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# Exploring Service Quality in Islamic Banking Industry of Afghanistan: An Analysis of Customer Satisfaction

Abdullah Zubair<sup>1</sup>, Hamid Hasan<sup>2</sup>

<sup>1</sup> School of Islamic Banking and Finance, IIIE, IIU, Islamabad, Email: abdullahzubair.msifb@gmail.com <sup>2</sup> Assistant Professor, IIIE, IIU, Islamabad, Email: hamidiiiephd@yahoo.co.uk

Assistant Professor, IIIE, IIU, Islamadad, Email: namidillephd@yanoo

#### **ARTICLE INFO**

#### ABSTRACT

Article History:		<b>Theoretical framework:</b> Service quality (SQ) is a required
Received:	October 03, 2020	organizational component that positively relates to customer
Revised:	November 27, 2020	satisfaction (CS).
Accepted:	December 07, 2020	Objective: In this paper, we measure service quality (SQ) of
Online:	December 31, 2020	Afghanistan's Islamic banking industry and customer satisfaction
Kovwords		(CS). Madel/Methodology: We use the modified CARTER model in our
Sorvice quality		model/methodology: We use the mounted CARTER model in our
Service quality		Sludy to analyze the data through PLS-SEM by using the Smart
Islamic hankin	a	PLS 5.2.9 Sollware package.
CARTER	9	following banks: Afabanistan International Bank (AIB) Afaban
1FL Classifica	tion Codes	Inited Bank (AIB) Bank-e-Millie Afaban (BMA) Ghazanfar Bank
C63 C21 L15		(GB) and Islamic Bank of Afghanistan (IBA)
Eurdinau		<b>Findings:</b> In a nutshell, our study results reveal that in the Islamic
This research received no specific		banking industry of Afghanistan out of seven dimensions of service
grant from any	funding agency in the	quality (SQ) only four dimensions are significant namely,
public, commercial, or not-for-profit		compliance (COM), reliability, empathy (EMP), responsiveness
sectors.		(RES) while the other three dimensions namely; assurance (ASR),
		tangibles (TAN), and corporate social responsibility (CSR) are
		insignificant for the customers of Islamic banking in Afghanistan.
		<b>Policy implications:</b> Our study suggests that Afghanistan's
		Islamic banking industry needs improvement in innovative
		products and services with their pricing and designing policies.
		Similarly, Afghanistan's Islamic banking industry needs to
		determine fair profit ratio for bank management, make
		comfortable required conditions and terms in the agreement with
		customers, and take a fair commission on services.
		<b>Practical implications:</b> This research will help Afghanistan's
		Islamic banking industry adjust and design their operational and
		manageriai policies.
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Corresponding Author's Email: <u>abdullahzubair.msifb@gmail.com</u>

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## 1. Introduction

It is integral for Islamic banking industries to set economic and Shariah parameters. Therefore, they should improve SQ dimensions to meet customers' expectations. Among all dimensions of SQ in Islamic banks, customers are more motivated by compliance (COM) (Lone, 2017; Obeid & Kaabachi, 2016; Okumus & Genc, 2015; Bizari, 2014; Muhammad et al., 2013; Lee & Ullah, 2011; Gaith & Worthington, 2008; Naser et al., 1999). SQ dimension is the comparison between perceived service (PS) and expected service (ES) of the customer (Purnama, 2006). Indeed, SQ can be treated as a competitive advantage and can benefit the long-term Bank (Culiberg & Rojsek, 2010). In order to, measure the SQ of Bank to evaluate CS many researchers (Yilmaz et al., 2018; Akhtar & Zaheer, 2014; Misbach et al., 2013; Zavareh et al., 2012; Akhtar et al., 2011; Arsali et al., 2005; Zhu et al., 2002) use SERQUAL model which was introduced by Parasuraman et al. (1988). Mainly, SERQUAL model has five core components, namely, assurance (ASR), reliability (REL), tangible (TAN), empathy (EMP), and responsiveness (RES). However, later researchers develop other dimensions such as technology (TECH), innovation (INNOV), competitiveness (COMPET), compliance (COM), corporate social responsibility (CSR), and so on. In Islamic banking, most researchers use a modified SERQUAL model, the CARTER model developed by two researchers Othman and Owen (2001) from the SERVQUAL model with an additional dimension of compliance (COM).

Indeed, each of SQ dimensions has individually and collectively crucial roles such as compliance dimension (COM), suggesting implementing and adopting Islamic laws in Islamic financial institutions' financial transactions. Thus, through this dimension, those customers who care about Shariah-compliant products and financial institutions' services can be increased. Similarly, assurance (ASR) represents strength in the inspiration of customers' trust by Bank employees through staff' and employees' effort, expertness toward their responsibilities, and the task of banking. Similarly, reliability (REL) represents Bank employees' accurate performance, which leads to customer satisfaction and makes them loyal to the Bank. Moreover, tangibles (TAN) represent presences of tangible assets, physical facilities, and instruments used for providing the services of Bank, which show the modernization and technological status of the banking system.

Furthermore, empathy (EMP) represents the bank staff's treatment and attention to their customers, which leads to encourage and persuade customers toward Bank. Similarly, responsiveness (RES) represents bank employees' relationship and attachment style with customers, making customers friends and cooperatives with Bank. And finally, corporate social responsibility (CSR) represents those activities which develop the society and support the community. Thus, through fulfilling corporate social responsibility (CSR), Bank creates positive thoughts on customers and other community members' minds. Thus, Bank and community relations will be closer to each other.

Since there are recently seven financial institutions offering Islamic banking in Afghanistan, one is full-fledged Islamic Bank, and others are Islamic windows. A survey conducted by Bakhtar Bank (recently Islamic Bank of Afghanistan) with the help of a foreign company Ernst & Young (EY) in 2015 shows that about 80% of the Afghanistan population demand Islamic banking. Thus, most people, such as depositors and investors, prefer Islamic returns through Islamic modes' products and services. Though the Islamic banking in Afghanistan is in initial stages but with Bakhtar Bank's conversion to full-fledged Islamic Bank in April 2018 (Islamic Bank of Afghanistan, 2018) raises competitions between banks. Moreover, many industrialists and businesspeople who were not involved in the banking channel are now customers of the Islamic banking industry. So Islamic banking industry in Afghanistan needs improvement of service quality such as ensuring service excellence through well-trained employees and investing in human resources, increasing awareness of customers regarding Islamic banking products and services through educational workshops, promotional campaign procedure, and advertisements, and improvement of the operational and managerial system, and framework through, investing in information technologies.

Moreover, in Afghanistan, the Islamic banking industry needs the support of the community through social responsibilities and improvement in innovative products and services with their pricing and designing policies, making comfortable required conditions and terms in agreement and contracts, taking a fair commission on services, increasing number of branches and so on. Shortly, we can say that the Afghanistan Islamic Banking industry is in initial stages to attract more customers through better service quality.

## 2. Literature review

Based on many research studies, SQ has significant impacts on the client's satisfaction. For the support of this argument, we mention several past pieces of literature in tabulate form as following:

Table 1

Service	Quality (SQ)	and Customer	Satisfaction (CS) in the Conventional Banking Sector
C No	Author (a)	Veer	Findings

S. NO	Author (s)	Year	Findings
1	Raza et al.	2020	Dimensions of SQ have a positive and significant impact on CS
2	Yilmaz et al.	2018	Responsiveness (RES), the physical appearance of the Bank, and ease of accessibility to the Bank all have positively impacted students' satisfaction with their banks. Furthermore, an increase in the banks' level of satisfaction leads to an increase in the students' loyalty toward the Bank.
3	Zavareh et al.	2012	A positive relationship exists between (e-SQ) and (e-CS) of internet banking.
4	Culiberg and Rosjek	2010	Dimensions of SQ positively impact customer satisfaction
5	Arsali et al.	2005	Assurance (ASR) has more impact on customers
6	Zhu et al.	2002	Customers are more likely that Bank invest and place a great value on excellence service of IT based services
7	Avarkain	1994	SQ is expected to be an essential and key predictor of branch performance and potential.

Based on highlighted literature in the above table we can conclude that SQ has positive and significant relations and impact on client satisfaction (Raza et al., 2020; Yilmaz et al., 2018; Ali, and Raza, 2017; Faisal et al., 2016; Ali et al., 2015; Zavareh et al., 2012; Arsali et al., 2005; Zhu et al., 2002; Naser et al., 1999; Avarkain, 1994).

Table 2	
Service Quality (SQ) and Customer Satisfaction (CS) in Islamic Banking Sector	-

S.No	Author (s)	Year	Findings
1	Haron et al.	2020	Through meditating, the role of trust dimensions of SQ and CS
			positively relates to customer loyalty.
2	Ali	2018	SQ and customer perception are significantly related to corporate social responsibility (CSR) and not an alien to Islamic banks.
3	Prastiwi et	2017	only the tangibles (TAN) influence CS positively while other
	al.		components failed to enhance CS.
4	Ali and Raza	2017	SQ components are positively related to the customer CS. Moreover,
			compliance (COM) indicates the highest contribution in the model.
5	Lone	2017	Compliance dimension (COM) of SQ is at relatively a lower rate.
6	Faisal et al.	2016	A positive relationship exists between SQ dimensions and CS
7	Obeid and	2016	Religious commitment, the amount of information held by customers
	Kaabachi		about Islamic finance, the relative advantage of Islamic banking, and
			its compatibility with customer value, lifestyle, and banking habits are
			predictors for adopting Islamic banking.

