

The Relationship between Employee Well-being, Work-life Balance, Job Stress and Turnover Intention Among SMEs in Johor

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Abstract

The objective of this study is to examine the relationship between employee well-being, work-life balance, job stress, and turnover intention among small and medium-sized enterprises (SMEs) in Johor. A quantitative methodology was utilised to gather data by conducting surveys among employees from several small and medium-sized enterprises (SMEs) in Johor. The data was studied using descriptive and inferential statistical techniques to comprehend the interconnections among the variables under investigation. The focus of this study is on individuals who are engaged in Small and Medium-sized Enterprises (SMEs) in Johor, Malaysia. The results indicate a relationship between employee well-being, work-life balance, job stress and turnover intention. These findings indicate that improving the well-being and work-life balance of employees can lower workplace stress levels and reduce the likelihood of SME employees in Johor wanting to quit their jobs. This study offers significant insights for employers of small and medium-sized enterprises (SMEs) and policymakers in creating successful methods to boost employee well-being, promote work-life balance, and alleviate job stress to reduce employee turnover rates.

1. Introduction

Malaysian Small and Medium-sized Enterprises (SMEs) are the largest business establishments and a vital component of the country's economic development (Musa & Chinniah, 2016). They face challenges such as a lack of access to loans, limited technology adoption, competition from multinational corporations, and globalisation (Saleh & Ndubisi, 2006). According to Cohen et al. (2016), turnover intention is the employee's intention to leave the organisation, which is often used as a proxy for actual behaviour. Turnover is influenced by various factors such as organisational commitment, job stress, and job satisfaction (Chan et al., 2010). Employee well-being refers to the psychological well-being of employees in the workplace. It is crucial for promoting high levels of psychological well-being among employees to enhance overall occupational health and performance outcomes (Avey et al., 2010). Work-life balance refers to the equilibrium between work responsibilities and personal life activities. It involves managing time and energy effectively to ensure well-being and satisfaction in both work and personal life (Guest, 2002). Work-life balance is crucial for both employees and organisations, impacting productivity, morale, and absenteeism (Tamil Nadu, 2015). Job stress refers to the adverse impacts experienced by individuals and organisations due to stress in the workplace, and job-stress interventions aim to alleviate these negative effects by targeting sources of stress, responses to stress, or the effects of stress on individuals (LaMontagne et al., 2007).

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Many researchers have noted the increasing trend of turnover in Malaysia, which is a significant issue in organisations due to its impact on losses and disruptions (Abdul Latif & Saraih, 2016). Factors like job satisfaction and organisational support influence employees' decisions to leave (Azis *et al.*, 2019). The high turnover rate in Malaysia also affects small and medium-sized enterprises, with a 60% failure rate within the first five years, highlighting the urgent need for intervention to support these businesses (Ahmad & Seet, 2009). Job stress in SMEs is a pressing issue, caused by role demands, lack of resources, support, and time to meet job demands. This stress impacts employee health, organisational productivity, and competitiveness (Vanishree, 2014). Overloading employees for high performance can lead to negative physical and psychological effects, hindering organisational goals. Work-life balance challenges are exacerbated by societal and personal pressures, with the feminisation of labour market roles prompting a need for better task division between partners (Lavoie, 2004). Women tend to have better well-being and work-life balance, while work-life balance affects organisational commitment and turnover intention.

The study focuses on work-life balance, job stress, employee well-being, and turnover intention among Malaysian SMEs in Johor. It aims to provide a clear definition of the research boundaries to ensure relevance and applicability. The research target population is the individuals employed within Small and Medium-sized Enterprises (SMEs) in Johor, Malaysia. This includes employees across various hierarchical levels, such as managers, supervisors, and staff members, who are integral to the day-to-day operations of these businesses. By surveying SMEs from diverse industries, including manufacturing, services, retail, and technology, the research seeks to capture the varied business landscape in Johor.

2. Literature Review

Previous studies on factors such as work-life balance, job stress, employee well-being, and turnover intention will be provided in this chapter. These studies will be discussed in detail regarding the variables. In order to carry out a more in-depth investigation into each of the four research questions that are offered in this study, previous research papers will be evaluated. In addition, the conceptual framework and the theoretical framework will be developed through the application of pertinent theories and definitions.

