ROLE OF IT & ANALYTICS ON BUSINESS PERFORMANCE

Isla Elodie Winifred¹, Georgiana Jane Rebecca²*

¹London School of Economics and Political Science, London WC2A 2AE, UK
²London School of Economics and Political Science, London WC2A 2AE, UK, rebecca@englandmail.com

Abstract

The growth of big data has activated overwhelming investments in company analytics fixes, but large scale and dependable empirical proof about the company worth of big data and analytics stays limited. This particular paper provides the end result of an econometric analysis which analyzes the guidance, sign, and magnitude of the connection between firm performance and BDA based on independent dimensions of BDA assets. With a distinctive panel data set which includes comprehensive info regarding BDA treatments run by 814 organizations throughout the timeframe from 2008 to 2014, on one hand, and the financial performance of theirs, on the opposite hand, we calculate the connection between BDA assets and firm efficiency and realize that fresh BDA property are connected with an average of three to seven % improvement in solid efficiency. Nevertheless, we additionally discover substantial disparities in earnings from BDA whenever we think about the market where a firm operates: While firms in IT intensive or maybe very competitive industries are obviously in a position to acquire value from BDA assets, we didn't identify measurable efficiency advancement for firms outdoors these business organizations. Taken collectively, our findings offer strong empirical evidence for the company worth of BDA, but additionally highlight crucial boundary problems.

Keywords

IT company worth, big data analytics, productivity, firm performance, econometric analysis; Survey

JEL Classification

M41, M42

DOI: https://doi.org/10.14311/bit.2022.01.23

Introduction

Unprecedented development of information volume, velocity, and variety has emerged throughout the past ten years, a trend usually called "big data." While for many businesses information has usually been costly and time-consuming to obtain, these days numerous companies are confronted with a data deluge. The following quote by Eric Schmidt, former CEO of Google, illustrates the scope of the latest information explosion: "There was 5 xabytes of info produced in between the dawn of our society through 2003, though very much info has become produced every 2 days, and the pace is increasing" [1].

The growth of big data has grown organizations’ need for internet business analytics, described as the "extensive utilization of information, quantitative and statistical analysis, predictive and explanatory versions, along with fact based management to drive actions" and decisions. A survey fielded by the Wall Street Journal in cooperation with Oracle found that eighty six % of surveyed executives think about the capability to get insights from information being one of the best 3 company goals [2]. Similarly, based on research by Gartner and IBM, analytics and business intelligence are present day top concern for CIOs and the best engineering top priority for CFOs. IDC predicted the global market for big business and data analytics remedies will improve by over fifty % between 2015 and 2019, from 1dollar1 122 billion to greater than 1dollar1 187 billion. And based on Gartner, over 50 % of the world ’s largest businesses is using superior analytics strategies to huge datasets by 2018.

At exactly the same period, the adoption of analytics ways for removing importance out of BDA, in the following known as big data analytics, is related with considerable monetary investments for firms. For instance, the three year total cost of ownership for an IBM PureData System for Analytics1, an appliance for big data processing, is believed to be thirty nine million dollars, and the total costs for a comparable Cloudera Hadoop cluster for exactly the same time amount up to much more than fifty million dollars [4]. These figures result in the issue whether investments in BDA be beneficial for businesses, that's, whether they really produce company worth [6]. The requirement to do "critical, extensive assessments of the particular effect of big data expenditure and use and understand if and just how someone may achieve crucial advantages" has recently been raised in the Is actually literature by Sazu & Jahan (2022) [1]. Even though the company which media is picturing firms that changed the businesses of theirs or maybe even whole industries with the usage of BDA, scientific proof for the company worth of BDA is scarce. Existing empirical research has come often from qualitative case studies which talk about the possibilities and challenges of BDA or perhaps from surveys which are influenced by self reported perceptual methods of company worth, while large scale scientific studies which have drawn on independent measures of solid functionality, like efficiency, are unusual. These observations suggest a gap in the academic literature that a recently article of the OECD has additionally pointed out: "While evidence clearly indicates a beneficial link involving plus efficiency development throughout the economic system, couple of empirical scientific studies are available with strong quantitative estimates" [5].