8	Okumus and	2015	Majority of the customers prefer religious beliefs as a fundamental
•	Genc	2015	factor for making a selection of a bank.
9	Bachari et al.	2015	products and services.
10	Maswadeh	2015	Customers judge assurance (ASR), and Empathy (EMP) as most satisfactory dimensions. While the responsiveness (RES), reliability (REL), and tangibility (TAN) are rated as least satisfactory dimensions.
11	Abduh and Othman	2014	Speedy approval of opening a new account, speedy approval of financing proposal, cost of services and products, and Islamic working environment needs to be developed and improved to keep repeated existing customers and enhance potential customers.
12	Akhtar and Zaheer	2014	Differences exist in SQ components of banks concerning several demographic variables.
13	Bizari	2014	Customers consider modes of finance, trust in Islamic banks and their true compliance with Shariah, cost of financing and other transaction, accessibility of Islamic banks and the quality of service provided by Islamic banks.
14	Mahmood et al.	2013	A large gap exists between management perceptions that provide SQ of banks and customers who are not satisfied with SQ of Islamic banks.
15	Misbach et al.	2013	SQ has a significant influence on customer CS and their trust. Further, responsiveness (RES) inspire customer strongly. However, on the other hand, compliance (COM) is the weakest attractive to the Islamic Bank.
16	Marimuthu et al.	2010	Cost-benefits, convenience, friends/relatives influence, and service delivery have a significant relationship with Islamic banking acceptance. At the same time, religion does not significantly impact the selection of Islamic banking.
17	Muhammad et al	2013	Customers' knowledge and awareness influence their selection criteria and preference to purchase products and services.
18	Akhtar et al.	2011	A positive relationship exists between CS and structure of SQ dimensions. Further, compliance (COM) and representativeness influence more on the satisfaction of customers.
19	Naser et al.	1999	Majority of customers are satisfied with most aspects of the Islamic Bank's products and services, which lead to competitive advantage in term of enjoying customer confidence.

Based on highlighted literature in the above table, we can conclude that among all dimensions of SQ customers of Islamic banking and in Muslims populated societies those who are not yet involved in Islamic banking channel are motivated by compliance dimension (COM) of service quality more (Lone, 2017; Obeid & Kaabachi, 2016; Okumus & Genc, 2015; Bizari, 2014; Muhammad et al., 2013; Lee & Ullah, 2011; Gaith & Worthington, 2008; Naser et al., 1999; Metawa & Almossawi, 1998). However, according to some researchers, Islamic banking customers consider first economic or material aspect rather than emotional or spiritual aspect (Misbach et al., 2013; Marimuthu et al., 2010). Islamic banking needs to improve their quality of services through awareness of employees and customers and to train them to, strength the relation of customer-employee (Ali, 2018; Ali & Raza, 2017; Prastiwi et al., 2017; Bachariet al., 2015; Akhtar et al., 2011). Furthermore, Islamic banking should improve their tangibles, IT system, and innovative products and services (Prastiwi et al., 2017; Ali & Raza, 2017; Maswadeh, 2015; Akhtar & Zaheer, 2014).

## 3. Theoretical framework

Services are non-physical or in other words, have intangible characteristics. Thus, it is not simple to describe and determine quality in services because of the intangible features and nature of services delivered or provided (Norman & Fuqua, 2003). However, service quality gives a mean of perceived service quality in the literature of service. Thus, SQ in banking reveals CS, as Gronross (1982) describes service quality as a perceived judgment from the customer's after-assessment process. Similarly, Parasuraman et al. (1985) argue that SQ is a gap between client expectations and delivered service standards. Besides this, Chiou and Shen (2012) suggest that clients compare SQ expectations and perception after receiving the actual SQ. We define SQ as a judgment of how well a provided service conforms to customer expectations. Therefore, service provider operators often evaluate the service quality served and delivered to their customers to develop and improve their provided service, recognize problems, and better evaluate CS. Since quality includes both outcome and delivery of service as Parasuraman et al. (1985) explain that quality measurement and evaluations are not made merely on the outcome of a service; they require and incorporate the evaluations of the process of service delivery too. Thus, to determine the perceived SQ that indicates the CS and their behavioral intentions and thoughts about them' services, bank researchers use various tools.

## 3.1. SERQUAL Model

This model is a multi-dimensional research tool used to determine service quality by capturing customers' expectations and service perceptions. Firstly, this two-scales model was suggested by Parasuraman et al. (1988) with ten dimensions namely, responsiveness (RES), reliability (REL), communication (COMM), courtesy (C), competence (COMP), understanding (UND), credibility (CRED), security (SECY), access (AC), and tangibles (TAN). Though later, though several studies by the authors among the dimensions mentioned above courtesy (C), communication (COMM), competence (COMP) melding into the unique components called assurance (ASR). Further, the credibility (CRED), access (A), understanding (UND), and security (SEC) melding into the unique dimension called empathy (EMP). Finally, all ten dimensions reduced to five essential dimensions of SQ namely, assurance (ASR), reliability (REL), tangibles (TAN), empathy (EMP), and responsiveness (RES). Therefore, this model is also called ARTER model.

## 3.2. SERVPERF Model

This model is one scale measurement introduced by Cronin and Taylor (1992) to measure service quality performance by capturing customers' perceptions of service or measuring perceived SQ only. SERVPERF model follows five dimensions of SERQUAL model introduced by Parasuraman et al. (1988).

## 3.3. CARTER Model

This model is a modified form of SERQUAL/ARTER which incorporates ethical/religious dimension of Compliance (COM). Mostly, researchers use this model to capture customers' expectations and perceptions of the Islamic banking industry's service. Firstly, CARTER Model is developed by Othman and Owen (2001) that incorporates six dimensions. Among the six dimensions of CARTER Model, five of them are from model SERQUAL model introduced by Parasuraman et al. (1988), and the sixth one is the compliance dimension (COM). Similarly, researchers develop the scale to measure service quality (SQ) and suggest new dimensions such as technology (TECH), innovation (INNOV), competitiveness (COMPET), features (FEAT), performance (PERF), and so on.

## 4. Model

To, measure and evaluate the relationship of service SQ with CS in the Islamic banking industry of Afghanistan we use modified CARTER model by adding the corporate social

responsibility (CSR) dimension to the CARTER model developed by Othman and Owen (2001). Every Islamic Bank should engage in corporate social responsibility (CSR) to aim for the society's development and support (Ali, 2018). So in our research modified CARTER model has seven main dimensions of SQ namely; compliance (COM), assurance (ASR), reliability (REL), tangibles (TAN), empathy (EMP), responsiveness (RES), and corporate social responsibility (CSR).

We use a modified form of Ali and Raza (2017) model and other studies that show the effects of SQ dimensions on CS.

Thus, we present the following mathematical model for our research: CS = f(COM, ASR, REL, tan, EMP, RES, CSR) (I)

 $CS_i = \beta_1 + \beta_2 COM_i + \beta_3 ASR_i + \beta_4 REL_i + \beta_5 tan_i + \beta_6 EMP_i + \beta_7 RES_i + \beta_8 CSR_i + \mu_i \quad \dots \dots \quad (II)$ 

#### 4.1. Description of Variables

Customer Satisfaction (CS) is used as an endogenous variable. It is explained based on five items from past literature of various studies and our analogy from studies such as Ali and Raza 2017, Akhtar and Zaheer 2014, Akhtar et al. 2011 and others. While dimensions of service quality (SQ) are used as exogenous variables in which each dimension of service quality is identified based on five items from past literature and our analogy from studies such as Lone 2018, Maswadeh 2015, AAOIFI 2010, and other studies. Thus, in this research, we only measure our model's dependent variables (Customer Satisfaction) through seven independent variables (Perceptions of customers about SQ dimensions) described in Appendix A.

#### 4.2. Preliminary list of factors

Appendix A list indicates those factors that determine the latent (unobserved) variables of the model. Based on prior researchers' studies and our hard efforts and investigations, these factors were categorized under their relative latent variables. Finally, all these factors were written in our structured questionnaire. Thus, a customer of the Islamic banking industry in Afghanistan was asked about our survey factors.

#### 4.3. Method of Estimation

The methodology which is adopted in the current research paper is in the following format: As in our study the sample data is primary, and responses for designed questionnaires of this research with the help of modified CARTER model dimensions requires the descriptive statistical analysis such as frequencies, percentiles which are employed through Microsoft Excel 2020 program. For statistical analysis of responses, PLS-SEM is applied mainly, through using the Smart PLS 3.2.9 software package to validate the scale to evaluate and measure the SQ and CS. Our dependent variable is ordered in nature, and we use 5 for strongly agree; 4 for agree; 3 for neutral; 2 for disagree and 1 for strongly disagree. Similarly, the independent variables (dimensions of SQ) are determined on the 5-point Likert scale.

#### 4.4. Partial Least Square Structural Equation Modeling (PLS-SEM)

PLS-SEM is a new technique based on a regression which illustrates the linear interconnection between multiple exogenous variables and single or multiple endogenous variables. This technique accurately functions with SEM that has unobserved variables and series of a cause-and-effect interrelation. With PLS-SEM technique researchers' help, researchers can identify interconnection among variables and identify the variables' existing pathways. Thus, it is considered a suitable technique for building the statistical model and prediction (Ringle et al., 2012).

#### 4.4.1.Parts of PLS-SEM

PLS-SEM has two subparts first, the measurement model specifies the interconnection between unobserved variables and their manifest indicators, and second is the inner model which illustrates the interconnection among exogenous and endogenous unobserved variables. Further, the measurement model can be either reflective or formative construct.