2.1 Conflict Theory

Conflict theory, as explained by Khateeb (2021), refers to the trade-off between different aspects of life's achievements, such as work and personal life. This conflict can lead to role conflict, where the demands of professional and personal lives clash, causing stress and difficulty in balancing responsibilities. Greenhaus and Beutell (1985) further elaborate on work-life conflict, categorising it into time-based conflict, stress-based conflict, and behaviour-based conflict. Time-based conflict arises from a lack of time, stress-based conflict from psychological demands and burnout, and behaviour-based conflict from incompatible behaviours between work and family roles.

2.2 Turnover Intention

Turnover intention refers to the likelihood of an employee planning to leave their job or organisation for various reasons (Belete, 2018). It is influenced by factors such as job satisfaction, organisational commitment, job involvement, and perceived job alternatives (Sjöberg & Sverke, 2000). HR practices like compensation, performance management, training, and employee relations can help reduce turnover intention (Long *et al.*, 2014). Research shows that the intention to leave strongly predicts actual turnover (Tuzun & Kalemci, 2012). Therefore, companies need to understand and address the factors contributing to turnover intention to retain employees (Robyn & Du Preez, 2013). Mobley (1977) identified eight stages employees go through before deciding to leave their job, from evaluating their current situation to comparing new opportunities. Disengaged employees are more likely to plan to leave (Kar & Misra, 2013). Organisational embeddedness, which includes links, fit, and sacrifice, negatively affects turnover intentions, while community embeddedness does not (Ampofo *et al.*, 2017).

2.3 Employee Well-being

Employee well-being encompasses the physical, psychological, and emotional health, comfort, and happiness of employees, crucial for organisational productivity and decision-making (Kalshoven & Boon, 2012). Understanding well-being involves both physical and psychological dimensions (Pradhan & Hati, 2022), vital for extending occupational careers globally, especially during early and later career stages (Price, 2015). Russell's circumplex model distinguishes between passive and active affect, using neurophysiological dimensions of valence and arousal to differentiate emotional states (Russell, 1980, 2003). Well-being has two philosophical facets: hedonism, focusing on happiness, and eudemonism, focusing on human potential (Ryan & Deci, 2000). Bakker's multilevel model emphasises state and trait variables, integrating personality and their interaction in employee well-being

(Bakker, 2015). Workplace resources at individual, group, leader, and organisational levels influence employee well-being and organisational performance, with interventions targeting these resources potentially improving well-being (Nielsen *et al.*, 2017).

The relationship between employee well-being and turnover intention is crucial for organisational retention strategies. Langove *et al.* (2016) found that employee well-being mediates the impact of role stressors like conflict and ambiguity on turnover intention. This suggests that higher well-being reducing the likelihood of employees intending to leave. Conservation of resource theory supports this, stating that well-being acts as a personal resource to mitigate stressors and lower turnover intention. Therefore, promoting well-being in the workplace is vital for retention strategies. In a study by Wong (2019) on Government-Linked Companies (GLCs) in Malaysia, 200 employees were examined. The research explores sustainable organisation practices, their relationship with employee well-being, and the impact on turnover intention. Results show a negative correlation between well-being and turnover intention, particularly regarding job satisfaction and psychological health. Regression analysis confirms that employees with better psychological health and job satisfaction are less likely to intend to leave the organisation. These findings underscore the importance of addressing employee well-being to reduce turnover intention, especially in GLCs. "Work-life balance" emerged in 1986 to address work's impact on family life, aiming to harmonise work and personal demands for well-being, productivity, and satisfaction. Increasing female workforce participation has prompted policy shifts, challenging traditional gender roles (Crompton *et al.*, 2005). Defining work-life balance varies but generally means integrating work and personal life harmoniously (Manfredi & Holliday, 2004). Achieving this balance is crucial for employee well-being and organisational performance (Aledeinat, 2022). Research indicates disparities in work-life balance implementation between small and large enterprises, with larger ones often providing better support (Czerwińska & Byrtek, 2024). Insufficient work-life balance can strain families and lead to societal issues (Tan, 2019). For small business owners, maintaining intrinsic motivation and work-life balance is vital for success (Rani & Desiana, 2019). Evaluating the cost-effectiveness of work-life balance policies involves methods like cost-benefit and cost-effectiveness analyses (Yasbek, 2004).

