocks of indicators measuring the constructs. The recommended Cronbach's alpha value is above 0.7, and in this study, the Cronbach's alpha values for all constructs are above 0.7. Reliability tests can also be reinforced by analyzing the values of composite reliability. Composite reliability results are considered satisfactory if they are above 0.7 (Hair et al., 2014). Table 3 shows that the composite reliability values for all constructs are above 0.7, indicating that all constructs in the estimated model meet the criteria for discriminant validity, and it can be stated that the data under investigation have high reliability.

#### **Structural Model Assessment**

After testing the measurement model, the structural model is assessed using the statistical tool SmartPLS 4.0. In this model, the influence of overconfidence bias and herding bias on the investment decisions of Generation Z is investigated. The results of hypothesis testing are shown in Table 4 as follows:

Hypotheses	Relation	nship		Original Sample	STDEV	T Statistics	P Values
H1	Overconfidence Investment Decisi	Bias ions	$\rightarrow$	0.663	0.060	11.072	0.000
H2	Herding Bias <del>-</del> Decisions	> Invest	ment	0.072	0.089	0.813	0.416
HZ	Decisions	Invest	ment	0.072	0.089	0.813	0.4

Table 4. Structural Model Assessment

Source: Data Processed (2023)

Table 4 above shows that the relationship between X1 (Overconfidence Bias) and the variable Y (Investment Decision) is significant, with a T-statistic of 11.0726 (> 1.96) and a P-value of 0.000 (< 0.05). The original sample estimate value is positive at 0.663, indicating a positive direction in the relationship between the Overconfidence bias variable and Investment decision. Therefore, hypothesis H1 in this study, which states that there is an influence of Overconfidence Bias (X1) on Investment Decision (Y) of Generation Z, is accepted.

On the other hand, the relationship between the variable X2 (Herding Bias) and the variable Y (Investment Decision) is not significant, with a T-statistic value of 0.813 (<1.96) and a P-value of 0.416 (>0.05). The original sample estimate value is positive at 0.072, indicating a positive direction in the relationship between Herding bias and Investment decision. Therefore, hypothesis H2 in this study, which states that there is an influence of Herding Bias (X2) on Investment Decision (Y) of Generation Z, is rejected.

After the estimated model meets the Outer Model criteria, the next step is to test the Inner model. The coefficient of determination (R-Squared) is a way to assess how much the endogenous constructs can be explained by the exogenous constructs. The value of the coefficient of determination (R-Squared) is expected to be between 0 and 1. Here are the R-Squared values for the constructs:

Table 5. R-Squared

	<b>R-Squared</b>	R-squared adjusted
Investment Decisions (Y)	0.454	0.443
Source: Data Processed (2023)		

Table 5 shows an R-square value of 0.454 for the construct Y (Investment Decision), which means that the variables Overconfidence Bias (X1) and Herding Bias (X2) can explain 45.4% of the variance in Y (Investment Decision), with the remaining variance being explained by unexamined variables in this study. This value indicates a moderate result (Hair et al., 2011).

## 3.2. Discussion

This study aims to assess the impact of overconfidence bias and herding bias on the investment decisions of Generation Z. Hypothesis 1 states that overconfidence bias has a positive and significant influence on the investment decisions of Generation Z. The research results indicate that a majority of Generation Z investors feel confident in their investment decisions.

Pompian (2012) explains that overconfidence bias is difficult to change because it is related to one's perception of their abilities and knowledge. In investing, the availability and completeness of information are important for investors to know. However, sometimes this

information is responded to excessively by investors (Hendrayati, 2014), especially due to the presence of overconfidence bias. This bias causes investors to feel overly confident in the information they have or in their own analytical abilities, leading them to overlook or dismiss additional information that may bring alternative perspectives or greater risks. Overconfidence bias makes investors overestimate their abilities and knowledge while underestimating predictions and information available. To address this, investors need to be aware and evaluate their investment experiences.