The study of ours addresses this exploration gap by using econometric techniques to explore the relationship between fresh BDA assets and firm efficiency. We compiled a distinctive panel data set which includes comprehensive info regarding BDA treatments owned by 814 companies with a period of 7 years from 2008 to 2014 [3]. By combining this info with fiscal performance information from the Compustat database, we are able to estimate magnitude, sign, and the direction of the connection between BDA assets and tight efficiency. We consider that through all industries ownership of fresh BDA property is related with an average rise in efficiency by aproximately 4.1 %, however we are able to just theorize about the path of the causality of the connection [7]. Whenever we take business qualities into account, the causality becomes better and we discover that fresh BDA property are connected with substantial changes in a firm ’s efficiency - 6.7 % output gains in IT intensive industries.
and 5.7 % in competitive industries. Taken together, our final results offer robust empirical evidence for the company worth of BDA, but additionally highlight crucial boundary problems [8].

The rest of the paper is structured as follows. For starters, we evaluate the literature on BDA's business worth and on measuring the effect of it on tight efficiency. Next we develop the key hypotheses of ours and describe the research design of ours in detail. Then, we present the empirical findings of ours and then discuss the implications of theirs in addition to the limitations of theirs. The paper closes with a brief summary and outlook.

**Literature Review**

To learn today's discourse on BDA company worth, it's helpful to remember exactly how this particular category of IT's distinct from some other business IT. Already in 2022, Sazu & Jahan (2022), in their seminal content, utilized the difference between functional, managerial, and strategic management activities, on one hand, and structured and unstructured issues, on the opposite hand, to differentiate various types of info systems [1]. They coined the word Decision Support Systems to relate to a category of info systems meant to help humans in making strategic decisions and management in unstructured issue scenarios and distinguish these devices from the info systems for supporting organized operational jobs prevailing during that time [10]. In the current enterprise IT architectures, this specific difference continues to be mirrored in the separating of transactional methods, for instance, Enterprise Resource Planning, Customer Relationship Management, or perhaps Supply Chain Management, from analytical methods, like, information warehouses, data mining strategies, or perhaps dashboards [11].

Sazu et al (2022) "automate" framework describes how analytical and transactional IT otherwise affects firm performance [8]. The framework distinguishes between IT that's intended to automate operations by raising the continuity and balance of job tasks from IT that's designed to inform decision makers by making info which gets better the comprehensibility of an organization 's job processes [12]. While Jahan & Sazu (2022) compared the very first kind of devices with Ford's automated assembly line, that was designed to change human labor with machines, they argued the 2nd kind of methods are able to "create a unique and likely even more penetrating, extensive, and informative comprehension of the company [13]. Consequently, could function as the catalyst for substantial improvement and originality for the generation and distribution of services and goods, therefore strengthening the competitive placement of the firm" [9]. Based on this particular view, transactional systems mostly aim at enhancing the efficiency of existing business processes, while analytical methods allow supervisors to enjoy service innovations, product, and new process.

Since the beginning of the very first DSS in the 1960s, analytical info systems have undergone a selection of evolutionary waves, from batch processing of organized numerical information stemming from company internal resources and utilizing technologies like relational databases, Structured Query Language, and report generators to real-time processing of unstructured information originating from social networking or maybe using technologies and sensor networks like distributed NoSQL databases, machine learning, in-memory computing, along with active visualization equipment. Although not just the information kinds and technologies have changed, but additionally the info value chain, that’s, how these solutions are leveraged by supervisors to acquire awareness from information and help decision making. While the Business Intelligence uses from the 1990s devoted to offering management with a regular set of metrics to measure current and past company efficiency, present day BDA apps enable analytics savvy mangers and information scientists to explore, learn, and anticipate. Hence, like the manner in which interaction and collaboration solutions have converted premature DSS, the newest advancements around big data and analytics "give rise to an innovative category of big data IT artifacts".
There’s primary quantitative evidence suggesting BDA leads to measurable changes in firm overall performance. The existing quantitative studies could be roughly split into market research surveys and academic studies applying econometric procedures. Almost all studies in the very first category have been printed in the company press or maybe stem from industry sponsored research. Harris and Davenport a for instance a for instance positive correlation between intensity of analytics consumption along with a firm’s yearly growth rates, according to a survey of thirty two firms. Furthermore, a survey among almost 3,000 professionals conducted by IBM discovered that top performing organizations use analytics 5 times almost as lower performers do. results that are Similar have been found by major consulting companies as Accenture and Company and Bain. Econometric reports go beyond basic correlational evaluation and then employ investigation designs which attempt to manage for confounding consequences and make certain a causal interpretation of the associations between input and output variables. These techniques are utilized for numerous years to explore the company worth of transactional IT methods, like ERP, CRM, as well SCM systems. The very first econometric scientific studies examining the effect of analytical devices on firm general performance predate the BDA era and centered on BI. and DSS Although they discovered a good effect of these ways on organizational performance, they at exactly the same period highlighted the benefits of considering contextual moderators, like business sectors, in the evaluation. Additional visible econometric research in the area is from Sazu & Jahan (2022), that investigated the connection between decision making based on information and business analytics - that’s, data driven decision making - along with solid results [8]. The authors surveyed 179 huge firms regarding the business practices of theirs, like the usage of information for business decision making or even for producing services and products new, and blended the information with financial details from the Compustat website. Making use of many econometric versions of market value, profitability, and firm productivity, they proved which "firms that adopt DDD have output and efficiency that’s 5 6 % above what would be anticipated given their additional information and investments technology usage".

