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FACTORS INFLUENCING THE PERCEIVED TIMELINE TO ADOPT XBRL AMONGST PUBLIC LISTED COMPANIES IN MALAYSIA

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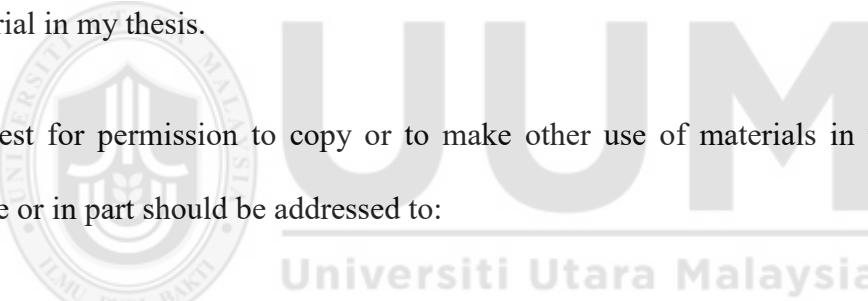
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ABSTRACT

Technology development has impacted the way businesses disseminate information to its stakeholders. eXtensible Business Reporting Language (XBRL) offers the ability to exchange business and financial information globally through a digitalized global standard language which is part of the global integrated reporting. There are limited studies on XBRL and enormous opportunities for further research globally, as well as in Malaysia. There have been studies on awareness and intention to adopt XBRL-based digital reporting, but no study has been conducted to understand the internal and external factors that would drive the perceived timeline to adopt XBRL amongst Public Listed Companies (PLC) in Malaysia. The goal of this study is in line with the Companies Commission of Malaysia (Suruhanjaya Syarikat Malaysia (SSM))'s intent to promote the voluntary adoption of XBRL in 2018 and upcoming mandates by other agencies. The proposed perceived timeline on XBRL adoption model was adapted from a previous study which represents an all-inclusive study at firm level as it combines the internal and external variables from the Diffusion of Innovations (DOI) Model, Technology, Organization and Environment (TOE) Framework (1990) and Iacovou et al. (1995) Model. The model was tested with data collected from 256 executives and managers of PLCs in Peninsular Malaysia. The findings of the study demonstrates that internal factors such as management characteristics (Management Innovativeness and Management Knowledge) and organisational characteristic (Internet Knowledge) along with external environmental factor (External Pressure) would influence the perceived timeline for XBRL adoption amongst Malaysian PLCs. The results support the current body of knowledge on the internal and external determinants influencing the perceived timeline of XBRL adoption and enable sufficient measures to be taken by authorities to increase the XBRL Adoption readiness amongst PLCs in Malaysia. The findings will prepare PLCs for a successful XBRL implementation before it is mandated in Malaysia.

Keywords: XBRL, global integrated reporting, technology adoption, Suruhanjaya Syarikat Malaysia (SSM), Public Listed Companies (PLCs).