The findings of this research are consistent with other studies that show overconfidence bias has a positive and significant influence on investment decisions. There is ample empirical and experimental evidence that overconfidence is a driving factor in investment decisions. Studies by Barber & Odean (2001), Dittrich et al. (2005), Glaser & Weber (2007), Gervais et al. (2011), Adel & Mariem (2013), Michailova et al. (2017), Ainia & Lutfi (2019), Ahmad & Shah (2020), Combrink & Lew (2020), and Seraj et al. (2022) have found that the higher an individual's confidence level, the higher the likelihood of allocating funds to high-risk assets. This occurs because Generation Z tends to be more risk-tolerant in making investment decisions, as they perceive risks as low and have excessive confidence in their choices without deeper consideration.

On the other hand, Hypothesis 2 states that herding bias does not have a significant influence on the investment decisions of Generation Z. The research results indicate that although there is a tendency for Generation Z investors to follow the decisions of other investors, this influence is not strong enough to have a significant impact. Other factors may be more dominant in influencing the investment decisions of Generation Z.

These findings are supported by research results that show Generation Z investors tend to conduct thorough analysis and consideration of their investment decisions. They are not overly afraid of missing out if they do not follow the investment decisions of others, and they conduct in-depth research and market analysis before investing (Hayat & Anwar, 2016; Kumar & Goyal, 2016; Madaan & Singh, 2019; Qasim et al., 2019; Adil et al., 2022). This suggests that Generation Z has confidence and self-assurance that guide their actions when responding to market conditions. Investors with high confidence levels tend not to react strongly to changes around them but prefer to evaluate events related to critical considerations and their own experiences. This finding is also supported by respondents' answers, which show that most Generation Z investors do not feel afraid of missing out when not following the investment decisions of others. Furthermore, respondents' answers indicate that before investing, they conduct in-depth research and market analysis to ensure potential profits and minimize the risk of losses.

This study has limitations, including a relatively small sample size (only 104 respondents) and the absence of a comparative analysis with demographic factors of other generational groups (e.g., older generations). Therefore, future research can expand the sample size by increasing the number of respondents with a more diverse range of age demographics, allowing for an analysis of differences in outcomes between Generation Z and other generations. Additionally, age demographics can be included as a moderating variable between overconfidence bias, herding bias, and investment decisions.

# **4. CONCLUSION**

The conclusion of this research is that the factors influencing sustainability initiatives in SMEs are very diverse, and can be grouped into internal and external factors. Several factors, such as the application of cutting-edge technology, are key in encouraging the sustainability of SME businesses. Research also highlights that SME companies are increasingly turning to environmental practices, recognizing the importance of this factor for future success. However, there are several obstacles in integrating environmentally friendly practices within SMEs, such as limited time and finances, limited perception of environmental impact, lack of environmental awareness, inadequate government supervision, and cultural influences. In conclusion, the relevance of these factors depends on the operational context of the SME, such as the sector and foreign stakeholders.

The advice for SMEs is to consider the role of advanced technology and environmental practices in their business strategy. They can consider collaboration for sustainability, which can improve their operational efficiency and profitability. The government can also help by providing incentives or assistance to overcome existing obstacles. Thus, this article provides valuable insights for sustainability research by presenting a collection of important factors influencing sustainability initiatives within an SME framework.

