E-ISSN: 2962-0260 | P-ISSN: 2962-0279, DOI:10.33050

# The Role of Technology Adoption in Scaling Startupreneur Business Models in the Digital Economy

Ariana Delhi<sup>1</sup> Apriani Sijabat<sup>2</sup>

<sup>1</sup>Department of Computer Science, ADI Incorporation, America

<sup>2</sup>Department of Science Education, Padang State University, Indonesia

<sup>1</sup>nadel@adi-journal.org, <sup>2</sup>aprianisijabat@gmail.com

## **Article Info**

## Article history:

Submission June 27, 2024 Revised August 12, 2024 Accepted September 10, 2024 Published October 14, 2024

## Keywords:

Startupreneur Technology Adoption Digital Business Cloud Computing Business Growth



#### **ABSTRACT**

Technology adoption plays a vital role in the digital business landscape, enabling startupreneurs to scale their businesses efficiently. In the era of the digital economy, adopting the right technologies can drive growth and enhance competitiveness. This study aims to understand how technology adoption contributes to the scaling of startupreneur business models. Using a mixed-methods approach, data was collected through quantitative surveys and in-depth interviews with 200 startupreneurs. The results indicate that cloud computing, e-commerce platforms, and mobile apps are the most impactful technologies, with cloud computing driving 30% business growth and 20% cost reduction. These findings highlight the importance of strategic technology adoption for startupreneurs seeking to expand their operations. The study offers practical insights into how startupreneurs can leverage digital tools for sustainable growth, and future research should explore the long-term impacts of emerging technologies like AI and blockchain.

This is an open access article under the <u>CC BY 4.0</u> license.



140

DOI: https://doi.org/10.330550/sabda.v3i2.631

This is an open-access article under the CC-BY license (https://creativecommons.org/licenses/by/4.0/) 
©Authors retain all copyrights

# 1. INTRODUCTION

In the era of the digital economy, technology adoption has become a critical factor for business growth and sustainability [1]. Startupreneurs, who are entrepreneurs in the early stages of business development, are increasingly leveraging digital tools and platforms to enhance their business models and reach a broader customer base. The rapid development of technologies such as cloud computing [2], artificial intelligence, and blockchain is transforming the way businesses operate, providing opportunities for startupreneurs to scale their ventures more efficiently. However, despite the potential benefits [3], many startupreneurs face significant challenges in adopting and integrating these technologies into their business models [4]. Globally, startupreneurs often struggle with limited access to resources, insufficient technical expertise, and a lack of understanding of which technologies are best suited for their business needs. These challenges are even more pronounced in developing countries, where digital infrastructure and support for entrepreneurship may be limited [5].

While technology adoption has been widely recognized as a key enabler for business growth, there is still a gap in the literature regarding how startupreneurs specifically adopt and utilize technology to scale their businesses. Most studies have focused on large enterprises or established small and medium-sized enterprises

(SMEs) [6], with limited attention given to startupreneurship and its unique challenges. The absence of research on the relationship between technology adoption and the scaling of startupreneur business models creates a critical knowledge gap that this study aims to address [7]. Understanding this relationship is crucial for helping startupreneurs overcome the barriers they face and leverage technology effectively for business growth[8].

This study aims to investigate the role of technology adoption in scaling startupreneur business models within the digital economy [9]. Specifically, it seeks to explore how various digital technologies, such as cloud platforms, mobile applications, and automation tools, contribute to the growth and expansion of startupreneur ventures [10]. By examining these factors, the study will provide insights into how startupreneurs can utilize technology to enhance their operational efficiency, market reach, and overall business performance [11]. To achieve these objectives, the study will address several key questions: How does technology adoption influence the scaling of startupreneur business models in the digital economy? What specific digital technologies are most beneficial for startupreneurs looking to scale their businesses? What are the key challenges faced by startupreneurs in adopting and integrating these technologies?

The findings from this research are expected to provide valuable guidance for startupreneurs in choosing and implementing the right technologies for scaling their businesses [12]. As the digital economy continues to evolve, understanding the role of technology adoption in business growth will become increasingly important for startupreneurs seeking to remain competitive and thrive in the market [13]. This study will also contribute to the academic literature by filling the existing gap related to startupreneurship and technology adoption, offering practical insights that can support the development of more effective strategies for startupreneurs to scale their ventures [14].