To present a better understanding of the approach, as in figure E.1 (Appendix E) our model is a sample of the reflective PLS-SEM in which blue-coloured circles and indicators show the yellow-coloured rectangles show unobserved variables, so the factor ellipses and arrow creating them is called the inner model and the indicator rectangles and arrows connecting them are called the measurement model. As shown in figure E.1 (Appendix E) for statistical analysis, we run our model through the Smart PLS 3.2.9 software package that supports and allows both the reflective and formative models.

#### 4.5. Data

We started surveying distributing questionnaires among Islamic banking customers from 1st July 2019, and finally, after taking two months on 30<sup>th</sup> August, we have completed our survey. Since, to take perceptions of clients regarding SQ offered to them by IBs we have considered four conventional Islamic windows namely, Afghanistan International Bank (AIB), Afghan United Bank (AUB), Bank-e-Millie Afghan (BMA), and Ghazanfar Bank (GB), similarly, one full-fledged Islamic Bank which is Islamic Bank of Afghanistan (IBA). In our research among the Islamic Bank's customers, the purposive sampling method was adopted. The purposive sampling is a type of non-probability sampling, also called judgment sampling technique in which people are sampled based on researcher experience and knowledge. So, through this non-random technique, a researcher collects data from a specified chosen people who are ease of access, qualified to be a part of the sample.

A designed questionnaire was structured to collect the primary data in Kabul Province, the capital of Afghanistan. We took the sample of 400 customers of the Islamic banking industry at 5% level of acceptable error or concerning marginal error (P=0.05) for categorical data developed by Bartlett et al. (2001). And interviews were also held by enumerators from some customers. And finally, overall, 400 questionnaires were distributed to clients of the banks mentioned above in Kabul province. However, about 50 questionnaires were disappeared during the survey or not truly filled either by enumerators or customers. Thus, we ignore those questionnaires, so we only consider that overall, 350 questionnaires equate to 87.5% response rate were ultimately returned and filled by enumerators or customers. So, these 350 observations are carried out throughout our research to analyses the data. Thus, we used a useful survey method of Schedule in which the questionnaire is filled, translated, and explained by the enumerator to customers. All customers from both genders were adult

over 18 years and were residents of Kabul province. The survey was collected from various branches of every conventional Islamic window and Islamic Bank in Kabul province.

## 5. Results and Discussion

In order to, evaluate impacts of services provided by a service provider on customer satisfaction many researchers (Ali, 2018; Yilmaz et al., 2018; Ali & Raza, 2017 Prastiwi et al., 2017; Faisal et al., 2016; Maswadeh, 2015; Akhtar & Zaheer, 2014; Mahmood et al., 2013; Misbach et al., 2013; Zavareh et al., 2012; Akhtar et al., 2011; Cliberg & Rojsek, 2010; Arsali et al., 2005; Zhu et al., 2002; Othman & Owen, 2001; Parasuraman et al., 1988) do not incorporate controlled variables in their studies model. Similarly, Hair et al. (2013) argue that researchers usually do not interpret controlled variables in PLS-SEM models, whether they are significant or not. Thus, in this research, we only measure dependent variables of our model through seven SQ dimensions discussed in this study by using Smart PLS 3.2.9 software package following PLS-SEM model. As for statistical analysis, we do not consider the controlled variable in our study model this, and we do not discuss descriptive statistics.

## 5.1. Statistical Analysis of Model

## 5.1.1. Evaluation of Reflective Measurement Model

In our study to analysis PLS-SEM model, we first begin to evaluate the measurement model. The measurement model describes the rules of correlation among measured and unobserved variables (Hair et al., 2010). Moreover, through a measurement model, the researcher can employ any number of variables for a single endogenous or exogenous construct. To evaluate the measurement model in PLS analysis, two main criteria exist validity and reliability (Ramayah et al., 2011).

# 5.2. Assessment of Reliability 5.2.1. Variable Reliability

A single manifest variable or indicator reliability denotes an individual's variance manifest relatively to a latent variable by assessing the manifest (observed) variables (Gotz et al., 2010). Generally, manifest variables with an outer loading of 0.7 or higher are regarded as completely acceptable, while the outer loading with a value less than 0.7 should be ignored (Hair et al., 2012). However, we can keep the outer loading with a value less than 0.7 if the variable is determined through few indicators, mainly when we have just 3 or 4 factors for a latent (unobserved) variable (Hulland, 1999). Similarly, stated by Hair et al. (2017) the indicators with the outer loadings of 0.4 to 0.7 may also be retained if their ignoring does not increase either average variance extracted (AVE) or composite reliability (CR). On the other hand, in the reflective model's case to check the reliability, we can observe single indicator reliability through squaring outer loading of reflective constructs. The minimum acceptable value is 0.40. However, the preferred level is 0.7 (Hulland, 1999).

In our study, at the first step, we check our reflective model variable reliability in which the outer loading is shown in (Appendix B). As it is observed in (Appendix B) we have few indicators with outer loading value less than 0.7, so for the further statistical analysis, we denoted among those low outer loading indicators some of them from our model because they have low outer loading value and have theoretically less importance for the measurement of the corresponding latent variable to explore service quality in the Islamic banking industry. However, we keep few other indicators (see Appendix C) in spite their outer loading value is less than threshold because according to the justification of Hulland (1999) and Hair et al. Table 3

(2017) briefly written above. And similarly, we keep them due to their crucial role in determining corresponding latent (unobserved) variables to measure SQ in the Islamic banking industry. In the below, we mention those denoted indicators with their outer loading value.

ASR5 0.659
ASR5 0.659
CCDE 0.41E
U.615
EMP4 0.526
RES1 0.666
TAN2 0.664

After removing a few indicators mentioned in Table 1.3, we finally carry out the outer loading. All their t-statistics are more extensive than the recommended value and statistically significant (P= 0.000). Thus, the measurement model loadings could be called to be highly significant (see Appendix C).

#### 5.3. Discussion on retained outer loading

In Appendix C (Table C.1), those outer loadings are mentioned that are retained for further statistical analysis. In this study, except for a few retained indicators based on Hulland's (1999) justification and Hair et al. (2017), all others are higher than 0.7. Thus, it denotes that these loadings are highly satisfactory and indicate that individual item reliability criterion has successfully been met. Thus, all indicators in Appendix C (Table C.1) denote their corresponding unobserved variable explained their variance highly.

Similarly, in Appendix C (Table C.2), we observe outer loading with their significance through t-statistics and p-values.

#### 5.4. Discussion on the significance of outer loading

PLS-SEM results in Appendix C show that the reliability of the indicator of all items loadings are significant, greater than the recommended minimum acceptable value of 0.40, and close to the preferred level of 0.7 (Hulland, 1999). The t-statistics results of the measurement model shown in Appendix C (Table C.2) denote that all t-statistics are higher than 1.96 and statistically significant (p = .000). Thus, the measurement model loadings are considered highly significant.

## 5.5. Construct Internal Consistency

It is used to check the joint measurement of each construct. Cronbach Alpha and composite reliability (CR) are two standard measures of the construct's reliability. The internal reliability is thought to be achieved when the Cronbach's Alpha value is 0.7 or greater (Nunnally & Beinstein, 1994; Pallant, 2001). Another well-known alternative to coefficient alpha is composite reliability (CR), usually calculated in conjunction with SEM (Peterson & Kim, 2013). The construct reliability is thought to be achieved when the CR value varies between 0.6 and 0.7 (Henseler & Sarstedt, 2013). To measure the internal consistency of our model constructs, we prefer to use the composite reliability (CR), which is mostly used in PLS-SEM models. In our estimation results, all CR values (composite reliability) are above 0.7 so that scales are reasonably reliable.

composite Kenability		
Indicators	Composite Reliability	
ASR	0.915	
COM	0.941	
CS	0.866	
CSR	0.863	
EMP	0.829	
REL	0.764	
RES	0.841	
TAN	0.812	

Table 4 *Composite Reliability* 

#### 5.6. Discussion

Table 1.4 represents that the composite reliability (CR) for each construct is greater than the required value of 0.7. Thus, the above results reveal that items of the constructs have adequate internal consistency reliability.

## 5.7. Assessment of Construct validity

Construct validity describes the robustness of the accuracy of a measure (Zikmand et al., 2013). To, achieve validity analysis for the measurement model of this study, we employ two following tests.

## 5.8. Convergent validity

Convergent validity is the extent to which a measure correlates positively with an alternative measure of the same construct. Our study for analysis of the convergent validity the average variance extracted (AVE) and factor loadings are employed (Hair et al., 2013). AVE is the average variance shared between a construct and its measures. The rule of thumb is that an AVE value higher or equal to 0.50 is acceptable (Hair et al., 2013; Barclays et al., 1995). However, if the composite reliability (CR) values are higher than the model's recommended value, the AVE values, which are less than 0.50, are also acceptable (Fornell & Larcker, 1981). Similarly, as Hair et al. (2009) discuss in some cases, especially a new measure, lambda > = 0.5 (AVE > 0.25) can be regarded to be acceptable.