ABSTRAK

Perkembangan teknologi telah menukar cara penyebaran maklumat perniagaan kepada pemegang-pemegang saham. Bahasa Pelaporan Perniagaan eXtensible (eXtensible Business Reporting Language (XBRL)) menawarkan keupayaan untuk menyebarkan maklumat perniagaan dan kewangan di peringkat antarabangsa melalui bahasa global digital standard yang merupakan sebahagian daripada pelaporan bersepadu global. Oleh kerana kajian mengenai XBRL terhad, terdapat banyak peluang untuk penyelidikan lanjut di peringkat global serta di Malaysia. Terdapat kajian mengenai kesedaran dan hasrat penggunaan pelaporan berasaskan XBRL, tetapi tiada kajian dijalankan untuk memahami faktor dalaman dan luaran yang boleh mendorong jangkamasa yang dianggap sesuai untuk penggunaan XBRL dalam kalangan Syarikat Awam Tersenarai (PLC) di Malaysia. Matlamat kajian ini adalah sejajar dengan hasrat Suruhanjaya Syarikat Malaysia (SSM) untuk menggalakkan penggunaannya secara sukarela XBRL dalam tahun 2018 serta mandat yang akan datang dari agensi lain. Model cadangan jangkamasa penggunaan XBRL telah diubah suai daripada kajian terdahulu yang mewakili kajian menyeluruh yang terdiri daripada gabungan pemboleh ubah dalam dan luaran dari Model Penyebaran Inovasi (Diffusion of Technology (DOI)), Rangka Kerja Teknologi, Pertubuhan dan Alam Sekitar (Technology, Organisation and Environment (TOE))(1990) dan Model Iacovou et al. (1995). Model ini telah diuji dengan data yang dikumpulkan daripada 256 orang eksekutif dan pengurus syarikat-syarikat awam tersenarai (PLCs) di Semenanjung Malaysia. Penemuan kajian menunjukkan bahawa faktor dalaman seperti ciri-ciri pengurusan (Pengurusan Inovatif dan Pengetahuan Pengurusan) dan ciri organisasi (Pengetahuan Internet) berserta dengan faktor persekitaran luaran (Tekanan Luar) akan mempengaruhi tempoh masa yang diambil untuk menggunakan XBRL dalam kalangan syarikat awam yang tersenarai di Malaysia. Hasil kajian ini menyokong pengetahuan terkini tentang penentu dalaman dan luaran yang akan mempengaruhi gambaran jangka masa penerimaan XBRL dan membolehkan langkah-langkah diambil oleh pihak berkuasa untuk meningkatkan kesediaan menggunakan XBRL dalam kalangan syarikat awam yang tersenarai di Malaysia. Penemuan ini juga akan membantu pengurusan syarikat awam yang tersenarai mempersiapkan kejayaaan pelaksanaan XBRL sebelum laporan XBRL dimandatkan di Malaysia.

Kata kunci: Bahasa Pelaporan Perniagaan eXtensible (eXtensible Business Reporting Language (XBRL)), laporan bersepadu global, penerimaan teknologi, Suruhanjaya Syarikat Malaysia (SSM), Syarikat Awam Tersenarai (PLCs)

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LIST OF ABBREVIATIONS

ICT	Information and Communication Technology
XML	eXtensible Markup Language
PDF	Portable Document Format
XBRL	eXtensible Business Reporting Language
FpML	Financial products Markup Language
RIXML	Research Information Exchange Markup Language
ebXML	Electronic Business XML
GAAP	Generally Accepted Accounting Practices
IFRS	International Financial Reporting Standard
DM	Digital Malaysia
MDec	Malaysia Digital Economy Corporation
GNI	Gross National Income
CCM	Companies Commission Malaysia
SSM	Suruhanjaya Syarikat Malaysia
SDP II	Strategic Direction Plan II
PLC	Public Listed Company
MFRS	Malaysian Financial Reporting Standard
SECCOM	Securities Commission Malaysia
IRB	Inland Revenue Board
LHDN	Lembaga Hasil Dalam Negeri
PRS	Private Retirement Schemes
MIA	Malaysian Institute of Accountants
EDI	Electronic Data Interchange
SEC	Securities and Exchange Commission
USA	United States of America
HTML	HyperText Markup Language
TAM	Technology Acceptance Model
DOI	Diffusion of Innovation
TOE	Technological–Organizational–Environmental
TRA	Theory of Reasoned Action
TPB	Theory of Planned Behaviour
RA	Relative Advantage
PU	Perceived Usefulness
PEOU	Perceived Ease of Use
BI	Behavioral Intention
IOS	Inter-organizational systems
MI	Management Innovativeness
MK	Management Knowledge
CO	Cost
IK	Internet Knowledge

CM	Comparability
EP	External Pressure
ES	External Support
PTAX	Perceived Timeline to Adopt XBRL
CEO	Chief Executive Officer
CA	Chartered Accountants
SPSS	Statistical Package for Social Sciences
IV	Independent Variable
DV	Dependent Variable
DBA	Doctorate in Business Administration
PHD	Doctor of Philosophy
SDR	Studentized Deleted Residual
MD	Mahalanobis Distance
CD	Cook's Distance
KMO	Kaiser-Meyer-Olkin
PERS	Private Entity Reporting Standards