#### 2. LITERATURE REVIEW

# 2.1. Startupreneurs Ship in the Digital Economy

The emergence of the digital economy has transformed the landscape for startupreneurs, offering new opportunities and challenges. Startupreneurship refers to the process of starting and scaling new businesses, particularly in digital and technology-driven sectors [15]. In recent years, the proliferation of digital tools and platforms has enabled startupreneurs to develop innovative business models that can reach wider audiences, operate at lower costs, and respond more quickly to market demands. Digital business models such as e-commerce, subscription-based services, and platform economies have become essential for startupreneurs seeking to leverage the potential of the digital economy [16]. These models rely on digital technologies to deliver value to customers, reduce operational inefficiencies, and enhance the scalability of the business. However, while the digital economy provides significant advantages, it also poses challenges such as high competition, rapid technological changes, and the need for continuous innovation. Startupreneurs must navigate these challenges by adopting and integrating the right digital tools to remain competitive [17].

# 2.2. Technology Adoption Models

The adoption of technology in business settings is often guided by theoretical frameworks that help explain how and why individuals or organizations decide to adopt new technologies [18]. Several models have been developed to understand technology adoption, and these can be applied to startupreneurs as they seek to scale their businesses [19]. The Technology Acceptance Model (TAM) focuses on perceived usefulness and ease of use, which is crucial for startupreneurs who must adopt user-friendly technologies. The Unified Theory of Acceptance and Use of Technology (UTAUT) adds factors such as social influence and facilitating conditions, emphasizing the importance of external support and available resources. Lastly, Diffusion of Innovation (DOI) highlights the role of early adopters, positioning startupreneurs as key players in the spread of new technologies within markets [20].

- Technology Acceptance Model (TAM): Developed by Davis, TAM is one of the most widely used models to explain technology adoption. It posits that two key factors influence the decision to adopt a technology: perceived usefulness and perceived ease of use. For startupreneurs, these factors are critical as they often operate with limited resources and need to ensure that the technologies they adopt will directly enhance their business operations and are easy to implement.
- Unified Theory of Acceptance and Use of Technology (UTAUT): UTAUT, introduced by Venkatesh, builds upon earlier models by integrating additional factors such as social influence and facilitating conditions. UTAUT is particularly relevant for startupreneurs, as it takes into account the external environment

(e.g., support from stakeholders) and the availability of resources, which are often key determinants of whether a new technology will be adopted and successfully implemented.

• **Diffusion of Innovation (DOI)**: Rogers Diffusion of Innovation theory explains how new ideas and technologies spread within a social system over time. DOI emphasizes the role of early adopters, who are crucial in influencing others to adopt new technologies. Startupreneurs, often seen as innovators or early adopters themselves, must understand how to position their businesses to take advantage of new technologies as they diffuse through the market.

# 2.3. Scaling Business Models

Scaling a business refers to the process of growing a company's operations, market reach, and profitability without a corresponding increase in costs. For startupreneurs [21], scaling is a critical challenge as it requires both strategic decision-making and effective technology utilization. Technology plays a pivotal role in scaling startupreneur businesses by enabling automation, reducing operational costs, and improving customer engagement. Cloud computing, for instance, allows startupreneurs to scale their operations by providing flexible and cost-effective computing resources [22]. Similarly, customer relationship management (CRM) systems and digital marketing platforms enable startupreneurs to reach a larger audience and enhance customer retention without significant additional investments. The scalability of digital business models, such as Software as a Service (SaaS) or platform-based models, is largely dependent on the ability of startupreneurs to adopt the right technologies that allow them to expand operations efficiently while maintaining quality and profitability [23].

#### 2.4. Previous Research

Several studies have explored the role of technology adoption in startupreneurs entrepreneurs across various sectors. For example [24], a study by Chatterjee found that startupreneurs in the e-commerce sector who adopted advanced analytics and automation tools were able to significantly improve their operational efficiency and customer satisfaction. Similarly [25], research by Zhang and Lee highlighted the importance of mobile technologies for startupreneurs in developing markets. For instance, a case study in Kenya revealed that startupreneurs leveraged mobile payment systems like M-Pesa to overcome the challenge of limited banking infrastructure [26]. Similarly, in India, startupreneurs adopted cloud-based applications to compensate for unreliable internet connectivity, enabling them to scale their businesses efficiently despite digital infrastructure challenges. Where limited access to traditional infrastructure makes mobile platforms a key enabler for scaling businesses. Another study by Gupta and Arora examined how blockchain technology is being adopted by startupreneurs in the financial services industry to enhance security and transparency, thereby attracting more customers and investors [27].