In the following, all AVE values are higher than the threshold value except REL (reliability). Though, we accept the REL (reliability) AVE value according to arguments of Hair et al. (2009). Thus, in some cases, lower AVE values are also acceptable. **Table 5** 

Average variance extracted		
Indicators	Average Variance Extracted (AVE)	
ASR	0.729	
СОМ	0.762	
CS	0.564	
CSR	0.613	
EMP	0.552	
REL	0.398	
RES	0.571	
TAN	0.521	

Average Variance Extracted

## 5.9. Discussion

In the above table, the results of AVE including REL (reliability) value according to arguments Hair et al. (2009) indicate statistical significance of all outer models' items. They are consistent with the guidelines of Fornell and Larcker (1981).

## 5.10. Discriminant validity

Discriminant validity focuses on the uniqueness of a construct, that whether the statement captured by a construct is unique and not followed by the other constructs in The model (Hair et al., 2013). In this study, we measured discriminant validity by employing the cross-loadings among constructs. To, realize discriminant validity, the loadings of the construct requires the loadings of each indictor to be higher than its cross-loadings constructs (Chin, 2010; Gotz, 2010; Vinzi et al., 2010).

## 5.11. Cross loading

Cross-loadings: all observed variable should be more than inter-correlation of the construct of all other observed variables in the model.

## 5.12. Discussion

To, achieve discriminant validity in the second way we use cross-loading so by observing the Appendix D (Table D.1) which indicates almost the loading of each indictor is higher than its cross-loadings constructs, we can conclude that our measurement model each indicator holds cross validity.

## 5.13. Evaluation of the Inner Structural Model

The inner model which illustrates the relationships between dependent and independent latent variables. To evaluate the significance of all path coefficients, we have to employ bootstrapping in PLS. Bootstrapping is the only procedure for testing the significance of path coefficients (Chin, 2010).

## 5.14. Path coefficient

Path coefficient illustrates the endogenous variable's response to a unit change in an exogenous variable when other variables in the model are held constant (Bollen, 1989).

CS	
0.1	
0.404	
-0.056	
0.218	
0.133	
0.233	
-0.083	
_	CS 0.1 0.404 -0.056 0.218 0.133 0.233 -0.083

Table 6

#### 5.15. Discussion

We have two types of path coefficient in the above table, dimensioned with negative path coefficients and dimensions with positive path coefficients. Though generally, it is normal to have negative path coefficients in PLS-SEM. As per Hair et al. (2012), the software standardizes the data. As a result, the algorithm calculates standardized coefficients between -1 and + 1. The important decision should after run the significance test. Secondly, in the above table dimensions with negative path coefficients such as CSR (corporate social responsibility) and TAN (tangibles) are insignificant dimensions according to a bootstrap test of the hypothesis (see Table 1.7). So according to Deveaux et al. (2012), it is not required to interpret them. Thus, here in this discussion, we only interpret the significant dimensions which are COM (compliance), REL (reliability), EMP (empathy), and RES (responsiveness). Thus, we can interpret the mentioned significant dimensions as following:

- Keeping other variables constant if COM (compliance) increase by one standard deviation CS (customer satisfaction) will increase by 0.4 standard deviations on the average.
- Keeping other variables constant if EMP (empathy) increase by one standard deviation CS (customer satisfaction) will increase by 0.21 standard deviations on the average.
- Keeping other variables constant if REL (reliability) increase by one standard deviation CS (customer satisfaction) will increase by 0.13 standard deviations on the average.
- Keeping other variables constant if RES (responsiveness) increase by one standard deviation CS (customer satisfaction) will increase by 0.23 standard deviations on the average.

## 5.16. Bootstrapping process for testing hypothesis

Bootstrapping employs a resampling procedure to estimate PLS coefficients' significance (Hair et al., 2017). Shortly, it is a nonparametric resampling mechanism that allows the variability of a statistic by testing the sample data's variability rather than employing parametric assumptions. According to Mooney and Duval (1993) and Wood (2005), bootstrapping has various merits for applied researchers. First, the procedure is easy, thus requires little study of mathematics or probability theory. Second, PLS-SEM's bootstrap mechanism is nonrestrictive, particularly used by applied researchers whose data distribution does not fulfil restrictive assumptions such as normality and existence components of unobserved variables. Third, bootstrapping is widely applicable because a researcher can bootstrap any number in PLS-SEM. In this study, we do two- trialled test in the bootstrap process at 5% significance level for our categorical data.

Bootstrap output				
	Т	Statistics	P Values	Conclusion
	( O/STDE	:V )		
ASR -> CS	1.718		0.086	Statistically insignificant
COM -> CS	9.239		0.000	Statistically significant
CSR -> CS	1.302		0.193	Statistically insignificant
EMP -> CS	4.161		0.000	Statistically significant
REL -> CS	2.161		0.031	Statistically significant
RES -> CS	3.949		0.000	Statistically significant
TAN -> CS	1.498		0.134	Statistically insignificant

#### Table 7 Bootstrap output

#### 5.17. Discussion

In our study through the bootstrap procedure, we find that in the Islamic banking industry of Afghanistan out of seven dimensions of SQ only four dimensions are significant namely, compliance (COM), reliability (REL), empathy (EMP), and responsiveness (RES). While on the hand, the other three dimensions, namely, assurance (ASR), tangibles (TAN), and corporate social responsibility (CSR) are insignificant for the customers of Islamic banking in Afghanistan.

The logic behind the significance of the SQ dimensions is that for customers firstly, distinguishing Islamic banking from the conventional banking compliance dimension (COM) is a key dimension for Islamic banking. Thus, in Afghanistan based on the survey conducted by Bakhtar Bank (recently Islamic Bank of Afghanistan) with the help of a foreign company Ernst & Young (EY) in 2015, about 80% of the population in Afghanistan's demand for Islamic banking. Most people, such as depositors and investors both prefer Islamic returns by providing Islamic products and services. Thus, we can finally conclude that compliance (COM) is the most significant dimension in Afghanistan customers' Islamic banking industry prefer religious profits. Secondly, according to our survey results in Afghanistan's Islamic banking industry, the reliability dimension (REL) is also highly significant because Islamic Bank should have an accurate and diligent performance, suggesting that Islamic banking should create innovative products and services. Thus, Afghanistan's Islamic banking industry needs to improve banks products and services through Islamic way and modes. Thirdly, in our study hypothesis empathy (EMP) is also significant. Because customers not only consider Islamic banking emotional aspect but instead, they consider more on the economic aspect too. The Islamic banking industry of Afghanistan should impose reasonable service charges, provide higher profit ratio to customers, and create Shariah-compliant profitable business. Finally, responsiveness (RES) is significant in this study. Thus, Afghanistan's Islamic banking industry should make a better relationship attachment style with its customers, such as availability of credit on justly agreement terms, efficient and fast counter service, and so on.

While on the other hand, based on our study, three dimensions of SQ are not insignificant, namely, assurance (ASR), tangibles (TAN), and corporate social responsibility (CSR). Because Islamic banking in Afghanistan is at initial stages, the investors who are customers of Islamic banking are few thus, and their demands are limited because they want that Islamic bank/window provides several profitable Shariah-compliant products and services. Secondly, in Afghanistan, staffs of every Bank, in general, are friendly, and the Bank has a comfortable environment; thus, based on our study assurance (ASR) is insignificant. Similarly, in Afghanistan, almost banks physical equipment is modernized, and its quality is better. Thus, we come up with the result that the tangibles dimension (TAN) is insignificant. Finally, based on our study results, corporate social responsibility (CSR) is also insignificant. Since Islamic banking industry of Afghanistan up to some extent, is engage in social welfare.

Similarly, most Islamic banking customers are current account holders; thus, they only deposit their money on Qard based, and ordinary people are not aware of Islamic banking even though they have opposing views because they are not truly aware of Islamic banking. Thus, for customers of the Islamic banking industry in Afghanistan specifically, investors social responsibilities of Islamic banking industry such as Waqf, charity, and Qard ul hasan are not core components rather, they patronize compliance (COM), reliability (REL), empathy (EMP), and responsiveness (RES). (See also Appendix E)

## 5.18. Coefficient of determination (R-Squared value)

In PLS-SEM  $R^2$  is a unit of the model's predictive accuracy which compute the overall effect size and variance explained in the dependent construct for the inner model. R-squared results denote the amount of variance in the construct which the model expresses. R-squared is a major part of an inner model evaluation in PLS-SEM.

Table 8Coefficient of determination ( $R^2$ )

000111		
	R Square	R Square Adjusted
CS	0.631	0.623

## 5.19. Discussion

In our study, the inner model is 0.623 for the quality dependent unobserved (latent) construct (see Appendix E). This denotes that the seven exogenous constructs substantially describe 62.3% of the quality variance. It denotes that about 62.3% of the change in the CS is due to seven unobserved constructs in the model. According to Chin (1998) the R-squared value of 0.67 as substantial, 0.33 as moderate and 0.19 weak. Hence, this study's R-squared value is closer to substantial based on Chin's (1998) study.

## 5.20. Predictive Relevance of the Model ( $Q^2$ )

 $Q^2$  statistics are employed to indicate the PLS path model (Stone, 1974; Geisser, 1975). It is only applicable to reflectively modelled endogenous factors. The  $Q^2$  criterion suggests that the conceptual model can predict the unobserved dependent constructs. Concerning the SEM, the  $Q^2$  values are required to be higher than zero for a specific dependent unobserved construct. So the  $Q^2$  values higher than 0 indicates that the PLS-SEM model is predictive of the given dependent variable under scrutiny. Similarly, a  $Q^2$  values with a 0 or a negative value denote the model is insignificant to predicting the given dependent factor (Garson, 2016). We use construct cross-validated redundancy approach to calculate it through a blindfolding procedure using a Smart PLS 3.2.9 software package.