CHAPTER 1 INTRODUCTION

1.1 Background of the Study

According to Korpela, Montealegre and Poulymenakou (2003), Information and Communication Technology (ICT) greatly helps in generating value and creating eminence for the country, thus it can be positively associated to a country's economic development and opportunities. Korpela et al. (2003) added that innovation does not only enhances human capabilities but improves participation in many aspects of a community and drives economic growth through productivity gains. Most established countries have seen significant changes attributed by ICT over the last two decades as ICT leads to quick dissemination of information (Thioune, 2003).
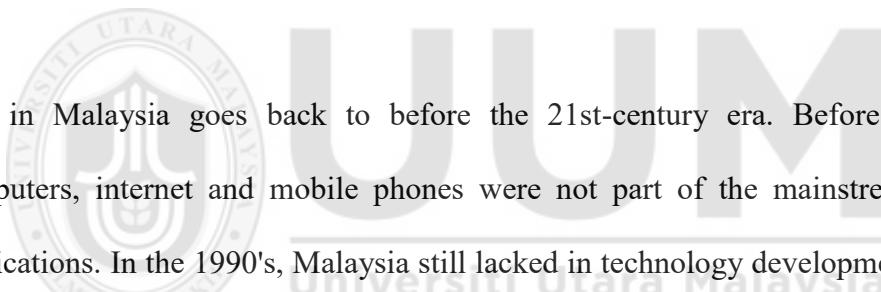
ICT in Malaysia goes back to before the 21st-century era. Before the 1990's, computers, internet and mobile phones were not part of the mainstream business applications. In the 1990's, Malaysia still lacked in technology development to be in a position to compete in international markets in comparison with other developed countries.

The move to cultivate ICT started with the Vision 2020, which was a long-term vision initiated by Malaysia's former Prime Minister Tun Mahathir Mohammad for a sustained and productivity-driven growth. The vision would only be realizable when the labor force becomes fully equipped and technology savvy with the ability to think critically to fully participate in the economic and technological growth globally in the 21st-century and beyond.

The contents of the thesis is for internal user only

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Appendix 1 – Questionnaire

UNIVERSITI UTARA MALAYSIA

A Study on factors influencing the perceived timeline to Adopt XBRL Amongst PLC's in Malaysia.

HIGHLY CONFIDENTIAL

Dear Sir/Madam,

First and foremost, thank you very much for taking part in this survey. The objective of this survey is to perform a preliminary study on the determinants of XBRL adoption readiness amongst Pubic Listed Companies (PLCs) in Malaysia. It's purely an academic study that is undertaken to fulfill the partial requirement of the Doctorate in Business Administration program of Universiti Utara Malaysia.

Ideally, this questionnaire should be filled up by the CEO, managing director, managers or executives who has an influence on the decision making on technology adoption matters. If you are not in such a position, I would appreciate if you could refer it to the rightful person.

Appreciate if you could please complete the questionnaire based on your honest opinion. All the information provided by you will be kept anonymous and strictly confidential, and will only be used for the purpose of this academic research.

Your participation is highly appreciated in making this study successful. Should you have any queries, please feel free to drop me an email at patfran2013@gmail.com or reach me on my mobile at 012 – 4858174.

Thank you very much for your valuable time and assistance in completing this questionnaire.

Sincerely

Patricia Francis
Matric No. 95595,
Doctorate in Business Administration Student,
Universiti Utara Malaysia.

SECTION A: GENERAL INFORMATION

Please fill in the blanks with the relevant general information. Please tick (√) the box and fill the necessary information for the option which best describes your company and yourself.

RESPONDENT'S PROFILE				
1	Job Level:			
		Chief Executive Officer		Managing Director
		Senior Manager/ Manager		Senior Executive
		Others:		
2	Department/ Division:			
3	Working Experience:			
	Current organization (Years):		Overall working experience (Years):	
4	Age (Years):		Below 35	Between 36-55	Above 55
5	Race:			
		Muslim		Chinese
		Indian		Others:
6	Education Level:			
		Secondary		Diploma
		Graduate		Post Graduate
		DBA/ Ph. D		Others:

COMPANY'S PROFILE			
7	Company Name:		
8	Number of Employees:		
9	Year of Incorporation:		
10	Year of Listing:		
11	Type of Listing (Main/Ace):		
12	Industry/ Sector:		
		Construction	Plantations
		Consumer Products	Properties
		Finance	REITS
		Hotels	Technology
		Industrial Products	Trading/ Services
		Infrastructure	Others:

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SECTION B: FACTORS INFLUENCING XBRL ADOPTION TIMELINE

This section will emphasize on the factors that will influence the XBRL adoption readiness in your company. Please circle the appropriate number that best describes your personal opinion regarding the question.