Despite these insights, there remains a need for further research that specifically addresses how startupreneurs can effectively adopt and integrate new technologies to scale their business models [28]. The current body of research tends to focus more on established businesses, leaving a gap in understanding the unique challenges and opportunities that technology presents for startupreneurs. This study seeks to contribute to the literature by exploring the specific role of technology adoption in scaling startupreneur businesses, with a focus on the digital economy [29].

This literature review provides a comprehensive overview of the key concepts related to startupreneurship, technology adoption models, scaling business models, and previous research, setting the foundation for the study's investigation into the role of technology in scaling startupreneur businesses [30].

# 3. METHODS

## 3.1. Research Design

This study employs a mixed-methods approach, integrating both quantitative and qualitative research to gain a comprehensive understanding of how technology adoption influences the scaling of startupreneur business models. The quantitative aspect focuses on gathering structured data through surveys, while the qualitative aspect involves in-depth interviews with startupreneurs to explore their experiences and insights regarding technology adoption. The mixed-methods design allows for triangulation, increasing the reliability and validity of the findings.

#### 3.2. Data Collection

Data for this study was collected through two primary techniques, each designed to capture different types of information and provide a comprehensive understanding of how startupreneurs are using technology to scale their businesses.

- Online Surveys: Quantitative data was gathered through online surveys distributed to 200 startupreneurs from various sectors, including e-commerce, fintech, and digital services. The survey included both closed and open-ended questions to capture details about the technologies they use and the effects on business scaling.
- **Semi-Structured Interviews**: A qualitative approach was used to conduct 10 in-depth interviews with selected startupreneurs. The interviews provided insights into the specific challenges, opportunities, and strategies associated with adopting technology to scale businesses.

#### 3.3. Sampling Method

The study used purposive sampling to select participants who were startupreneurs with at least one year of operational experience and had adopted at least one key technology (e.g., cloud computing, e-commerce platforms, automation tools). This method was chosen to ensure that the participants had relevant experience with technology adoption and scaling. The final sample included 200 survey respondents and 10 interviewees.

## 3.4. Data Analysis Techniques

For the quantitative data, statistical analysis was performed using SmartPLS to conduct Structural Equation Modeling (SEM). This allowed the study to evaluate the relationships between technology adoption and business growth. Descriptive statistics, such as means and standard deviations, were calculated to summarize the responses, while regression analysis was used to examine the effect of different technologies on business performance. For the qualitative data, thematic analysis was applied to identify common themes from the interviews. This involved coding the qualitative data to reveal key patterns, such as the perceived benefits of technology, challenges in implementation, and strategic approaches to adoption. These recurring themes were cross-referenced with quantitative findings, contributing to the paper's main conclusions on how startupreneurs effectively leverage technology for business growth and sustainability. These included perceived benefits, challenges, and strategies for technology adoption. The analysis was conducted using NVivo software, which helped in systematically coding and organizing the data for deeper insights.

# 3.5. Limitations

Several limitations were encountered during the study. First, the sample size of 200 respondents may limit the generalizability of the findings, particularly as the study focuses on startupreneurs in the digital economy. Second, the self-reported nature of the survey data may introduce biases, as participants may overestimate the success of technology adoption in their businesses. Third, the study only focuses on startupreneurs who have already adopted technology, which may exclude insights from those who are in the early stages of considering adoption. Finally, resource constraints limited the number of interviews conducted, which could have provided a more diverse range of qualitative insights.

# 4. RESULT AND DISCUSSION

The data collected from the survey and interviews provide clear insights into the role of technology adoption in scaling startupreneur business models. The adoption rates of key digital technologies such as cloud computing, e-commerce platforms, and mobile apps, were found to have a significant impact on both business growth and operational cost reduction. Moreover, technology adoption leads to socio-economic changes, particularly in workforce transformation. Automation and digital platforms often result in the displacement of traditional roles, but they also create new opportunities in technology-driven industries. Startupreneurs are driving this shift, moving away from labor-intensive business models to more technology-centered operations, which allow for faster scalability and greater market reach.

The data show that cloud computing had the highest adoption rate (85%) and the greatest impact on business growth (30%), along with a 20% cost reduction. E-commerce platforms followed closely with a 78% adoption rate, contributing to a 25% business growth and an 18% reduction in costs. Mobile apps also showed a significant effect, with 72% adoption leading to 22% growth and a 15% cost reduction. The

Technology	Adoption Rate (%)	<b>Business Growth (%)</b>	Cost Reducation (%)
Cloud Computing	85	30	20
E-Commerce Platform	78	25	18
Automation Tools	65	20	15
CRM Systems	55	18	12
Mobile Apps	72	22	15

Table 1. Technology Adoption Impact outlines adoption rates, growth, and cost reductions per technology.

results highlight that technologies with the highest adoption rates correlate with higher business growth and operational efficiency for startupreneurs.