Tan (2019) conducted quantitative research with 399 individuals using convenience sampling, finding a significant inverse relationship between work-life balance and turnover intention. The study suggests prioritising work-life balance promotion to reduce turnover intention, with no gender differences observed. Fayyazi and Aslani (2015) studied 265 employees in an Iranian industrial company, revealing a positive link between work-life balance and job satisfaction, and a negative correlation with turnover intention. Job satisfaction fully mediated the relationship between work-life balance and turnover intention, with continuance commitment influencing this association. Kerdpitak & Jermstittiparsert (2020) investigated workplace stress and work-life balance on turnover intention in Thailand's pharmaceutical sector. With 277 valid questionnaires from 13 firms, their research showed a significant impact of workplace stress and work-life balance on employees' intention to leave. High workplace stress and imbalanced work-life were associated with increased turnover intention, affecting employee well-being and organisational effectiveness. Employees experiencing high stress were more likely to consider alternative employment, while those unable to achieve work-life balance tended to seek other job opportunities.

2.4 Job Stress

Job stress occurs when an individual's job duties surpass their capacity to cope, leading to psychological and emotional strain (Rothmann *et al.*, 2003). Organisational support helps individuals meet work goals, reduce psychological and physiological costs, and foster personal growth (Demerouti *et al.*, 2001). It stems from the mismatch between an individual's abilities and the work environment (Jamal, 2011). Various factors like workload, cognitive demands, job satisfaction, and social support influence the risk of occupational injuries, with men typically experiencing higher quantitative workload stress and women facing more family support and employment uncertainty stress (Nakata *et al.*, 2006). Job-stress interventions require primary, secondary, and tertiary prevention strategies, emphasising the need for systemic approaches (LaMontagne *et al.*, 2007). The model of job stress identifies organisational and job-related stressors, highlighting two dimensions: time stress and anxiety, and their connections to different organisational stressor categories (Salas *et al.*, 2013). Overall, understanding and addressing job stress are crucial for promoting employee well-being and organisational success.

Zahra *et al.* (2018) investigated the impact of work overload, ambiguity, and supervisory support on employees' intention to leave across ten pesticide enterprises in the Vehari district. Their quantitative study of 412 employees revealed a significant positive correlation between job stressors and turnover intention, indicating workplace stress as a factor driving employees to quit. Ramdani (2023) examined interpersonal conflict, workplace stress, and work-life balance's effect on turnover intention in the private sector. With 104 valid responses from 120 distributed questionnaires, their study showed a robust positive association between these factors and turnover intention, confirming hypotheses through regression analysis. Javed *et al.* (2014) focused on the role conflict, job stress, and work-life balance's impact on turnover intention in private sector banks in Pakistan. Statistical analysis showed a significant positive relationship between role conflict, job stress, and

turnover intention, underlining the need to address these issues to reduce turnover rates. Mosadeghrad (2012) explored job stress, workload, work environment, and employee turnover intentions in Pakistan's textile industry. Their study of 109 respondents revealed a positive association between turnover intention and job stressors and workload, and a negative relationship with the work environment.

2.5 Hypothesis Development

Based on the existing theory and literature review, the following hypotheses are proposed.

H1: There is a relationship between Employee Well-being and Turnover Intention among SMEs in Johor.

H2: There is a relationship between Work-life Balance and Turnover Intention among SMEs in Johor.

H3: There is a relationship between Job Stress and Turnover Intention among SMEs in Johor.

2.6 Conceptual Framework

Fig. 1 shows the study's proposed conceptual framework. Within the conceptual framework, we can see the relationship between independent and dependent variables. The research objective is to examine whether turnover intention is influenced by the employee's well-being, work-life balance and job stress. The study's dependent variable is turnover intention, where employee well-being, work-life balance and job stress are the independent variables.

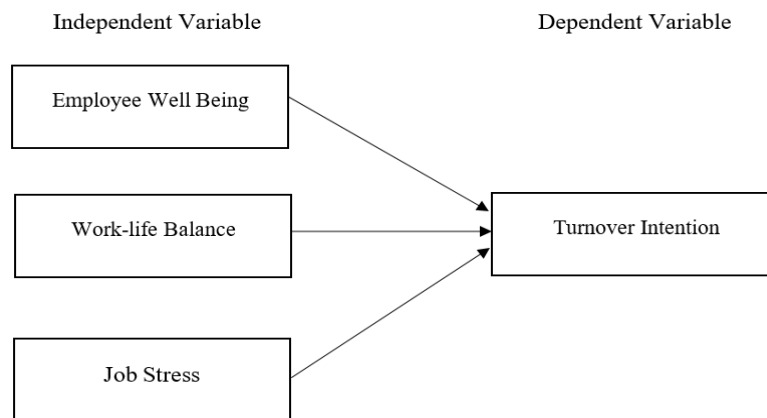


Fig. 1 *The conceptual research framework*

3. Research Methodology

3.1 Introduction

The research approach that was utilised in the study is subject to discussion in this chapter. In the context of research, the term "research methodology" refers to the methods or processes that are utilised in order to collect and analyse data that constitutes the research. Several aspects of the technique will be broken down into distinct categories, including the design of the study, the methods of data collecting, the sampling design, the research instrument, the construct instrument, the data processing and analysis and so on.