Opinion	Strongly Disagree	Disagree	Agree	Strongly Agree		
Number	1	2	3	4		

Part 1. Management Characteristics					
(1) Management Innovativeness					
13	I have/ Management has original ideas	1	2	3	4
14	I have/ Management is stimulating	1	2	3	4
15	I have/ Management copes with several new ideas at the same time	1	2	3	4
16	I have/ Management has fresh perspective on old problems	1	2	3	4
17	I have/ Management would create something new rather than improve something	1	2	3	4
18	I have/ Management often risk doing things differently	1	2	3	4
(2) Management Knowledge					
19	I would rate my own/ Management understanding of technologies as very good compared to other people in similar positions	1	2	3	4
20	I have/ Management have formal qualifications in XBRL (attended workshop or training on XBRL)	1	2	3	4
21	XBRL increases the productivity of employees	1	2	3	4
22	My employees find XBRL easy to use for reporting and decision-making	1	2	3	4
23	I have/ Management has seen what other global Public Listed Companies have achieved with XBRL	1	2	3	4
24	XBRL makes financial information easier to analyse	1	2	3	4

Part 2. Organization Characteristics					
(3) Cost					
25	The cost of adopting XBRL is far greater than the benefits	1	2	3	4
26	The cost of maintenance and support of XBRL are very high for our company	1	2	3	4
27	The amount of money and time invested in training employees in XBRL is very high	1	2	3	4
(4) Internet Knowledge/ competence					
28	Most employees are computer-literate and internet savvy	1	2	3	4
29	There is at least one employee who is a computer expert	1	2	3	4
30	I would rate my/ the employees' understanding of internet and technology as very good compared with other companies in the same industry	1	2	3	4

Part 3. Technological Characteristics				
(5) Compatibility				
31	The adoption of XBRL is consistent with the values, beliefs and business needs of our company	1	2	3	4
32	There is sufficient support for the adoption of XBRL from our top management	1	2	3	4
33	There is no or only minimal resistance to change from our staff	1	2	3	4
(6) Relative Advantage				
34	Our company is satisfied with the use of internet and technology in the business	1	2	3	4
35	Technology adoption has enhanced the corporate image of our company	1	2	3	4
36	Internet and technology adoption has helped establish stronger links with our clients or other Organizations	1	2	3	4
37	Internet and technology adoption has helped our company develop new business opportunities	1	2	3	4
38	Internet and technology adoption has helped reduce the costs of information marketing and advertising, customer service and support, information gathering and telecommuting	1	2	3	4

Part 4. Environmental Characteristics				
(7) External Pressure				
39	Competition is a factor in our decision to adopt XBRL	1	2	3	4
40	Social factors are important in our decision to adopt XBRL	1	2	3	4
41	My company depend on other firms that are already using XBRL	1	2	3	4
42	Our industry is pressuring us to adopt XBRL	1	2	3	4
43	Our organization is pressured by government to adopt XBRL	1	2	3	4
(8) External Support				
44	Regulators and government agencies provide incentives for XBRL adoption	1	2	3	4
45	There are business partners who provide training on XBRL	1	2	3	4
46	Technology vendors actively market XBRL by providing incentives and subsidies for adoption	1	2	3	4
47	Technology vendors promote XBRL by offering free awareness workshops, training sessions and technical support for effective XBRL adoption	1	2	3	4

Part 5. Perceived Timeline to Adopt XBRL				
48	My company intends to adopt XBRL right now	1	2	3	4
49	My company will be ready to adopt XBRL in a year's time	1	2	3	4
50	If my company could, my company would like to further delay the time to adopt XBRL after one year or later	1	2	3	4

--- End of Questionnaire ----

Thank you for your time.