Table 9Predictive Relevance of the Model (Q2)

	SSO	SSE	Q <sup>2</sup> (=1-SSE/SSO)		
CS	1750.000	1143.265	0.347		
ASR	1400.000	1400.000			
COM	1750.000	1750.000			
CSR	1400.000	1400.000			
EMP	1400.000	1400.000			
REL	1750.000	1750.000			
RES	1400.000	1400.000			
TAN	1400.000	1400.000			

## 5.21. Discussion

From the above Table 1.9, we can observe that the  $Q^2$ Our study model's value is equal to 0.347, which indicates higher, and supports that the path model's predictive relevance is adequate for the dependent construct. Following Cohen (1988) those  $Q^2$  values of 0.02 denote a "small" effect size, 0.15 denotes a "medium" effect size, and 0.35 denotes a "high" effect

size. Thus, we can judge that our model has a high degree of predictive relevance regarding the dependent factor which is CS. (See also Appendix E)

## 6. Conclusion and Policy Implications

In simple words, Afghanistan's Islamic banking industry cannot keep sustainable growth and development until they consider the persistent problems and marketing challenges undermining opportunities of trust and Satisfaction from Islamic banking service quality. Generally, lack of awareness and existence of confusion exists regarding Islamic banking channel in all Afghanistan areas. Contracting clients of Islamic banking are less aware of the terminologies of Islamic banking and agreement conditions. Generally, most people are recognized to be neutral and confused about the recent Islamic banking system, and even specifically, Madrasah mindset students reject recent adopted Islamic banking. However, the overall majority of Afghans demand actual Islamic banking.

According to our investigations and results of this study customer of Islamic banking industry of Afghanistan prefer ethical and religious profits more than economic profits. For this reason, compliance dimension (COM) of SQ is most significant dimension in order to, enhance CS (Lone, 2017; Obeid & Kaabachi, 2016; Okumus & Genc, 2015; Bizari, 2014; Muhammad et al., 2013; Lee & Ullah, 2011; Gaith & Worthington, 2008; Naser et al., 1999; Metawa & Almossawi, 1998). Based on customers' appreciations, Islamic windows lack Shariah compliance. Thus, there is a lack of customers' confidence that Islamic windows funds may be co-mingled with funds in the conventional interest-based transaction books. Similarly, accepting conventional policies and utilizing conventional accounts based on interest rates and other Islamically doubtful practices create challenges for Islamic windows, especially regarding compliance (COM).

Similarly, based on this study's findings, reliability (REL) is a significant component of banking SQ to enhance CS in Afghanistan's Islamic banking industry. Thus, based on our investigations, overall Islamic banking in Afghanistan initially lacks in products and services. Thus, Afghanistan's Islamic banking industry needs improvement in innovative products and services with their pricing and designing policies. Moreover, the process of application and opening an account should be easy for people. Registration for a bank account should become an easy process even for a layperson in Afghanistan's rural areas.

Similarly, a sufficient number of ATMs should be installed for a cash drawl, and cash should always be available on those machines. Furthermore, based on this investigation, we found that empathy (EMP), and SQ component, is significant in Afghanistan's Islamic banking industry. Therefore, this SQ dimension suggests that Afghanistan's Islamic banking industry should invest in profitable business and projects through various Islamic banking products and services. Similarly, the ratio of profit distribution related to bank management and Bank all service charges should be fair. Furthermore, this dimension of SQ suggests that Afghanistan's Islamic banking industry should create a well trusted and full of confidence environment to increase CS because the experience of Kabul Bank scandals in 2011 made customers cautious in depositing their money with banks in Afghanistan. Finally, the fourth component of SQ is responsiveness (RES) that we found it significant. This study's responsiveness (RES) suggests that credit availability conditions should be justly on favourable terms of the agreement. Because strict contract agreement makes customers not repeat the contract, it impacts client loyalty. Furthermore, Since the relationship between employee and client is considered highly interactive, so the Islamic banking industry should improve the service excellence of their employees and their awareness about Islamic transactions, communication skill, and customer care by conducting training programs to deal with clients in a professional and friendly mode, and manner, and finally, to have efficient and 87

fast employees(Ali, 2018; Ali & Raza, 2017; Prastiwi et al., 2017; Bachari et al., 2015; Akhtar et al., 2011).

## 6.1. Limitations of the study and future directions

In this study, we only consider seven SQ dimensions to analyze CS in Afghanistan's Islamic banking industry. However, there are other dimensions which have a role in determining client satisfaction and exploring service provider service quality such as, access (AC), communication (COMM), creditability (CRED), competence (COMP), courtesy (C), innovation (INNOV), security (SECY), and understanding (UND). Similarly, we only consider the SQ of the Islamic banking industry. There is a gap in the comparative study of Islamic banking industry SQ versus conventional banking industry SQ in Afghanistan for future research. Furthermore, in our research, our population area was Kabul only. Future researchers should consider other provinces in which banking industries such as Balkh province and Nangarhar province. Finally, there is a gap for future researchers to analyze the SQ and CS of every Bank in Afghanistan.

#### **Conflict of Interests/Disclosures**

The authors declared no potential conflicts of interest w.r.t the research, authorship and/or publication of this article.

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#### APPENDICES

#### Appendix A

#### Table A.1: Preliminary list of factors

Code	Factors
CS	Customer Satisfaction: It indicates overall satisfaction customers
CS1	Overall satisfaction with the products and services offered by Islamic Bank/Islamic Window
CS2	General Satisfaction with employees performance and attitudes
CS3	Satisfaction with Islamic banking profitability
CS4	Satisfaction with Islamic banking system
CS5	Satisfaction with number of recent branches and its location
СОМ	<b>Compliance:</b> It indicates implementation and adoption of Islamic laws by a service provider organization.
COM1	All banking provided products and services are compatible with Islamic laws.
COM2	Profit and loss sharing basis in Investment Products. (Maswadeh, 2015)