3.2 Research Design

The research design is centred around a conceptual framework that guides the study by integrating existing theories and research (Maxwell & Kerja, 2012). This research utilised a quantitative method to test hypotheses and quantify data in a questionnaire, excluding qualitative methods due to the absence of interviews, observations, or conversations. Quantitative research involves systematically investigating social phenomena using statistical or numerical data, emphasising measurement and analysis to verify trends and relationships (Annisa, 2015). It aims to provide objective and generalizable insights into social reality, commonly used in natural and social sciences. Quantitative research involves mathematically based methods, particularly statistics, to analyse data and can convert non-quantitative phenomena into numerical data through measurement instruments (Sukamolson, 2007).

3.3 Data Collection Method

Data collection methods are systematic processes and techniques used to gather information for research, analysis, or evaluation (Mwita, 2022). These methods aim to capture relevant data to address research questions, test hypotheses, or achieve specific objectives. Data collection can be categorised into primary and secondary methods. In our research, we chose the primary data collection method, specifically using surveys. We utilised questionnaires because they are simpler and more cost-effective than other methods. Surveys are designed to reach a larger sample of employees across different SMEs in Johor, providing quantitative data on work-life balance, job stress, well-being, and turnover intentions. These surveys can be distributed electronically or in person, allowing for structured responses that can be statistically analysed.

3.4 Sampling Design

3.4.1 Target Population

According to Willie (2024), the targeted population is a subset of the broader population being investigated, characterised by specific attributes or criteria directly relevant to the research inquiry. Therefore, our research's target population is the individuals employed within Small and Medium-sized Enterprises (SMEs) in Johor, Malaysia. This includes employees from various hierarchical levels, such as executives, managers, supervisors, and staff members, who are integral to the day-to-day operations of these businesses. The total population of SMEs employees in Johor is approximately 1,000,000. Therefore, according to Krejcie & Morgan (1970), the number of samples that the researcher chose is 390.

3.4.2 Sampling Technique

According to (Sharma, 2017), Sampling is a method that a researcher employs to systematically select a comparatively smaller number of representative items or individuals (a subset) from a pre-defined population to serve as subjects (data source) for observation or experimentation in accordance with the objectives of their study. In this study, we use the convenience sampling method, a non-probability or non-random sampling method that selects members of the target population based on practical criteria (Farrokhi & Mahmoudi-Hamidabad, 2012). We choose convenience sampling because it is the easiest and quickest way to collect data, particularly when time, money, or access to the population is limited. It is cost-effective, requiring fewer resources for recruiting and travel. This approach is beneficial for exploratory or preliminary investigations to gain early insights or test ideas. However, it is important to note that convenience sampling may introduce bias and limit the generalizability of the results.

3.5 Pilot Study

Based on Table 1, this research conducted a pilot test by distributing a questionnaire to 30 respondents. pilot test measured the internal consistency of survey items using Cronbach's Alpha, with all four variables scoring above 0.9, indicating excellent reliability. Job stress had the highest Cronbach's Alpha value of 0.970, showing exceptional consistency among its 9 items. Turnover intention followed with a value of 0.967 for 4 items, while Employee well-being scored 0.950 for 6 items. Lastly, Work-life balance scored 0.946 for 8 items.

Table 1 *The result of the pilot study*

Variables	Number of Respondents	Number of items	Cronbach's Alpha Value	Reliability Level
Employee wellbeing	30	6	0.950	Very good
Work-life balance	30	8	0.946	Very good
Job stress	30	9	0.970	Very good
Turnover intention	30	4	0.967	Very good

3.6 Research Instrument

3.6.1 Questionnaire Survey

According to Roopa and Rani (2012), a questionnaire survey is a method of quantitative research that involves the use of a series of questions to collect statistically useful information from individuals, known as respondents. The purpose of a questionnaire survey is to gather data that can be analysed to make statements about specific groups, people, or entire populations. The success of a questionnaire survey depends on the careful design of the questionnaire, which includes the selection of appropriate questions, the correct ordering of questions, appropriate scaling, and a good questionnaire format.