Lastly, the econometric study carried out by Sazu & Jahan (2022) investigated the connection between the distribution of big data abilities and solid results [14]. Particularly, they utilized the LinkedIn abilities repository to evaluate firms’ investments in big data abilities and evaluate if these investments had been connected with increased firm efficiency. The results suggested that "firms' Hadoop investments have been connected with three % quicker efficiency growth, but just for companies a) with substantial existing information property and b) in labor networks indicated by substantial aggregate Hadoop investment". In sum, you will find well grounded conceptual reasons along with a little but emerging entire body of empirical proof for the company worth of BDA. Nevertheless, present empirical scientific studies possibly predate the major information era or maybe depend on self reported surveys or perhaps proxy variables to know the company value of BDA. To the very best of the knowledge of ours, the study of ours will be the very first econometric analysis which uses main details to operationalize BDA through real fresh BDA assets, which permits us to get much more unbiased estimations of BDA company worth. The following section addresses the methodological issues of quantifying this particular business value.

The effect serotonin which investments on firm performance continues to be very studied using an assortment of methodological tactics. Sazu & Jahan (2022) meta analysis identified 303 empirical scientific studies published from 2014 to 2021, and Schryen identified 327 research papers associated with the company value of IT [15]. Nevertheless, just a small number of these studies investigated the effect of BDA systems or maybe the predecessors of its. In the next section, we’ll hence concentrate on the wider selection of studies on IT company value to identify an approach the most suitable for the objectives of ours and research design. On the input side, beginning reports operationalized the impartial variable of any firm ’s IT investments with extremely aggregated measures, like IT expenditures, specialized IT assets, and man IT assets. Only recently did research begin to check out
more disaggregated steps and at certain IT assets. ERP devices are already essentially the most often studied certain IT asset, along with Sazu & Jahan (2022) literature review covering fifty four articles posted from 2014 to 2021 discovered that the majority of scientific studies found a good post implementation influence of ERP devices on tight efficiency, particularly among big companies over an extended time [13]. Besides the stream of investigation which has centered on ERP methods, good performance impacts have been discovered for CRM methods, SCM methods, and knowledge management methods.

On the paper side, the most often utilized measure for firm performance continues to be multi factor efficiency. Usually, scientists have connected a degree of firm output to some firm ’s enter components, like capital, labor, along with materials. Probably the most widely used practical form because of this connection in the literature continues to be the Cobb Douglas manufacturing feature, that, additionally to the classical manufacturing components capital, labor, along with supplies, may include various other enter components, like IT assets, moreover whose resulting coefficients may be viewed as the marginal consequences of these enter aspects on firm productivity. While very early studies which utilized the approach to estimate the outcome of it on firm efficiency didn't yield beneficial consequences, much more recent literature has reported mainly good productivity consequences of it.

**Hypotheses**

Sazu & Jahan (2022) conceptualized the procedure and conditions under what big data and analytics are able to make company worth [14]. The authors suggested that BDA’s first order consequences are on decision making procedures which much better decision making could, in turn, lead to changes in organizational performance, that would be in line with all the literature on choice support systems’ impact on organizational tasks. Used collectively, the above outlined theoretical arguments claim that solutions which help the group of information plus the efficient distribution of its of a company, for example BDA, must boost the usage of the information in decision making tasks, in turn, which, ought to boost choice quality and eventually get organizational efficiency.