<ul> <li>COM4 Islamic Bank/Islamic Window care to achieve objectives of Shariah.</li> <li>COM5 Awareness of Employees from term and condition of related products and services</li> <li>Assurance: It represents strength in inspiration of customers trust by employees of an organization through their efforts, built skills and expertness toward organization professions and responsibilities.</li> <li>AsR2 Well trained and highly knowledgeable employees in Bank</li> <li>Access to account information is easily</li> <li>Politeness and friendly staff</li> <li>Asray Torcess of Application</li> <li>REL Reliability: It indicates accurate and diligent performance of a service provider.</li> <li>REL3 Security of transactions</li> <li>REL4 Bank offers many products and services</li> <li>Convenience (short time for service anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and book which are used for providing the services of an organization.</li> <li>TAN Tangibles: This dimension represents of Sank</li> <li>Such as computers, ATM and other facilities etc</li> <li>CAN2 Clear and understandable Brochures and forms of Bank</li> <li>Such as computers, ATM and other facilities.</li> <li>EMP Empatyby: This dimension indicates treatment, care and attention a service provider with its cleints</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park'spacing and accessible location:</li> <li>RES Corporate Social Responsibility forvable terms(Lone, 2018)</li> <li>EMP5 Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>EMP5 Responsiveness: This dimension indicates relationship attachment style of an</li></ul>	COM3	Islamic Bank/Islamic Window is not involved in impermissible business activity.
<ul> <li>COM5 Awareness of Employees from term and condition of related products and services</li> <li>ASR Assurance: It represents strength in inspiration of customers trust by employees of an organization through their efforts, built skills and expertness toward organization professions and responsibilities.</li> <li>ASRI Adequate number of Bank staff/employees in Bank</li> <li>ASR2 Access to account information is easily</li> <li>ASR4 Politeness and friendly staff</li> <li>RetL Reliability: It indicates accurate and diligent performance of a service provider.</li> <li>REL Reliability: It indicates accurate and diligent performance of a service provider.</li> <li>REL Asy Process of Application</li> <li>REL Ank offers many products and services</li> <li>Convenience (short time for service anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities on tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank</li> <li>Such as computers, ATM and other facilities etc</li> <li>Clear and understandable Brochures and forms of Bank</li> <li>Number of Branches(Branching facility)</li> <li>TAN3 Bunk size in assets and capital</li> <li>Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>Reside and fiftiency of transactions</li> <li>EMP4 Enough Park spacing and accessible location:</li> <li>Responsiveness: This dimension indicates relation</li></ul>	COM4	Islamic Bank/Islamic Window care to achieve objectives of Shariah.
ASR         Assurance: It represents strength in inspiration of customers trust by employees of an organization through their efforts, built skills and expertness toward organization professions and responsibilities.           ASR1         Adequate number of Bank staff/employees           ASR2         Well trained and highly knowledgeable employees in Bank           ASR2         Access to account information is easily           ASR4         Access to account information is easily           ASR4         Politeness and friendly staff           ASR5         Interior comfort in Bank (Lone, 2018)           REL         Reliability: It indicates accurate and diligent performance of a service provider.           RE13         Easy Process of Application           RE14         Bank offers many products and services           RE15         Convenience (short time for service anywhere) (Lone, 2018)           Tamgibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.           TAN1         Tangibles: This dimension indicates treatment, care and attention a service provider with its clients           Such as computers, ATM and other facilities etc         TAN3           TAN2         Clear and understandable Brochures and forms of Bank           TAN3         Number of Branks branching facility)           TAN4         Bank size in assets and capital	COM5	Awareness of Employees from term and condition of related products and services
organization through their efforts, built skills and expertness toward organization professions and responsibilities. ASR1 Adequate number of Bank staff/employees ASR2 Well trained and highly knowledgeable employees in Bank ASR3 Access to account information is easily ASR4 Politeness and friendly staff REL Reliability: It indicates accurate and diligent performance of a service provider. REL1 Easy Process of Application REL2 Always Availability of Cash in ATM machine REL3 Security of transactions REL4 Bank offers many products and services Convenience (short time for service anywhere) (Lone, 2018) <b>TAN Tangibles:</b> This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization. TAN1 Technology, provided facilities of Bank Such as computers, ATM and other facilities etc TAN2 Clear and understandable Brochures and forms of Bank TAN3 Number of Branches(Branching facility) TAN4 Bank size in assets and capital TAN5 Location of banks branches EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients EMP2 Products and service profitability (Lone, 2018) EMP3 Speed and efficiency of transactions EMP4 Confidence in Bank's management (Lone, 2018) EMP5 Enough Park spacing and accessible location: RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers. RES1 Opening hours of operations (Cane, 2018) EMP5 Enough Park spacing and accessible location: RES5 Restore error quickly CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities. CSR1 Policy for Qard Hasan (AAOIFI, 2010) CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)	ASR	Assurance: It represents strength in inspiration of customers trust by employees of an
approfessions and responsibilities.           ASRI         Adequate number of Bank staff/employees           ASR2         Well trained and highly knowledgeable employees in Bank           ASR3         Access to account information is easily           ASR4         Politeness and friendly staff           ASR5         Interior comfort in Bank (Lone, 2018)           REL         Reliability: It indicates accurate and diligent performance of a service provider.           REL2         Always Availability of Cash in ATM machine           REL3         Security of transactions           REL4         Bank offers many products and services           REL5         Convenience (short time for service anywhere) (Lone, 2018)           (Lone, 2018)         provided facilities of Bank           Such as computers, ATM and other facilities etc         TAN           TAN3         Number of Bank Staff/employees           Kunber of Bank stanching facility)         TAN4           Bank size in assets and capital         Location of banks branches           EMP         Empathy: This dimension indicates treatment, care and attention a service provider with its clients           EMP1         Lower service charge (Lone, 2018)           EMP2         Products and service profitability           (Lone, 2018)         Empathy: This dimension indicates relationship attachm		organization through their efforts, built skills and expertness toward organization
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<ul> <li>ASR2 Well trained and highly knowledgeable employees in Bank</li> <li>ASR3 Access to account information is easily</li> <li>ASR4 Politeness and friendly staff</li> <li>ASR5 Interior comfort in Bank (Lone, 2018)</li> <li>REL Reliability: It indicates accurate and diligent performance of a service provider.</li> <li>REL2 Always Availability of Cash in ATM machine</li> <li>REL3 Security of transactions</li> <li>REL4 Bank offers many products and services</li> <li>REL5 Convenience (short time for service anywhere) (Lone, 2018)</li> <li>Convenience (short time for service anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank</li> <li>Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>TAN4 Bank size in assets and capital</li> <li>Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Enough Park spacing and accessible location:</li> <li>RES</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>Cerdit Availability on justly favorable terms(Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES</li> <li>RES</li> <li>Correate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR Policy for Waqf Management (</li></ul>	ASR1	Adequate number of Bank staff/employees
ASR3       Access to account information is easily         ASR4       Politeness and friendly staff         ASR5       Interior comfort in Bank (Lone, 2018)         REL       Reliability: It indicates accurate and diligent performance of a service provider.         REL1       Easy Process of Application         REL2       Security of transactions         REL3       Security of transactions         REL4       Bank offers many products and services         Convenience (short time for service anywhere) (Lone, 2018)       (Lone, 2018)         TAN       Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.         TAN1       Technology, provided facilities of Bank         Such as computers, ATM and other facilities etc         TAN2       Clear and understandable Brochures and forms of Bank         TAN3       Number of Branches(Branching facility)         TAN4       Bank size in assets and capital         TAN5       Location of banks branches         EMP       Empathy: This dimension indicates treatment, care and attention a service provider with its clients         EMP1       Lower service charge (Lone, 2018)         EMP2       Products and service profitability (Lone, 2018)         EMP3       Speed and efficiency of tran	ASR2	Well trained and highly knowledgeable employees in Bank
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REL       Reliability: It indicates accurate and diligent performance of a service provider.         REL1       Easy Process of Application         REL2       Always Availability of Cash in ATM machine         REL3       Security of transactions         REL4       Bank offers many products and services         REL5       Convenience (short time for service anywhere) (Lone, 2018)         TAN       Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.         TAN1       Technology, provided facilities of Bank         Such as computers, ATM and other facilities etc         TAN3       Number of Branches(Branching facility)         TAN4       Bank size in assets and capital         Location of banks branches       EMP         EMP       Empathy: This dimension indicates treatment, care and attention a service provider with its clients         EMP1       Lower service charge (Lone, 2018)         EMP3       Speed and efficiency of transactions         EMP4       Confidence in Bank's management (Lone, 2018)         EMP5       Enough Park spacing and accessible location:         RES2       Credit Availability on justy favorable terms(Lone, 2018)         RES3       Efficient and fast counter services (Lone, 2018)         EMP44	ASR5	Interior comfort in Bank (Lone, 2018)
<ul> <li>REL1 Easy Process of Application</li> <li>RE12 Always Availability of Cash in ATM machine</li> <li>RE13 Security of transactions</li> <li>REL4 Bank offers many products and services</li> <li>REL5 Convenience (short time for service anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>Bank size in assets and capital</li> <li>TAN5 Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2</li> <li>EMP5 Enough Park spacing and accessible terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone, 2018)</li> <li>RES5 Restore error quickly</li> <li>CSR2 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	REL	Reliability: It indicates accurate and diligent performance of a service provider.
<ul> <li>REL2 Always Availability of Cash in ATM machine</li> <li>RE3 Security of transactions</li> <li>RE4 Bank offers many products and services</li> <li>RE4 Bank offers many products and services anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>Technology, provided facilities of Bank</li> <li>Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital</li> <li>TAN5 Location of banks branches</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RE5 Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RE51 Opening hours of operations</li> <li>EK51 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RE53 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR Policy for Card al Hasan (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	REL1	Easy Process of Application
<ul> <li>REL3 Security of transactions</li> <li>RE44 Bank offers many products and services</li> <li>REJ5 Convenience (short time for service anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank</li> <li>Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital</li> <li>Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES</li> <li>RES1 Opening hours of operations</li> <li>Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3</li> <li>Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RES5</li> <li>Restore error quickly</li> <li>CSR</li> <li>Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	REL2	Always Availability of Cash in ATM machine
<ul> <li>REL4 Bank offers many products and services</li> <li>REL5 Convenience (short time for service anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank Such as computers, ATM and other facilities etc</li> <li>Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES</li> <li>Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>Posed the Adiability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR5 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	REL3	Security of transactions
<ul> <li>REL5 Convenience (short time for service anywhere) (Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>Bank size in assets and capital</li> <li>Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RE51 Opening hours of operations</li> <li>RE52 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RE53 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR Policy for Vaard Alaagement (AAOIFI, 2010)</li> <li>CSR5 Policy for Vaard Hasan (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	REL4	Bank offers many products and services
<ul> <li>(Lone, 2018)</li> <li>TAN Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>Bank size in assets and capital</li> <li>TAN5 Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR Policy for Charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	REL5	Convenience (short time for service anywhere)
<ul> <li>Tangibles: This dimension represents presences of tangible assets and other physical facilities and tools which are used for providing the services of an organization.</li> <li>TAN1 Technology, provided facilities of Bank Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital</li> <li>TAN5 Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES5 Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>		(Lone, 2018)
<ul> <li>TaN1 Technology, provided facilities of Bank</li> <li>Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital</li> <li>TAN5 Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone, 2018)</li> <li>RES5 Restore error quickly</li> <li>CSRC Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR2 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	TAN	<b>Tangibles:</b> This dimension represents presences of tangible assets and other physical
<ul> <li>IAN1 lechnology, provided facilities of Bank</li> <li>Such as computers, ATM and other facilities etc</li> <li>TAN2 Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital</li> <li>Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>Credit Availability on justly favorable terms(Lone, 2018)</li> <li>EK54 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Waaf Management (AAOIFI, 2010)</li> <li>CSR5 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>		facilities and tools which are used for providing the services of an organization.
<ul> <li>Such as computers, AIM and other facilities etc</li> <li>Clear and understandable Brochures and forms of Bank</li> <li>TAN3 Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital</li> <li>TAN5 Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RE5 Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RE51 Opening hours of operations</li> <li>RE52 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RE53 Restore error quickly</li> <li>Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR5 Policy for Chartable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	IAN1	Lechnology, provided facilities of Bank
<ul> <li>Liear and understandable Brochures and forms of Bank</li> <li>TAN2</li> <li>Number of Branches(Branching facility)</li> <li>TAN4</li> <li>Bank size in assets and capital</li> <li>Location of banks branches</li> <li>EMP</li> <li>Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1</li> <li>Lower service charge (Lone, 2018)</li> <li>EMP2</li> <li>Products and service profitability (Lone, 2018)</li> <li>EMP3</li> <li>Speed and efficiency of transactions</li> <li>EMP4</li> <li>Confidence in Bank's management (Lone, 2018)</li> <li>EMP5</li> <li>Enough Park spacing and accessible location:</li> <li>RES</li> <li>Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1</li> <li>Opening hours of operations</li> <li>RES2</li> <li>Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3</li> <li>Reficient and fast counter services (Lone, 2018)</li> <li>RES5</li> <li>Restore error quickly</li> <li>CSR</li> <li>Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR2</li> <li>Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR4</li> <li>Policy for waaf Management (AAOIFI, 2010)</li> <li>CSR5</li> <li>Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5</li> <li>Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	TANO	Such as computers, ATM and other facilities etc
<ul> <li>Number of Branches(Branching facility)</li> <li>TAN4 Bank size in assets and capital</li> <li>Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RE51 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	TAN2	Clear and understandable Brochures and forms of Bank
<ul> <li>TAN4 Bank size in assets and capital</li> <li>TAN5 Location of banks branches</li> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone,2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Responsiveness: Linis dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	TAN3	Number of Branches(Branching facility)
<ul> <li>EMP Empathy: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>Popening hours of operations</li> <li>Efficient and fast counter services (Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR3 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>		Bank size in assets and capital
<ul> <li>Empariny: This dimension indicates treatment, care and attention a service provider with its clients</li> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES Responsiveness:</b> This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li><b>CSR Corporate Social Responsibility:</b> This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	TAN5	Location of banks branches
<ul> <li>EMP1 Lower service charge (Lone, 2018)</li> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES Responsiveness:</b> This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li><b>CSR Corporate Social Responsibility:</b> This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR3 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	ЕМР	its clients
<ul> <li>EMP2 Products and service profitability (Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES Responsiveness:</b> This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RES5 Restore error quickly</li> <li><b>CSR Corporate Social Responsibility:</b> This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	EMP1	Lower service charge (Lone, 2018)
<ul> <li>(Lone, 2018)</li> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES</b> Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RE55 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	EMP2	Products and service profitability
<ul> <li>EMP3 Speed and efficiency of transactions</li> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES Responsiveness:</b> This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RES5 Restore error quickly</li> <li><b>CSR Corporate Social Responsibility:</b> This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR3 Policy for tharitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>		(Lone, 2018)
<ul> <li>EMP4 Confidence in Bank's management (Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES Responsiveness:</b> This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone , 2018)</li> <li>RES5 Restore error quickly</li> <li><b>CSR Corporate Social Responsibility:</b> This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	EMP3	Speed and efficiency of transactions
<ul> <li>(Lone, 2018)</li> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES</b> Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li><b>CSR Corporate Social Responsibility:</b> This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	EMP4	Confidence in Bank's management
<ul> <li>EMP5 Enough Park spacing and accessible location:</li> <li><b>RES</b> Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for waqf Management (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>		(Lone, 2018)
<ul> <li>RES Responsiveness: This dimension indicates relationship attachment style of an organization staffs with their customers.</li> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services (Lone, 2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RE55 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	EMP5	Enough Park spacing and accessible location:
<ul> <li>RES1 Opening hours of operations</li> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services <ul> <li>(Lone,2018)</li> </ul> </li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> </ul> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those <ul> <li>activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies <ul> <li>(AAOIFI, 2010)</li> </ul> </li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul> </li>	RES	<b>Responsiveness:</b> This dimension indicates relationship attachment style of an organization staffs with their customers.
<ul> <li>RES2 Credit Availability on justly favorable terms(Lone, 2018)</li> <li>RES3 Efficient and fast counter services <ul> <li>(Lone,2018)</li> </ul> </li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> </ul> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those <ul> <li>activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies <ul> <li>(AAOIFI, 2010)</li> </ul> </li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul> </li>	RES1	Opening hours of operations
<ul> <li>RES3 Efficient and fast counter services (Lone,2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	RES2	Credit Availability on justly favorable terms(Lone, 2018)
<ul> <li>(Lone,2018)</li> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	RES3	Efficient and fast counter services
<ul> <li>RES4 Way staff treat customers (Lone ,2018)</li> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>		(Lone,2018)
<ul> <li>RES5 Restore error quickly</li> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	RES4	Way staff treat customers (Lone ,2018)
<ul> <li>CSR Corporate Social Responsibility: This dimension of service quality represents all those activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.</li> <li>CSR1 Policy for Qard al Hasan (AAOIFI, 2010)</li> <li>CSR2 Policy for Waqf Management (AAOIFI, 2010)</li> <li>CSR3 Policy for charitable activities (AAOIFI, 2010)</li> <li>CSR4 Environmental Impact Investment Policies (AAOIFI, 2010)</li> <li>CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)</li> </ul>	RES5	Restore error quickly
activities that an Institution is carrying to support community and for society development. It includes all religious, economic, legal, ethical, and discretionary responsibilities. CSR1 Policy for Qard al Hasan (AAOIFI, 2010) CSR2 Policy for Waqf Management (AAOIFI, 2010) CSR3 Policy for charitable activities (AAOIFI, 2010) CSR4 Environmental Impact Investment Policies (AAOIFI, 2010) CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)	CSR	Corporate Social Responsibility: This dimension of service quality represents all those
development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.CSR1Policy for Qard al Hasan (AAOIFI, 2010)CSR2Policy for Waqf Management (AAOIFI, 2010)CSR3Policy for charitable activities (AAOIFI, 2010)CSR4Environmental Impact Investment Policies (AAOIFI, 2010)CSR5Policy for Social /Development Impact Investment (AAOIFI, 2010)		activities that an Institution is carrying to support community and for society
CSR1Policy for Qard al Hasan (AAOIFI, 2010)CSR2Policy for Waqf Management (AAOIFI, 2010)CSR3Policy for charitable activities (AAOIFI, 2010)CSR4Environmental Impact Investment Policies (AAOIFI, 2010)CSR5Policy for Social /Development Impact Investment (AAOIFI, 2010)		development. It includes all religious, economic, legal, ethical, and discretionary responsibilities.
CSR2Policy for Waqf Management (AAOIFI, 2010)CSR3Policy for charitable activities (AAOIFI, 2010)CSR4Environmental Impact Investment Policies (AAOIFI, 2010)CSR5Policy for Social /Development Impact Investment (AAOIFI, 2010)	CSR1	Policy for Qard al Hasan (AAOIFI, 2010)
CSR3Policy for charitable activities (AAOIFI, 2010)CSR4Environmental Impact Investment Policies (AAOIFI, 2010)CSR5Policy for Social /Development Impact Investment (AAOIFI, 2010)	CSR2	Policy for Waqf Management (AAOIFI, 2010)
CSR4 Environmental Impact Investment Policies (AAOIFI, 2010) CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)	CSR3	Policy for charitable activities (AAOIFI, 2010)
(AAOIFI, 2010) CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)	CSR4	Environmental Impact Investment Policies
CSR5 Policy for Social /Development Impact Investment (AAOIFI, 2010)		(AAOIFI, 2010)
	CSR5	Policy for Social /Development Impact Investment (AAOIFI, 2010)