# **5. REFERENCES**

- Aboelmaged, M. (2018). The factors of sustainable manufacturing practices in Egyptian MSMEs and their impact on competitive capabilities: A PLS-SEM model. *Journal of Cleaner Production*, *175*, 207–221. https://doi.org/10.1016/j.jclepro.2017.12.053.
- Agan, Y., Acar, M. F., & Borodin, A. (2013). Factors of environmental processes and their impact on performance: A study of Turkish MSMEs. *Journal of Cleaner Production*, *51*, 23–33. https://doi.org/10.1016/j.jclepro.2012.12.043.
- Aghelie, A. (2017). Exploring factors and barriers to sustainability green business practices within small medium sized enterprises : primary findings. *International Journal of Business and Economic Development*, 5(1), 41–48.
- Ahmad, N., Mahmood, A., Han, H., Ariza-Montes, A., Vega-Muñoz, A., Ud Din, M., Khan, G. I., & Ullah, Z. (2021). Sustainability as a "new normal" for modern businesses: Are MSMEs of Pakistan ready to adopt it? *Sustainability (Switzerland)*, 13(4), 1–17. https://doi.org/10.3390/su13041944.
- Ashby, A., Leat, M., & Hudson-Smith, M. (2012). Making connections: A review of supply chain management and sustainability literature. *Supply Chain Management*, 17(5), 497–516. https://doi.org/10.1108/13598541211258573.
- Ayuso, S., & Navarrete-Báez, F. E. (2018). How Does Entrepreneurial and International Orientation Influence MSMEs' Commitment to Sustainable Development? Empirical Evidence from Spain and Mexico. *Corporate Social Responsibility and Environmental Management*, 25(1), 80–94. https://doi.org/10.1002/csr.1441.
- Battisti, M., & Perry, M. (2011). Walking the talk? Environmental responsibility from the perspective of small-business owners. *Corporate Social Responsibility and Environmental Management*, *18*(3), 172–185. https://doi.org/10.1002/csr.266.
- Baynton, R. (2006). An Investigation into Factors Affecting the Externalisation of Sound. April. http://www.surrey.ac.uk/soundrec/members/notes/4B\_TechProj/2006/Baynton.p df.
- Beske-Janssen, P., Johnson, M. P., & Schaltegger, S. (2015). 20 Years of Performance Measurement in Sustainable Supply Chain Management – What Has Been Achieved? *Supply Chain Management*, 20(6), 664–680. https://doi.org/10.1108/SCM-06-2015-0216.
- Boell, S. K., & Cecez-Kecmanovic, D. (2015). On being "systematic" in literature reviews in IS. *Journal of Information Technology*, *30*(2), 161–173. https://doi.org/10.1057/jit.2014.26.
- Bolton, P., & Scharfstein, D. S. (1998). Finance d'entreprise, théorie de la firme et organisations \* Corporate Finance, the Theory of the Firm, and Organizations. *Journal of Economic Perspectives*, *12*(4), 95–114.
- Brammer, S., Jackson, G., & Matten, D. (2012). Corporate social responsibility and institutional theory: New perspectives on private governance. *Socio-Economic Review*, 10(1), 3–28. https://doi.org/10.1093/ser/mwr030.
- Bungau, C. C., Bungau, T., Prada, I. F., & Prada, M. F. (2022). Green Buildings as a Necessity for Sustainable Environment Development: Dilemmas and Challenges. *Sustainability (Switzerland)*, 14(20), 1–34. https://doi.org/10.3390/su142013121.