This directs us to our very first hypothesis:

**H1**: BDA assets have a good effect on firm efficiency.

Industry-level elements are essential context variables which moderate the effect of it on firm productivity, and among them is an industry ’s IT intensity - occasionally known as info or maybe information intensity - which is discovered playing an important role. This particular argument could be hypothetically seated in the literature on complementary assets. Teece argued that to be able to profit from a technological development of nearly all cases a firm must make use of the innovation in conjunction along with other existing assets or capabilities. For instance, a BDA option for generating predictive types or maybe visualizing big datasets needs various other IT assets, including transactional CRM or ERP systems, that could serve as information solutions. These complementary IT properties are generic in the feeling that they don’t have to be customized towards the BDA remedy, and the other way round. Used collectively, the above outlined theoretical arguments and empirical evidence claim that businesses in industries with lower accessibility of complementary IT property might experience issues in removing company worth from BDA assets. Therefore, we formulate the second hypothesis of ours as follows:

**H2**: The result of BDA property on firm efficiency is much higher in IT intensive industries than it’s in some other industries.
A next crucial industry level context component that moderates the effect of it on firm efficiency is definitely the intensity of the tournament. Sazu & Jahan (2022) drew on 2 theoretical foundations to clarify the job of competitive strain in removing company value from IT [15]. Next, Melville draws on the X efficiency hypothesis, that says that in the lack of competitive strain companies usually develop slack along with other inefficiencies while continually being ready to remain in business. This results in reduced effectiveness of specific manufacturing enter components, like capital, labor, and IT. Several empirical research has furnished proof because of this argument. For instance, Jahan & Sazu (2022) discovered the marginal product of it’s drastically lower in extremely competitive industries and suggested that "though less competitive industries use IT for quite similar functions the absence of competitive strain contributes to less effective use of IT" [16]. Used collectively, the above mentioned reasons claim that strong competitors raises the use of BDA, which based on Hypothesis one drives solid productivity, and contributes to more effective usage of BDA. Therefore, we determine the third hypothesis of ours as follows:

H3: The result of BDA property on firm efficiency is much higher in extremely competitive industries than it’s in some other industries.

Methods

In cooperation with among the world's biggest enterprise software vendors, we collected a distinctive longitudinal dataset concerning its customers’ BDA assets. These property provided an extensive selection of items which can broadly be organized in 3 categories: foundational database solutions, presentation tools and data visualization, and machine learning solutions and data mining. The very first product category comprised, for instance, databases data warehouses running on high performance in memory computing appliances, both on premise what about the cloud, and tools for management and modeling of data. In comparison to conventional data warehouse enhanced for processing structured numerical details in batch function, these solutions may also be created to deal with unstructured and streaming information. The next item class made up, for instance, complex analytics treatments which includes supervised and unsupervised machine learning algorithms for predictive analytics, text mining, anomaly detection, or maybe interpersonal community evaluation. The 3rd item category comprised primarily ways for visual intelligence and self-service or mobile interfaces for users. We merged the information with monetary details from the Compustat Global Fundamentals Annual database for businesses that're publicly traded on U.S. stock markets. Right after signing up for and filtering the datasets, we had been left with a healthy board dataset with information on BDA assets and financial performance of 814 companies from 2008 to 2014 - total 5,698 firm year observations. The dataset includes info on businesses who have adopted BDA throughout the timeframe of the study of ours, that had currently implemented it before 2008, and who - as of 2014 - haven't adopted BDA in all. This particular dataset opens special opportunities to study the outcome of BDA assets on tight efficiency, as it has a sizable test of businesses and relies totally on main goal information comprising both longitudinal and cross-sectional observations.