Would you like to have a copy of the results of the survey mailed to your company?

	Yes		No, thank you

Appendix 2 – Table for Determining Sample Size for a Finite Population created by Krejcie and Morgan (1970)

Table 3.1

Table for Determining Sample Size of a Known Population

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	346
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	354
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	191	1200	291	6000	361
45	40	170	118	400	196	1300	297	7000	364
50	44	180	123	420	201	1400	302	8000	367
55	48	190	127	440	205	1500	306	9000	368
60	52	200	132	460	210	1600	310	10000	370
65	56	210	136	480	214	1700	313	15000	375
70	59	220	140	500	217	1800	317	20000	377
75	63	230	144	550	226	1900	320	30000	379
80	66	240	148	600	234	2000	322	40000	380
85	70	250	152	650	242	2200	327	50000	381
90	73	260	155	700	248	2400	331	75000	382
95	76	270	159	750	254	2600	335	1000000	384

Note: N is Population Size; S is Sample Size   Source: Krejcie & Morgan, 1970

Appendix 3 – Missing Data Analysis

	N	Missing Count
JoLe	256	0
CuEx	256	0
OvEx	256	0
Age	256	0
Ra	256	0
EdLe	256	0
Ind	256	0
MI1	256	0
MI2	256	0
MI3	256	0
MI4	256	0

Appendix 3 (continued)

MI5	256	0
MI6	256	0
XA1	256	0
XA2	256	0
XA3	256	0
XA4	256	0
XA5	256	0
XA6	256	0
ReOR1	256	0
OR2	256	0
OR3	256	0
IK1	256	0
IK2	256	0
IK3	256	0
PEOU1	256	0
PEOU2	256	0
PEOU3	256	0
RA1	256	0
RA2	256	0
RA3	256	0
RA4	256	0
RA5	256	0
RePC1	256	0
RePC2	256	0
RePC3	256	0
CP1	256	0
CP2	256	0
CP3	256	0
TPP1	256	0
TPP2	256	0
GR1	256	0
GR2	256	0
ES1	256	0
ES2	256	0
ES3	256	0
ES4	256	0
XA1_A	256	0
XA2_A	256	0
ReXA3_A	256	0

Appendix 4 – Dimension Reduction Reports
Appendix 4.1 – Descriptive Statistics

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
MIFull	256	1.83	3.83	2.7826	.43137
MK	256	1.00	3.83	2.8073	.60641
COFull	256	1.67	4.00	3.1276	.56418
IKFull	256	1.33	4.00	2.7656	.51447
CMFull	256	1.33	4.00	2.7695	.40077
RAFull	256	1.40	3.40	2.2383	.42503
EPFull	256	1.40	3.60	2.4172	.46122
ESFull	256	1.25	3.25	2.5166	.42642
PTXA	256	1.33	3.33	2.4271	.54981
Valid N (listwise)	256				

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
MI1	2.89	.668	256
MI2	2.46	.940	256
MI3	2.31	.737	256
MI4	3.00	.861	256
MI5	3.17	.898	256
MI6	2.88	.690	256
MK1	2.78	.650	256
MK2	2.77	.637	256
MK3	2.68	.825	256
MK4	2.88	.704	256
MK5	2.88	.555	256
MK6	2.84	.644	256
CO1	3.13	.862	256
CO2	2.91	.861	256
CO3	3.34	.655	256
IK1	2.43	.694	256
IK2	2.96	.804	256
IK3	2.90	.815	256
CM1	2.76	.609	256
CM2	2.89	.512	256
CM3	2.66	.674	256
RA1	2.34	.667	256
RA2	2.17	.573	256
RA3	2.22	.994	256
RA4	1.80	.778	256

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Appendix 4.1 – Descriptive Statistics (cont'd.)