The findings from this study align well with existing theories, such as the Technology Acceptance Model (TAM) and the Unified Theory of Acceptance and Use of Technology (UTAUT). These models suggest that perceived usefulness and ease of use are key drivers in the adoption of new technologies. Cloud computing, for example, offers flexibility and scalability, which explains its high adoption rate and significant impact on business growth. The strong results for cloud computing reflect its ability to reduce infrastructure costs while providing the capacity to handle increasing customer demands. Previous studies, such as those by Chatterjee and Gupta and Arora, also confirm the effectiveness of digital technologies like cloud computing, mobile apps, and automation tools in enhancing business performance. Chatterjee et al. found that advanced digital technologies lead to improved operational efficiency, and our study supports this conclusion, particularly in the context of startupreneur businesses. Gupta and Arora emphasized the role of blockchain in the financial sector, but the current study broadens the scope by focusing on more commonly adopted technologies that can be used across different industries.

The data demonstrate that technology plays a crucial role in enabling startupreneurs to scale their businesses without a corresponding increase in costs. Cloud computing allows businesses to rapidly scale operations by providing on-demand computing resources, which eliminates the need for large upfront capital investments in infrastructure. E-commerce platforms enable startupreneurs to reach a broader customer base, often on a global scale, while maintaining a relatively small operational footprint. Similarly, mobile apps enhance customer engagement, allowing startupreneurs to interact with users in real-time and personalize the customer experience, which fosters growth and loyalty.

Furthermore, automation tools and CRM systems streamline business processes, allowing startupreneurs to handle larger volumes of transactions, customer interactions, and inventory management without hiring additional staff. These technologies directly reduce the cost-to-scale ratio, enabling businesses to grow efficiently. In summary, the results of this study underscore the vital role of technology adoption in scaling startupreneur business models. The ability of startupreneurs to choose and implement the right technologies directly impacts their growth trajectory, operational efficiency, and long-term success in the digital economy.

# 5. CONCLUSION

This study found that technology adoption plays a critical role in scaling startupreneur business models in the digital economy. Technologies such as cloud computing, e-commerce platforms, and mobile apps were shown to have the most significant impact on business growth and cost reduction. Cloud computing, in particular, demonstrated the highest adoption rate and the greatest contribution to scaling efforts by providing scalable infrastructure and reducing operational costs.

The findings have practical implications for startupreneurs looking to grow their businesses. Startupreneurs can enhance their competitive advantage by strategically adopting digital technologies that align with their business needs. To support sustainable technology adoption, stakeholders such as policymakers and investors should focus on providing access to digital infrastructure, offering training programs on digital literacy, and introducing financial incentives to promote long-term technological integration. Such measures can help startupreneurs navigate the complex process of scaling their businesses while maintaining sustainability. To adopt technology effectively for scalability, startupreneurs should prioritize cloud computing and mobile apps as cost-effective solutions for rapid scaling. Additionally, seeking mentorship from tech-savvy entrepreneurs can provide crucial guidance, while gradually integrating automation tools can help manage operations as the business grows. Prioritizing cloud computing and e-commerce platforms, which offer scalability

and market expansion, is key to achieving sustainable growth. Automation tools and CRM systems can further support efficient business operations, enabling startupreneurs to manage increasing customer demand with minimal additional resources.

For future research, further exploration of the long-term impact of technology adoption on startupreneur growth is necessary, especially in specific sectors such as fintech or healthcare. Additionally, investigating the role of emerging technologies like artificial intelligence and blockchain in scaling startupreneur businesses would provide valuable insights into the evolving digital economy and its opportunities.

#### 6. DECLARATIONS

## **6.1.** Author Contributions

Conceptualization: AD; Methodology: AS; Software: AS; Validation: AD and AS; Formal Analysis: AD and AS; Investigation: AS; Resources: AS; Data Curation: AD; Writing Original Draft Preparation: AD and AS; Writing Review and Editing: AD and AS; Visualization: AD; All authors, AS and AD, have read and agreed to the published version of the manuscript.

# 6.2. Funding

The authors received no financial support for the research, authorship, and/or publication of this article.