3.6.2 Questionnaire Design

The questionnaire for this research consists of 27 items, which are divided into five sections, numbered A through E. The questionnaire included fixed-alternative questions and a Likert scale. Section A comprises questions pertaining to demographics and uses the fixed-alternative questions, which can be easier for respondents to answer and less burdensome because recommended responses are supplied. Sections B to E use the Likert scale, which comprises five levels: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), and Strongly Agree (5). Respondent can quickly indicate their level of agreement or disagreement with a statement. Previous researchers' questionnaires are adopted so that respondents may comprehend them more readily, while also collecting good and beneficial results.

3.7 Data Analysis

Data analysis is a statistical technique that is characterised by its ability to handle multiple dimensions and provide descriptive information. Data analysis is capable of efficiently handling vast quantities of data and identifying the most valuable components within this data. SPSS was utilised to collect and analyse descriptive and inferential data for the purpose of evaluating reliability. SPSS is useful for data screening, descriptive statistics and plots.

3.7.1 Descriptive Analysis

Descriptive analysis is a key aspect of data analysis that summarises and explains a dataset's main features. It organises and displays data to reveal properties like central tendency, variability, and distribution, using measurements such as averages, percentages, and graphical representations. This analysis simplifies complex data for clarity and understanding, providing a comprehensive summary without making predictions or generalisations. It is crucial in statistical data analysis, offering insights into data distribution and identifying errors and outliers.

3.7.2 Reliability Analysis

According to Al-Kuwaiti *et al.* (2009), Reliability analysis systematically evaluates a system's or component's performance in fulfilling required functions under specific conditions over time. Cronbach's alpha, ranging from 0 to 1, measures the internal consistency of a test or scale, indicating how well the items assess the same concept. A high alpha value suggests strong internal consistency, but it can also be influenced by the test's length. A low alpha may result from too few questions, weak interrelationships between items, or diverse constructs. Conversely, an excessively high alpha may indicate redundant items.

3.7.3 Spearman Correlation Coefficient Analysis

Spearman correlation measures the strength and direction of a monotonic relationship between two variables using ranks instead of raw data. This non-parametric method is robust against outliers and ideal for ordinal or non-linear data. The correlation coefficient ranges from -1 to +1, where +1 indicates a perfect positive relationship, -1 signifies a perfect negative relationship, and 0 implies no clear relationship. By assessing differences between paired ranks, Spearman correlation captures associations even when data do not meet linearity or normality assumptions, making it a reliable tool for evaluating variable relationships in diverse datasets.

4. Data Analysis and Findings

4.1 Internal Reliability Testing

Based on Table 2, the reliability test measured the internal consistency of survey items using Cronbach's Alpha, with four variables, and the number of respondents was 390. Turnover intention had the highest Cronbach's Alpha value of 0.969, showing exceptional consistency among its 4 items. Job stress followed with a value of 0.967 for 9 items, while employee well-being scored 0.958 for 6 items and work-life balance score 0.958 for 8 items. Therefore, it indicates that all variables in the research are reliable, and the results are credible

Table 2 The result of the reliability test

Variables	Number of Respondents	Number of items	Cronbach's Alpha Value	Reliability Level
Employee wellbeing	390	6	0.958	Very good
Work-life balance	390	8	0.958	Very good
Job stress	390	9	0.960	Very good
Turnover intention	390	4	0.969	Very good

4.2 Descriptive Analysis

The descriptive analysis provides an overview of the users' demographic profiles and the central tendencies of the main constructs.

4.2.1 Respondent Demographic Profile

Based on Table 3, the demographic profile of 390 respondents revealed that 59.2% were male and 40.8% were female. Regarding age distribution, most of the respondents (43.8%) were aged 30 years and below, followed by those aged 31- 40 years (40.3%), aged 41-50 years (12.8%) and 51 years and above (3.1%). Regarding education level, more than half (52.8%) held a degree, while 29.0% had SPM/STPM/Diplomas and 14.6% possessed master's degrees, with only 3.6% achieving PhD qualifications. Regarding job position, most users (56.7%) were at the entry level, with fewer at mid-level (33.8%) and senior-level positions (9.5%). Furthermore, Work experience analysis revealed that 60.26% of respondents had five years or less of experience, 28.72% had 6-10 years, 8.46% had 11-15 years, and only 2.56% had over 16 years of experience.