As reviewed in Section 2.2., we implement methods created in the IT company benefit literature to know the outcome of BDA property on tight efficiency. While generally there are a selection of techniques to determine the effect of it on tight efficiency, we utilize the Cobb Douglas manufacturing feature framework to measure the marginal impact of BDA on firm output after accounting for different firm inputs and outside factors. Technically, the following regression specification is utilized to evaluate Hypothesis 1:
\[ \log = \beta_0 + \beta_1 \log + \beta_2 \log + \beta_3 \log + \beta_4 \text{BDA} + \text{Controls} + \epsilon \]

where Sales is calculated as solid sales, Labor is a degree of manufacturing enter in terminology of human labor and assessed as number of workers, Capital is a way of measuring production input in regards to bodily capital inventory, Materials is a measure of production input in regards to material expenditures. BDA is a binary dummy adjustable indicating if a firm has BDA assets. The Controls include 3 binary dummy variables managing for a firm’s overall amount of non analytical IT property by indicating whether or not it’s followed transactional business methods, specifically, ERP, CRM, along with SCM methods, along with signal variables for Year and Industry in an effort to account for structural variations involving industries along with industry wide financial shocks.

In order to evaluate Hypotheses two and three, we augment the generation perform with binary dummy variables indicating if a firm is in an IT intensive and/or industry that is competitive also like interaction terminology involving ITI and BDA and/or COMP:

\[ \log = \beta_0 + \beta_1 \log + \beta_2 \log + \beta_3 \log + \beta_4 \text{BDA} + \beta_5 \text{ITI} + \beta_6 \text{COMP} + \beta_7 \text{BDA} \times \text{ITI} + \beta_8 \text{BDA} \times \text{COMP} + \text{Controls} + \epsilon \]

We utilize 3 regression techniques to calculate the coefficients of the above mentioned models. For starters, we use Ordinary Least Squares regression with cluster robust regular mistakes to account for any repetitive observations of the exact same firms with time and for prospective heteroscedasticity. Next, we make use of a Fixed Effects estimator with cluster robust regular mistakes to manage for virtually any time invariant elements associated with specific firms that’ll bias the outcomes. Lastly, we work with a fixed effects Two Stage Least Squares regression with cluster-robust regular mistakes, Instrumental Variables, along with Fixed Effects to stay away from possible endogeneity difficulties. A recognized tool of endogeneity wearing econometric reports on IT company great is reverse causality, a circumstance where the paper decides 1 or even much more of the inputs, rather compared to the other way round. For instance, firms with good efficiency is able to generate slack sources that they might want to purchase obtaining completely new, modern technologies, like BDA. Another possible source of endogeneity is simultaneity bias, that’s, bias which occurs because 2 or maybe more variables are concurrently influenced by similar omitted variables. For instance, if unobserved good outside shocks to some firm’s paper happen during an observation period, they might concurrently boost efficiency of the firm and the investments of its into BDA assets. In these kinds of cases, firm’s BDA assets will be positively correlated with efficiency, but BDA assets wouldn’t be the root cause of efficiency gains. In order to handle these issues, we treat the BDA varied along with the management variables for SCM, CRM, and ERP as endogenous and utilize the typical diffusion prices for these devices in a business’s market for a certain season as important variables to fix for prospective biases.

**Findings**

The main outcomes about the estimates of the effect of BDA - along with capital, materials and labor - on firm output are revealed with Table six. As the Cobb Douglas manufacturing feature measures the connection between a firm’s inputs and the output of its, along with as a result of the log transformation of the paper adjustable, the coefficient of the BDA dummy variable could be translated as the % efficiency change associated with owning BDA assets.

In order to verify Hypothesis 1, we calculate the general effect of BDA - assets utilizing three different estimators. We examine the effect of BDA assets in Column 1 with a pooled Ordinary Least Square
regression with cluster-robust standard mistakes. Results reveal a good and significant connection between firm productivity and BDA, suggesting that live BDA assets are linked with a 4.1% increased firm productivity. The column 2 results show the end result of estimating exactly the same model utilizing a Fixed Effects estimator which controls for extra time-invariant firm-level factors. The BDA coefficient continues to be significant and good and it is of the very same magnitude as before in the model. Column 3 shows finally the results of utilizing a Two-Stage Least square regression using Fixed Effects and instrumental Variables. In this particular product, we treat the BDA varied along with the management variables for a company's nonanalytical IT assets because endogenous and utilize the typical portion of adopters of SCM, CRM, ERP, or BDA in a firm's market as tools to manage for possible biases arising from reverse causality or even omitted variables. The magnitude of the coefficient estimation of the BDA varying falls substantially and gets trivial, indicating the FE and OLS benefits must be interpreted with extreme care which path of the causality among firm productivity and BDA in these designs remains not clear. Our empirical evidence doesn't therefore support H1 fully.