# **6.3.** Declaration of Conflicting Interest

The authors declare that they have no conflicts of interest, known competing financial interests, or personal relationships that could have influenced the work reported in this paper.

## REFERENCES

- [1] I. Maria *et al.*, "Unlocking success: Human resource management for startupreneur," *Startupreneur Business Digital (SABDA Journal)*, vol. 3, no. 1, pp. 89–97, 2024.
- [2] R. A. Marcella, S. Kusuma *et al.*, "Strategi tangguh menghadapi pandemi covid-19 dalam kuliner tradisional indonesia pempek sulthan," *ADI Bisnis Digital Interdisiplin Jurnal*, vol. 4, no. 2, pp. 116–121, 2023.
- [3] Z. Queen, A. Anjani, and A. G. Prawiyog, "Designing a digital business study program using lean startup methodology," *Startupreneur Business Digital (SABDA Journal)*, vol. 3, no. 1, pp. 1–9, 2024.
- [4] F. Mulyanto, A. Purbasari *et al.*, "Solusi arsitektur berbasis blockchain untuk manajemen rantai pasokan yang transparan," *Jurnal MENTARI: Manajemen, Pendidikan dan Teknologi Informasi*, vol. 2, no. 2, pp. 197–206, 2024.
- [5] A. S. Bist, "The importance of building a digital business startup in college," *Startupreneur Business Digital (SABDA Journal)*, vol. 2, no. 1, pp. 31–42, 2023.
- [6] L. Meria, S. Hidayat, N. D. Santiago, S. Saukani, and S. H. Khotimah, "Blending work values, engagement, and satisfaction to drive ocb in technopreneurial startups," *Aptisi Transactions on Technopreneurship (ATT)*, vol. 6, no. 3, pp. 324–338, 2024.
- [7] L. K. Choi, N. Iftitah, and P. Angela, "Developing technopreneur skills to face future challenges," *IAIC Transactions on Sustainable Digital Innovation (ITSDI)*, vol. 5, no. 2, pp. 127–135, 2024.
- [8] Y. Amri and A. Monalisa, "Building entrepreneurial character in schools: preparing the young generation for the world of work," *Research in Education and Technology (REGY)*, vol. 2, no. 2, pp. 75–79, 2024.
- [9] D. Robert, F. P. Oganda, A. Sutarman, W. Hidayat, and A. Fitriani, "Machine learning techniques for predicting the success of ai-enabled startups in the digital economy," *CORISINTA*, vol. 1, no. 1, pp. 61– 69, 2024.
- [10] M. Annas and T. Handra, "High rate of turnover intention: Study of logistics industrial workers," *Startupreneur Business Digital (SABDA Journal)*, vol. 2, no. 2, pp. 106–117, 2023.
- [11] A. Muhtadibillah, B. Rawat, B. M. Sentosa *et al.*, "Motivasi organisasi dalam mengadopsi teknologi blockchain: Suatu tinjauan literatur dan analisis kualitatif," *Jurnal MENTARI: Manajemen, Pendidikan dan Teknologi Informasi*, vol. 2, no. 2, pp. 188–196, 2024.
- [12] S. R. P. Junaedi, D. Edmond *et al.*, "Successful digital marketing techniques for business development," *Startupreneur Business Digital (SABDA Journal)*, vol. 3, no. 1, pp. 19–25, 2024.