- Cambra-Fierro, J., & Ruiz-Benítez, R. (2011). Sustainable business practices in Spain: A twocase study. *European Business Review*, 23(4), 401–412. https://doi.org/10.1108/09555341111145780.
- Christensen, H. B., Hail, L., & Leuz, C. (2021). Mandatory CSR and sustainability reporting: economic analysis and literature review. *Review of Accounting Studies*, *26*(3), 1176– 1248. https://doi.org/10.1007/s11142-021-09609-5.
- Das, M., Rangarajan, K., & Dutta, G. (2020). Corporate sustainability in small and mediumsized enterprises: a literature analysis and road ahead. *Journal of Indian Business Research*, *12*(2), 271–300. https://doi.org/10.1108/JIBR-09-2017-0166.
- Dasanayaka, C. H., Gunarathne, N., Murphy, D. F., & Nagirikandalage, P. (2022). Triggers for and barriers to the adoption of environmental management practices by small and medium-sized enterprises: A critical review. *Corporate Social Responsibility and Environmental Management*, *29*(4), 749–764. https://doi.org/10.1002/csr.2244.
- Dwyer, R., Lamond, D., Pane Haden, S. S., Oyler, J. D., & Humphreys, J. H. (2009). Historical, practical, and theoretical perspectives on green management: An exploratory analysis. *Management Decision*, 47(7), 1041–1055. https://doi.org/10.1108/00251740910978287.
- Fadhilah, Z., & Ramayah, T. (2012). Behind the Green Doors: What Management Practices Lead to Sustainable Innovation? *Procedia - Social and Behavioral Sciences*, 65(ICIBSoS), 247–252. https://doi.org/10.1016/j.sbspro.2012.11.118.
- Gadenne, D. L., Kennedy, J., & McKeiver, C. (2009). An empirical study of environmental awareness and practices in MSMEs. *Journal of Business Ethics*, *84*(1), 45–63. https://doi.org/10.1007/s10551-008-9672-9.
- Gandhi, N. S., Thanki, S. J., & Thakkar, J. J. (2018). Ranking of factors for integrated lean-green manufacturing for Indian manufacturing MSMEs. In *Journal of Cleaner Production* (Vol. 171). Elsevier B.V. https://doi.org/10.1016/j.jclepro.2017.10.041.
- Gast, J., Gundolf, K., & Cesinger, B. (2017). Doing business in a green way: A systematic review of the ecological sustainability entrepreneurship literature and future research directions. *Journal of Cleaner Production*, 147, 44–56. https://doi.org/10.1016/j.jclepro.2017.01.065.
- Ghadge, A., Kaklamanou, M., Choudhary, S., & Bourlakis, M. (2017). Implementing environmental practices within the Greek dairy supply chain Factors and barriers for MSMEs. *Industrial Management and Data Systems*, 117(9), 1995–2014. https://doi.org/10.1108/IMDS-07-2016-0270.
- Gimenez, C., & Tachizawa, E. M. (2012). Extending sustainability to suppliers: A systematic literature review. Supply Chain Management, 17(5), 531–543. https://doi.org/10.1108/13598541211258591.
- Günerergin, M., Penbek, Ş., & Zaptçıoğlu, D. (2012). Exploring the Problems and Advantages of Turkish MSMEs for Sustainability. *Procedia Social and Behavioral Sciences, 58*, 244–251. https://doi.org/10.1016/j.sbspro.2012.09.998.
- Hofmann, K. H., Theyel, G., & Wood, C. H. (2012). Identifying Firm Capabilities as Factors of Environmental Management and Sustainability Practices - Evidence from Small and Medium-Sized Manufacturers. *Business Strategy and the Environment, 21*(8), 530– 545. https://doi.org/10.1002/bse.739.
- Hoogendoorn, B., Guerra, D., & van der Zwan, P. (2015). What drives environmental practices of MSMEs? *Small Business Economics*, 44(4), 759–781. https://doi.org/10.1007/s11187-014-9618-9.
- Iotti, M., & Bonazzi, G. (2015). Profitability and financial sustainability analysis in Italian aquaculture firms by application of economic and financial margins. *American Journal of Agricultural and Biological Science*, 10(1), 18–34. https://doi.org/10.3844/ajabssp.2015.18.34.
- Jansson, J., Nilsson, J., Modig, F., & Hed Vall, G. (2017). Commitment to Sustainability in Small and Medium-Sized Enterprises: The Influence of Strategic Orientations and

Management Values. *Business Strategy and the Environment*, *26*(1), 69–83. https://doi.org/10.1002/bse.1901.