## Appendix **B**

Table B.1: Original data outer loadings									
	ASR	СОМ	CS	CSR	EMP	REL	RES	TAN	
ASR1	0.845								

ASR2 0.868 ASR3 0.859 ASR4 0.79 ASR5 0.659 COM1 0.916 COM2 0.856 COM3 0.899 COM4 0.871 COM5 0.82 CS1 0.831 CS2 0.754 CS3 0.769 CS4 0.729 CS5 0.664 CSR1 0.615 CSR2 0.664 CSR1 0.615 CSR2 0.834 CSR3 0.844 CSR3 0.844 CSR4 0.726 CSR3 0.844 CSR4 0.726 CSR4 0.726 CSR5 0.613 EMP1 0.78 0.78 EMP2 0.774		0.000								
ASR3 0.037 ASR4 0.79 ASR5 0.659 COM1 0.916 COM2 0.856 COM3 0.899 COM4 0.871 COM5 0.82 CS1 0.831 CS2 0.754 CS3 0.769 CS4 0.729 CS5 0.664 CSR1 0.615 CSR2 0.834 CSR3 0.844 CSR3 0.844 CSR4 0.726 CSR3 0.844 CSR4 0.726 CSR4 0.726 CSR5 0.613 EMP1 0.782 EMP2 0.774 EMP4 0.526	ASKZ	U.868								
ASR5       0.72         ASR5       0.659         COM1       0.916         COM2       0.856         COM3       0.899         COM4       0.871         COM5       0.82         CS1       0.831         CS2       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.774         EMP3       0.774	ASKJ ACD/	0.009								
COM1       0.916         COM2       0.856         COM3       0.899         COM4       0.871         COM5       0.82         CS1       0.831         CS2       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.774         EMP3       0.774	ASR4 ASD5	0.75								
COM2       0.856         COM3       0.899         COM4       0.871         COM5       0.82         CS1       0.831         CS2       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.774         EMP3       0.526	COM1	0.039	0.916							
COM3       0.899         COM4       0.871         COM5       0.82         CS1       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.782         EMP3       0.774         EMP4       0.526	COM2		0.856							
COM4       0.871         COM5       0.82         CS1       0.831         CS2       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP3       0.774         EMP4       0.526	COM3		0.899							
COM5       0.82         CS1       0.831         CS2       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.774         EMP4       0.526	COM4		0.871							
CS1       0.831         CS2       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.782         EMP3       0.774         EMP4       0.526	COM5		0.82							
CS2       0.754         CS3       0.769         CS4       0.729         CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.782         EMP3       0.774         EMP4       0.526	CS1			0.831						
CS3       0.769         CS4       0.729         CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.782         EMP3       0.774         EMP4       0.526	CS2			0.754						
CS4       0.729         CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.774         EMP4       0.526	CS3			0.769						
CS5       0.664         CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.774         EMP4       0.526	CS4			0.729						
CSR1       0.615         CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.774         EMP4       0.526	CS5			0.664						
CSR2       0.834         CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.782         EMP3       0.774         EMP4       0.526	CSR1				0.615					
CSR3       0.844         CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.782         EMP3       0.774         EMP4       0.526	CSR2				0.834					
CSR4       0.726         CSR5       0.613         EMP1       0.78         EMP2       0.782         EMP3       0.774         EMP4       0.526	CSR3				0.844					
CSRS       0.013         EMP1       0.78         EMP2       0.782         EMP3       0.774         EMP4       0.526	CSR4				0.726					
EMP1       0.78         EMP2       0.782         EMP3       0.774         EMP4       0.526	CSK5 EMD1				0.613	0.79				
EMP3         0.774           EMP4         0.526						0.78				
EMP4 0.526	EMP2 EMP3					0.782				
	EMP4					0.526				
EMP5 0.547	EMP5					0.547				
<b>REL1</b> 0.724	REL1						0.724			
<b>REL2</b> 0.738	REL2						0.738			
<b>REL3</b> 0.599	REL3						0.599			
REL4 0.511	REL4						0.511			
<b>REL5</b> 0.55	REL5						0.55			
RES1 0.666	RES1							0.666		
<b>RES2</b> 0.593	RES2							0.593		
RES3 0.8	RES3							0.8		
KE54 U.832	RES4							0.832		
KESD U./39	KESS TANI							0./39	0 609	
TAN2 0.000	TAN1								0.000	
TAN2 0.004 0.733	TAN2								0.004	
TAN4 0.731	TAN4								0.731	
TAN5 0.738	TAN5								0.738	