- [13] D. Syaepudin *et al.*, "Implementasi akad pembiayaan mudharabah pada koperasi syariah kspps bmt al fath ikmi," *Jurnal MENTARI: Manajemen, Pendidikan dan Teknologi Informasi*, vol. 3, no. 1, pp. 1–10, 2024.
- [14] J. van der Merwe, S. M. Wahid, G. P. Cesna, D. A. Prabowo *et al.*, "Improving natural resource management through ai: Quantitative analysis using smartpls," *International Transactions on Artificial Intelligence*, vol. 2, no. 2, pp. 135–142, 2024.
- [15] N. Ani, S. Millah, and P. A. Sunarya, "Optimizing online business security with blockchain technology," *Startupreneur Business Digital (SABDA Journal)*, vol. 3, no. 1, pp. 67–80, 2024.
- [16] D. Monika, M. Magta, D. E. Rose *et al.*, "Peran program kelas dalam membina literasi sains pada anak usia dini," *Jurnal MENTARI: Manajemen, Pendidikan dan Teknologi Informasi*, vol. 2, no. 2, pp. 176–187, 2024.
- [17] D. A. Prabowo, C. Tariazela, and A. Birgithri, "An examination of the impact of using marketplaces to promote the growth of micro, small, and medium enterprises (msmes) in indonesia," *Startupreneur Business Digital (SABDA Journal)*, vol. 3, no. 1, pp. 26–33, 2024.
- [18] L. W. Ming, J. Anderson, F. Hidayat, F. D. Yulian, and N. Septiani, "Ai as a driver of efficiency in waste management and resource recovery," *International Transactions on Artificial Intelligence*, vol. 2, no. 2, pp. 128–134, 2024.
- [19] T. Syafira, S. Jackson, and A. Tambunan, "Fintech integration with crowdfunding and blockchain in industry 4.0 era," *Startupreneur Business Digital (SABDA Journal)*, vol. 3, no. 1, pp. 10–18, 2024.
- [20] A. A. Bimantara, A. Rahmansyah, M. R. Aldika, and P. N. Rahmadhani, "Dampak dari kecerdasan buatan yang mulai menyebar dalam segala bidang terutama dalam bidang pendidikan terhadap pencapaian pelajar," *ADI Bisnis Digital Interdisiplin Jurnal*, vol. 5, no. 1, pp. 15–21, 2024.
- [21] A. Kristian, T. S. Goh, A. Ramadan, A. Erica, and S. V. Sihotang, "Application of ai in optimizing energy and resource management: Effectiveness of deep learning models," *International Transactions on Artificial Intelligence*, vol. 2, no. 2, pp. 99–105, 2024.
- [22] A. Jaelani *et al.*, "Pengaruh nilai perkiraan dan kredit terhadap profitabilitas pada pt pegadaian (persero) cabang pasar rumput jakarta," *ADI Bisnis Digital Interdisiplin Jurnal*, vol. 5, no. 1, pp. 8–14, 2024.
- [23] U. Rusilowati, H. R. Ngemba, R. W. Anugrah, A. Fitriani, and E. D. Astuti, "Leveraging ai for superior efficiency in energy use and development of renewable resources such as solar energy, wind, and bioenergy," *International Transactions on Artificial Intelligence*, vol. 2, no. 2, pp. 114–120, 2024.
- [24] M. D. Ikbal, Y. Widiyanto, B. Pramono *et al.*, "Kontribusi teknologi informasi terhadap peningkatan pelatihan bahasa inggris," *ADI Bisnis Digital Interdisiplin Jurnal*, vol. 5, no. 1, pp. 1–7, 2024.
- [25] N. Lutfiani, N. P. L. Santoso, R. Ahsanitaqwim, U. Rahardja, and A. R. A. Zahra, "Ai-based strategies to improve resource efficiency in urban infrastructure," *International Transactions on Artificial Intelligence*, vol. 2, no. 2, pp. 121–127, 2024.
- [26] G. S. Putra, I. I. Maulana, A. D. Chayo, M. I. Haekal, R. Syaharani *et al.*, "Pengukuran efektivitas platform e-learning dalam pembelajaran teknik informatika di era digital," *Jurnal MENTARI: Manajemen, Pendidikan dan Teknologi Informasi*, vol. 3, no. 1, pp. 19–29, 2024.
- [27] S. A. Hasan, W. N. Al-Zahra, A. S. Auralia, D. A. Maharani, R. Hidayatullah *et al.*, "Implementasi teknologi blockchain dalam pengamanan sistem keuangan pada perguruan tinggi," *Jurnal MENTARI: Manajemen, Pendidikan dan Teknologi Informasi*, vol. 3, no. 1, pp. 11–18, 2024.
- [28] W. Ebirim, D. J. P. Montero, E. C. Ani, N. Ninduwezuor-Ehiobu, F. O. Usman, and K. A. Olu-lawal, "The role of agile project management in driving innovation in energy-efficient hvac solutions," *Engineering Science & Technology Journal*, vol. 5, no. 3, pp. 662–673, 2024.
- [29] G.-F. Feng and X. Li, "The roles of anti-monopoly on green innovation: evidence from the chinese manufacturing industry," *Emerging Markets Finance and Trade*, vol. 60, no. 1, pp. 1–18, 2024.
- [30] M. Kahia, B. Jarraya, B. Kahouli, and A. Omri, "The role of environmental innovation and green energy deployment in environmental protection: Evidence from saudi arabia," *Journal of the Knowledge Economy*, vol. 15, no. 1, pp. 337–363, 2024.