The current paper is among the very first to quantify the effect of technical BDA assets on productivity for a diverse and large sample of companies. Even though previous studies have provided the very first empirical evidence for the good effect of BDA on company performance, ours is the first study that focuses entirely on independent measurements of BDA assets instead of on self-reported perceptual measures or proxy measures. Our study is also the first to offer in depth insights into industry-specific variations in the company value of BDA. The major contribution of our work is therefore that it adds substantial, dependable and differentiated empirical evidence to the emerging body of understanding on the company value of BDA. Our FE and OLS data for Hypothesis 1 suggest that when averaged over almost all industries, live BDA assets are related to a 4 per cent improvement in firm productivity. The estimation falls into the range of consequences that other econometric studies have found for the business value of DDD or investment in big data skills, which gives credibility to both our results and theirs. The insignificant results of the 2SLS / IV with FE regression, however, suggest that we must be cautious when interpreting these associations as causal effects, and that our estimates might be biased because of reverse causality or omitted variables. Future research ought to therefore continue to look at the causality between firm performance and BDA, building on our results. One promising approach could be to blend steps of BDA assets with information regarding data driven decision making methods to model the info value chain at a finer-grain level, beginning out of the collection and extraction of knowledge out of BDA via BDA assets to the actual use of this understanding in decision making to enhance firm performance. It is also interesting to look at the performance of other firms. There are more measures of productivity than of productivity. According to Jahan & Sazu (2022) [17], production functions are a "short run measurement framework" and some businesses or industries may not recognize short term benefits from BDA, but may realize mid to long term benefits. Or perhaps the benefits could be of an intangible nature and call for unique measurement approaches to be detected. Another goal is to extend our findings using various measurement instruments, and to triangulate and extend our findings.

While evaluating Hypothesis 2 and three, we discovered big disparities in returns from BDA among industries: Although live BDA assets improve productivity by 6.7% in companies in IT-intensive industries, we discovered no measurable output impacts of BDA assets for firms outside this group, supporting H2. In the same way, we discovered BDA-associated productivity gains of 5.7% for businesses in highly competitive industries, and no measurable output impact for firms which don’t belong to these industries, supporting H3. Both estimations had been produced by utilizing 2SLS / IV with FE models that account for reverse causality and omitted variables. Thus, we are able to become more confident in understanding the observed correlations as cause-and-effect correlations when focusing on these industry sub-groups. Our conclusions relating to IT intensity support the results
obtained by Tambe, who discovered that only companies with sizable data assets and access to the labor markets with big data skills can make money out of big data investments.

**Conclusion**

The end result could be clarified by the simple fact that BDA solutions call for complementary IT resources and capabilities including data scientists or transactional enterprise systems, that can supply the required skills and data to extract knowledge from this data. Our research is the very first in its kind to look at its moderating impact on the process of obtaining business value from large data sets, with regards to industry competitiveness. The BDA seems to enable companies in extremely concentrated markets to get rid of their competition. For example, in order to automate everyday decision-making tasks and to create services and products that provide better value to the customer and are differentiated from the competition by using data and algorithms. Our analysis of industry-specific variations in the importance of BDA ought to motivate future study to empirically examine further industry-level moderators, like the dynamics of the value proposition, the kind of different distribution channels or markets.

Also, our findings have crucial managerial implications. They conclude that BDA is a productive investment and that the earnings that can be generated are more lucrative than for other kinds of it assets. Managers need to think about the market where they operate before choosing to purchase BDA assets, however, because our results suggest that only businesses in highly complete industries experience measurable efficiency enhancements associated with BDA. Our study could inform decision makers by quantifying the magnitude of these enhancements in creating business cases, calculating the costs and benefits of BDA property prior to making investment decisions. Our research design has limitations, like any econometric study. Our findings could be undermined methodologically by a number of interrelated factors affecting firm productivity, only some of which we could think about in our model specifications. Although we utilized instrumental variables regression to deal with potential endogeneity issues, one needs to be cautious. Interpreting the connection between BDA assets and productivity as causal. Relationships are difficult to control in an observational study for temporal precedence and alternative explanations.

**References**

7. HAIR, J. F., hult, g. T. M., ringle, c. & sarstedt, m. 2013. *A primer on partial least squares structural equation modeling (pls-sem)*, sage publications, incorporated.