Table 3 Respondent demographic profile

Demographic	Details	Frequency	Percentage
Gender	Male	231	62.7
	Female	159	37.3
	Total	390	100
Age	30 years old and below	171	43.8
	31- 40 years old	157	40.3
	41- 50 years old	50	12.8
	51 years old and above	12	3.1
	Total	390	100
Education Level	SPM/STPM/Diploma	113	29.0
	Degree Level	206	52.8
	Master Level	57	14.6
	PhD Level	14	3.6
	Total	390	100
Job Position	Entry Level	221	56.7
	Mid-Level	132	33.8
	Senior Level	37	9.5
	Total	390	100
Years of Experience	5 years and below	235	60.26
	6 - 10 years	112	28.72
	11 - 15 years	33	8.46
	16 years and above	10	2.56
	Total	390	100

4.2.2 Normality Testing

Based on Table 4, the Kolmogorov-Smirnov and Shapiro-Wilk, were used to check if the data follows a normal distribution. The p-values for variables are less than 0.001, which is less than 0.05. This means the data does not follow a normal distribution for any variable. As a result, statistical methods that assume normality may not be appropriate, and alternative methods, like non-parametric tests, should be considered for analysis.

Table 4 Normality testing

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
OM_EWB	.185	390	.0001	.895	390	.0001
OM_WLB	.178	390	.0001	.886	390	.0001

OM_JS	.152	390	.0001	.890	390	.0001
OM_TI	.122	390	.0001	.957	390	.0001

4.2.3 Spearman Correlation Analysis

Based on Table 5, the relationships among the variables were analysed using Spearman correlation coefficients. The results indicated that employee well-being was negatively correlated with turnover intention ($r = -0.134$, $p = 0.008$). Similarly, work-life balance was moderately negatively correlated with turnover intention ($r = -0.201$, $p < 0.001$). On the other hand, job stress showed a significant positive correlation with turnover intention ($r = 0.309$, $p < 0.001$).

Table 5 Spearman correlation coefficient analysis

Variable	Employee well-being	Work-life balance	Job stress
Turnover intention	-0.134	-0.201	0.309

5. Conclusion

This research focused on understanding the relationships between employee well-being, work-life balance, job stress, and turnover intention among SMEs in Johor, Malaysia. The study aimed to explore these dimensions by addressing four key research objectives, which revealed valuable insights into workforce management in the SME sector. The first objective was to examine the level of turnover intention among employees in SMEs in Johor. The findings revealed moderate levels of turnover intention among users, as evidenced by the mean value of 2.64 (SD = 1.049). This suggests that while some employees are considering leaving their organisations, the turnover intention is not critically high. Factors such as dissatisfaction with career growth opportunities, lack of recognition, and insufficient organisational support contributed significantly to this trend. The second objective aimed to study the relationship between employee well-being and turnover intention. The study found a significant negative correlation between employee well-being and turnover intention ($r = -0.134$, $p = 0.008$). Employees with higher levels of well-being are less likely to exhibit turnover intentions. This finding underscores the importance of fostering a supportive work environment to enhance employee satisfaction and reduce attrition rates. The third objective explored the relationship between work-life balance and turnover intention. The analysis revealed a significant negative correlation between work-life balance and turnover intention ($r = -0.201$, $p < 0.001$). Employees who achieve a balanced professional and personal life demonstrate lower intentions to leave their jobs. This supports the literature suggesting that work-life balance policies are crucial for employee retention. The fourth objective investigated the relationship between job stress and turnover intention. A significant positive correlation was observed between job stress and turnover intention ($r = 0.309$, $p < 0.001$). High job stress levels lead to dissatisfaction and increase turnover intentions, emphasising the need for stress management programs in SMEs to create a healthier workplace.

This study offers a valuable contribution by highlighting the importance of supportive workplace policies, such as flexible arrangements and wellness programs, to improve employee satisfaction and retention. Academically, it explores relationships between these factors in the context of SMEs, contributing to limited research in this area. The findings emphasise job stress as a key predictor of turnover intention and suggest targeted interventions, like stress management training, to improve work environments. Additionally, the study underscores the importance of investing in employee well-being for SME growth and sustainability.

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Conflict of Interest

Authors declare that there is no conflict of interests regarding the publication of the paper.

Author Contribution

The authors confirm contribution to the paper as follows: **study conception and design:** Tan Chee Peng, Shahrul Nizam Salahudin.; **data collection:** Tan Chee Peng; **analysis and interpretation of results:** Tan Chee Peng; **draft manuscript preparation:** Tan Chee Peng, Shahrul Nizam Salahudin. All authors reviewed the results and approved the final version of the manuscript.

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