- Jensen, M. C., & Meckling, W. H. (1976). Also published in Foundations of Organizational Strategy. *Journal of Financial Economics*, *4*, 305–360. http://ssrn.com/abstract=94043Electroniccopyavailableat:http://ssrn.com/abstrac t=94043http://hupress.harvard.edu/catalog/JENTHF.html.
- Johnson, M. P. (2015). Sustainability Management and Small and Medium-Sized Enterprises: Managers' Awareness and Implementation of Innovative Tools. *Corporate Social Responsibility and Environmental Management, 22*(5), 271–285. https://doi.org/10.1002/csr.1343.
- Johnstone, L. (2020). A systematic analysis of environmental management systems in MSMEs: Possible research directions from a management accounting and control stance. Journal of Cleaner Production, 244. https://doi.org/10.1016/j.jclepro.2019.118802.
- Kasi, A. M., Raziq, A., & Khan, N. R. (2019). Exploring Environmental Sustainability Practices in Pakistani MSMEs. *JISR Management and Social Sciences & Economics*, 17(2), 17–34. https://doi.org/10.31384/jisrmsse/2019.17.2.2.
- Klewitz, J., & Hansen, E. G. (2014). Sustainability-oriented innovation of MSMEs: A systematic review. *Journal of Cleaner Production*, 65, 57–75. https://doi.org/10.1016/j.jclepro.2013.07.017.
- Koe, W.-L., Omar, R., & Sa'ari, J. R. (2015). Factors Influencing Propensity to Sustainable Entrepreneurship of MSMEs in Malaysia. *Procedia - Social and Behavioral Sciences*, 172, 570–577. https://doi.org/10.1016/j.sbspro.2015.01.404.
- Lawrence, S. R., Collins, E., Pavlovich, K., & Arunachalam, M. (2006). Sustainability practices of MSMEs: The case of NZ. *Business Strategy and the Environment*, *15*(4), 242–257. https://doi.org/10.1002/bse.533.
- Lee, S. Y. (2008). Factors for the participation of small and medium-sized suppliers in green supply chain initiatives. *Supply Chain Management*, *13*(3), 185–198. https://doi.org/10.1108/13598540810871235.
- Lee, S. Y., & Klassen, R. D. (2008). Factors and enablers that foster environmental management capabilities in small- and medium-sized suppliers in supply chains. *Production and Operations Management*, 17(6), 573–586. https://doi.org/10.3401/poms.1080.0063.
- Lisi, S., Mignacca, B., & Grimaldi, M. (2023). Non-financial reporting and MSMEs: A systematic review, research agenda, and novel conceptualization. *Journal of Management and Organization*. https://doi.org/10.1017/jmo.2023.43.
- Llave, M. R. (2017). Business Intelligence and Analytics in Small and Medium-sized Enterprises: A Systematic Literature Review. *Procedia Computer Science*, *121*, 194–205. https://doi.org/10.1016/j.procs.2017.11.027.
- Masurel, E. (2007). Why MSMEs invest in environmental measures: Sustainability evidence from small and medium-sized printing firms. *Business Strategy and the Environment*, *16*(3), 190–201. https://doi.org/10.1002/bse.478.
- Maury, B. (2022). Strategic CSR and firm performance: The role of prospector and growth strategies. *Journal of Economics and Business*, *118*(September 2021), 106031. https://doi.org/10.1016/j.jeconbus.2021.106031.
- Musa, H., & Chinniah, M. (2016). Malaysian MSMEs Development: Future and Challenges on Going Green. *Procedia - Social and Behavioral Sciences*, 224(August 2015), 254–262. https://doi.org/10.1016/j.sbspro.2016.05.457.
- Nenonen, S., Brodie, R. J., Storbacka, K., & Peters, L. D. (2017). Theorizing with managers: how to achieve both academic rigor and practical relevance? *European Journal of Marketing*, *51*(7–8), 1130–1152. https://doi.org/10.1108/EJM-03-2017-0171.
- Oláh, J., Aburumman, N., Popp, J., Khan, M. A., Haddad, H., & Kitukutha, N. (2020). Impact of industry 4.0 on environmental sustainability. *Sustainability (Switzerland)*, *12*(11), 1–21. https://doi.org/10.3390/su12114674.