## Appendix C Retained Outer loading Table C.1: Outer loading

	ASR	СОМ	CS	CSR	EMP	REL	RES	TAN		
ASR1	0.86									
ASR2	0.889									
ASR3	0.865									
ASR4	0.8									
COM1		0.916								
COM2		0.856								
СОМЗ		0.899								
COM4		0.871								
COM5		0.82								
CS1			0.832							
CS2			0.752							
CS3			0.772							
CS4			0.729							

CS5	0.66					
CSR1		0.68				
CSR2		0.855				
CSR3		0.848				
CSR4		0.735				
EMP1			0.808			
EMP2			0.802			
EMP3			0.757			
EMP5			0.58			
REL1				0.724		
REL2				0.738		
REL3				0.599		
REL4				0.512		
REL5				0.55		
RES2					0.647	
RES3					0.796	
RES4					0.844	
RES5					0.722	
TAN1						0.64
TAN3						0.743
TAN4						0.756
TAN5						0.742

# Table C.2: Outer loading Significance

	Original Sample	М	STDEV	T Statistics	P Values
ASR1 <- ASR	0.860	0.859	0.023	37.390	0.000
ASR2 <- ASR	0.889	0.889	0.014	64.183	0.000
ASR3 <- ASR	0.865	0.866	0.018	46.960	0.000
ASR4 <- ASR	0.800	0.800	0.033	24.358	0.000
COM1 <- COM	0.916	0.916	0.008	109.583	0.000
COM2 <- COM	0.856	0.856	0.017	49.321	0.000
COM3 <- COM	0.899	0.899	0.013	66.691	0.000
COM4 <- COM	0.871	0.870	0.017	50.169	0.000
COM5 <- COM	0.820	0.820	0.020	41.065	0.000
CS1 <- CS	0.832	0.832	0.018	46.130	0.000
CS2 <- CS	0.752	0.752	0.031	24.163	0.000
CS3 <- CS	0.772	0.772	0.025	30.430	0.000
CS4 <- CS	0.729	0.729	0.032	22.505	0.000
CS5 <- CS	0.660	0.659	0.037	17.711	0.000
CSR1 <- CSR	0.680	0.677	0.040	17.148	0.000
CSR2 <- CSR	0.855	0.852	0.023	36.419	0.000
CSR3 <- CSR	0.848	0.848	0.019	45.380	0.000
CSR4 <- CSR	0.735	0.734	0.037	19.696	0.000
EMP1 <- EMP	0.808	0.808	0.023	34.442	0.000
EMP2 <- EMP	0.802	0.802	0.023	34.610	0.000
EMP3 <- EMP	0.757	0.757	0.026	28.703	0.000
EMP5 <- EMP	0.580	0.579	0.052	11.201	0.000
REL1 <- REL	0.724	0.722	0.035	20.421	0.000
REL2 <- REL	0.738	0.737	0.037	20.068	0.000
REL3 <- REL	0.599	0.598	0.054	11.009	0.000
REL4 <- REL	0.512	0.509	0.055	9.284	0.000
REL5 <- REL	0.550	0.549	0.058	9.552	0.000
RES2 <- RES	0.647	0.648	0.037	17.732	0.000
RES3 <- RES	0.796	0.794	0.030	26.586	0.000
RES4 <- RES	0.844	0.843	0.021	40.073	0.000
RES5 <- RES	0.722	0.719	0.044	16.243	0.000
TAN1 <- TAN	0.640	0.636	0.054	11.850	0.000
TAN3 <- TAN	0.743	0.742	0.039	18.999	0.000

TAN4 <	- TAN	0.756		0.755	0.034	22.	161	0.000	
TAN5 <	- TAN	0.742		0.739	0.042	17.	612	0.000	
Appendi	x D								
Table D.	1: Cross	Loading							
	ASR	СОМ	CS	CSR	EMP	REL	RES	TAN	
ASR1	<mark>0.86</mark>	0.33	0.455	0.259	0.464	0.568	0.563	0.522	
ASR2	<mark>0.889</mark>	0.421	0.557	0.328	0.554	0.626	0.575	0.571	
ASR3	<mark>0.865</mark>	0.377	0.508	0.329	0.569	0.646	0.639	0.611	
ASR4	<mark>0.8</mark>	0.329	0.459	0.252	0.464	0.511	0.512	0.423	
COM1	0.357	<mark>0.916</mark>	0.616	0.471	0.407	0.451	0.372	0.35	
COM2	0.482	<mark>0.856</mark>	0.611	0.499	0.493	0.481	0.455	0.447	
СОМЗ	0.345	<mark>0.899</mark>	0.576	0.43	0.413	0.43	0.38	0.344	
COM4	0.398	<mark>0.871</mark>	0.535	0.544	0.46	0.439	0.386	0.323	
COM5	0.285	<mark>0.82</mark>	0.548	0.438	0.375	0.422	0.345	0.235	
CS1	0.386	0.599	<mark>0.832</mark>	0.383	0.556	0.513	0.479	0.364	
CS2	0.55	0.45	<mark>0.752</mark>	0.259	0.464	0.488	0.468	0.393	
CS3	0.39	0.463	<mark>0.772</mark>	0.385	0.61	0.446	0.492	0.299	
CS4	0.433	0.54	<mark>0.729</mark>	0.349	0.421	0.422	0.401	0.342	
CS5	0.444	0.43	<mark>0.66</mark>	0.264	0.355	0.49	0.507	0.479	
CSR1	0.112	0.386	0.274	<mark>0.68</mark>	0.33	0.309	0.208	0.182	
CSR2	0.283	0.395	0.318	<mark>0.855</mark>	0.353	0.34	0.351	0.292	
CSR3	0.396	0.556	0.448	<mark>0.848</mark>	0.436	0.469	0.462	0.382	
CSR4	0.222	0.319	0.294	0.735	0.354	0.335	0.307	0.187	
EMP1	0.426	0.36	0.515	0.398	<mark>0.808</mark>	0.522	0.5	0.415	
EMP2	0.424	0.372	0.532	0.343	<mark>0.802</mark>	0.453	0.475	0.392	
EMP3	0.623	0.434	0.51	0.344	<mark>0.757</mark>	0.558	0.592	0.567	
EMP5	0.288	0.288	0.336	0.343	<b>0.58</b>	0.51	0.348	0.264	
REL1	0.533	0.375	0.42	0.254	0.447	0.724	0.467	0.474	
REL2	0.595	0.324	0.461	0.327	0.445	0.738	0.451	0.51	
REL3	0.422	0.26	0.392	0.202	0.324	0.599	0.413	0.446	
REL4	0.225	0.388	0.34	0.426	0.39	0.512	0.318	0.241	
REL5	0.343	0.272	0.351	0.318	0.549	0.55	0.369	0.289	
RES2	0.333	0.33	0.503	0.393	0.59	0.429	0.647	0.333	
RES3	0.544	0.341	0.443	0.322	0.493	0.488	0.796	0.722	
RES4	0.616	0.352	0.516	0.334	0.467	0.525	0.844	0.579	
RES5	0.538	0.314	0.395	0.266	0.395	0.505	0.722	0.582	
TAN1	0.335	0.23/	0.286	0.180	0.233	0.359	0.397	0.64	
TANJ	0.520	0.285	0.359	0.314	0.474	0.582	0.536	0.743	
	0.456	0.326	0.404	0.284	0.474	0.43/	0.058	0.756	
I ANS	0.4//	0.276	0.367	0.21/	0.406	0.45	0.4/4	0.742	



#### Appendix E Graphical Representation of Model Figure E.1 Graphical Representation of PLS-SEM Model of this Study

Figure E.2: Graphical Representation of Predictive Relevance of the Model ( $Q^2$ )