- Oláh, J., Kitukutha, N., Haddad, H., Pakurár, M., Máté, D., & Popp, J. (2019). Achieving sustainable e-commerce in environmental, social and economic dimensions by taking possible trade-offs. *Sustainability (Switzerland)*, *11*(1). https://doi.org/10.3390/su11010089.
- Revell, A., Stokes, D., & Chen, H. (2008). SMALL BUSINESSES AND THE ENVIROMENT: TURNING OVER A NEW LEAF? September.
- Reyes-Rodríguez, J. F., Ulhøi, J. P., & Madsen, H. (2016). Corporate Environmental Sustainability in Danish MSMEs: A Longitudinal Study of Motivators, Initiatives, and Strategic Effects. *Corporate Social Responsibility and Environmental Management*, 23(4), 193–212. https://doi.org/10.1002/csr.1359.
- Roy, M. J., Boiral, O., & Paillé, P. (2013). Pursuing quality and environmental performance: Initiatives and supporting processes. *Business Process Management Journal*, 19(1), 30–53. https://doi.org/10.1108/14637151311294859.
- Sáez-Martínez, F. J., Díaz-García, C., & González-Moreno, Á. (2016). Factors promoting environmental responsibility in European MSMEs: The effect on performance. *Sustainability (Switzerland)*, 8(9). https://doi.org/10.3390/su8090898.
- Sánchez-Ballesta, J. P., & García-Meca, E. (2011). Ownership structure and the cost of debt. *European* Accounting Review, 20(2), 389–416. https://doi.org/10.1080/09638180903487834.
- Seuring, S., & Gold, S. (2012). Conducting content-analysis based literature reviews in supply chain management. *Supply Chain Management*, 17(5), 544–555. https://doi.org/10.1108/13598541211258609.
- Siew, R. Y. J. (2015). A review of corporate sustainability reporting tools (SRTs). *Journal of Environmental Management*, *164*, 180–195. https://doi.org/10.1016/j.jenvman.2015.09.010.
- Smith, K., & Sepasgozar, S. (2022). Governance, Standards and Regulation: What Construction and Mining Need to Commit to Industry 4.0. *Buildings*, 12(7). https://doi.org/10.3390/buildings12071064.
- Stone, J. R. (2004). Math Course Taking For CTE Concentrators: Evidence from Three Studies of the Impact of a Decade of Education Reform. *Journal of Career and Technical Education*, *21*(1), 23–42. https://doi.org/10.21061/jcte.v21i1.647.
- Studer, S., Welford, R., & Hills, P. (2006). Engaging Hong Kong businesses in environmental change: Factors and barriers. *Business Strategy and the Environment*, 15(6), 416–431. https://doi.org/10.1002/bse.516.
- Testa, F., Gusmerottia, N. M., Corsini, F., Passetti, E., & Iraldo, F. (2016). Factors Affecting Environmental Management by Small and Micro Firms: The Importance of Entrepreneurs' Attitudes and Environmental Investment. *Corporate Social Responsibility and Environmental Management, 23*(6), 373–385. https://doi.org/10.1002/csr.1382.
- Thanki, S. J., & Thakkar, J. (2018). Interdependence analysis of lean-green implementation challenges: A case of Indian MSMEs. *Journal of Manufacturing Technology Management*, *29*(2), 295–328. https://doi.org/10.1108/JMTM-04-2017-0067.
- Uhlaner, L. M., Berent-Braun, M. M., Jeurissen, R. J. M., & de Wit, G. (2012). Beyond Size: Predicting Engagement in Environmental Management Practices of Dutch MSMEs. *Journal of Business Ethics*, *109*(4), 411–429. https://doi.org/10.1007/s10551-011-1137-x.
- Viranda, D. F., Sari, A. D., Suryoputro, M. R., & Setiawan, N. (2020). 5S Implementation of SME Readiness in Meeting Environmental Management System Standards based on ISO 14001:2015 (Study Case: PT. ABC). *IOP Conference Series: Materials Science and Engineering*, 722(1). https://doi.org/10.1088/1757-899X/722/1/012072.
- Wahga, A. I., Blundel, R., & Schaefer, A. (2018). Understanding the factors of sustainable entrepreneurial practices in Pakistan's leather industry: A multi-level approach. *International Journal of Entrepreneurial Behaviour and Research*, 24(2), 382–407. https://doi.org/10.1108/IJEBR-11-2015-0263.

- Walker, H., Di Sisto, L., & McBain, D. (2008). Factors and barriers to environmental supply chain management practices: Lessons from the public and private sectors. *Journal of Purchasing and Supply Management*, 14(1), 69–85. https://doi.org/10.1016/j.pursup.2008.01.007.
- Walton, S. V, Hand®eld, R. B., & Melnyk, S. A. (1998). The green supply chain: integrating suppliers into environmental management. *Processes. Journal of Supply Chain Management*, 34(2), 2±11.
- Wang, Y., Zhang, X., Ma, X., & Wang, Y. (2014). How can emerging market small and mediumsized enterprises maximise internationalisation benefits? The moderating effect of organisational flexibility. *International Small Business Journal*, 32(6), 667–692. https://doi.org/10.1177/0266242613503356.
- Wattanapinyo, A., & Mol, A. P. J. (2013). Ecological modernization and environmental policy reform in Thailand: The case of food processing MSMEs. *Sustainable Development*, 21(5), 309–323. https://doi.org/10.1002/sd.506.
- Williams, B. R., & O'Donovan, G. (2015). The accountants' perspective on sustainable business practices in MSMEs. *Social Responsibility Journal*, 11(3), 641–656. https://doi.org/10.1108/SRJ-07-2014-0096.
- Williams, R. I., Clark, L. A., Clark, W. R., & Raffo, D. M. (2021). Re-examining systematic literature review in management research: Additional benefits and execution protocols. *European Management Journal*, 39(4), 521–533. https://doi.org/10.1016/j.emj.2020.09.007.
- Williamson, D., Lynch-Wood, G., & Ramsay, J. (2006). Factors of environmental behaviour in manufacturing MSMEs and the implications for CSR. *Journal of Business Ethics*, 67(3), 317–330. https://doi.org/10.1007/s10551-006-9187-1.
- Wu, Y., Li, S., & Yu, S. (2016). Monitoring urban expansion and its effects on land use and land cover changes in Guangzhou city, China. *Environmental Monitoring and Assessment*, *188*(1), 1–15. https://doi.org/10.1007/s10661-015-5069-2.
- Yadav, N., Gupta, K., Rani, L., & Rawat, D. (2018). Factors of Sustainability Practices and MSMEs: A Systematic Literature Review. *European Journal of Sustainable Development*, 7(4), 531–544. https://doi.org/10.14207/ejsd.2018.v7n4p531.
- Yu, J., & Bell, J. N. B. (2007). Building a sustainable business in China's small and mediumsized enterprises (MSMEs). *Journal of Environmental Assessment Policy and Management*, 9(1), 19–43. https://doi.org/10.1142/S1464333207002718.
- Zabolotnyy, S., & Wasilewski, M. (2019). The concept of financial sustainability measurement: A case of food companies from Northern Europe. *Sustainability (Switzerland)*, *11*(18). https://doi.org/10.3390/su11185139.
- Zhang, B. Y., Zhou, H., & Zhu, H. (2009). Explaining credit default swap spreads with the equity volatility and jump risks of individual firms. In *Review of Financial Studies* (Vol. 22, Issue 12). https://doi.org/10.1093/rfs/hhp004.