RA5	2.66	.734	256
EP1	2.64	.760	256
EP2	2.34	.724	256
EP3	2.57	.683	256
EP4	2.33	.887	256
EP5	2.21	.657	256
ES1	2.27	.651	256
ES2	2.51	.613	256
ES3	2.64	.721	256
ES4	2.64	.694	256
PTAX1	2.37	.724	256
PTAX2	2.55	.723	256
Re_PTAX3	2.36	.641	256

Appendix 4.2 – KMO and Bartlett's Test

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.854
Bartlett's Test of Sphericity	Approx. Chi-Square	9671.874
	df	703
	Sig.	.000

Appendix 4.3 – Total Variance Explained (All Variables)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.863	42.923	42.923	3.863	42.923	42.923	3.051	33.895	33.895
2	1.583	17.588	60.511	1.583	17.588	60.511	2.093	23.254	57.149
3	1.113	12.366	72.877	1.113	12.366	72.877	1.298	14.426	71.575
4	1.012	11.244	84.121	1.012	11.244	84.121	1.129	12.546	84.121
5	.436	4.849	88.97						
6	.353	3.926	92.896						
7	.279	3.098	95.994						
8	.241	2.676	98.671						
9	.119	1.326	100						

Extraction Method: Principal Component Analysis.

Appendix 4.4 – Factor Loadings (Outer Loadings – PLS3)

	1. Mgt Innovativeness (MI)	2. Mgt Knowledge (MK)	3. Cost (CO)	4. Int Knowledge (IK)	5. Compatibility (CM)	6. Relative Adv (RA)	7. Ex Pressure (EP)	8. Ex Support (ES)	9. Perceived Timeline to Adopt XBRL (PTAX)
CM1					0.967				
CM3					0.917				
CO1			0.864						
CO2			0.844						
EP1							0.746		
EP2							0.778		
EP4							0.642		
EP5							0.852		
ES2								0.766	
ES3								0.662	
ES4								0.881	
IK2				0.983					
IK3				0.978					
MI4	0.942								
MI5	0.831								
MI6	0.937								
MK1		0.866							
MK2		0.894							
MK3		0.892							
MK4		0.916							
MK5		0.904							
MK6		0.963							
PTAX1									0.816
PTAX2									0.787
RA1						0.697			
RA2						0.937			
RA5						0.710			
Re_PTAX3									0.760

Appendix 5 – Descriptive Statistics Reports
Appendix 5.1 – Frequency Tables

I. Job Level

JoLe

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Top Management	56	21.9	21.9	21.9
	Mid Management	125	48.8	48.8	70.7
	Executive	75	29.3	29.3	100.0
	Total	256	100.0	100.0	

II.   Current Experience

CuEx

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 5 yrs	187	73.0	73.0	73.0
	Between 5-10 yrs	58	22.7	22.7	95.7
	Above 10 yrs	11	4.3	4.3	100.0
	Total	256	100.0	100.0	

III.   Overall Experience

OvEx

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 10 yrs	31	12.1	12.1	12.1
	Between 10-20 yrs	104	40.6	40.6	52.7
	Above 20 yrs	121	47.3	47.3	100.0
	Total	256	100.0	100.0	

IV.   Age

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 35 yrs	33	12.9	12.9	12.9
	Between 36-55 yrs	220	85.9	85.9	98.8
	Above 55 yrs	3	1.2	1.2	100.0
	Total	256	100.0	100.0	

V.   Race

Ra

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Muslim	74	28.9	28.9	28.9
	Chinese	116	45.3	45.3	74.2
	Indian	52	20.3	20.3	94.5
	Others	14	5.5	5.5	100.0
	Total	256	100.0	100.0	

VI.   Education Level

EdLe

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	9	3.5	3.5	3.5
	Graduate	105	41.0	41.0	44.5
	Post Graduate	65	25.4	25.4	69.9
	DBA/ PHD	2	.8	.8	70.7
	Professional	75	29.3	29.3	100.0
	Total	256	100.0	100.0	

VII.   Industry

Ind

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manufacturing	43	16.8	16.8	16.8
	Oil & Gas	18	7.0	7.0	23.8
	Construction	8	3.1	3.1	27.0
	Retail	17	6.6	6.6	33.6
	Service	170	66.4	66.4	100.0
	Total	256	100.0	100.0	

Appendix 5.2 – Frequencies

Statistics

		JoLe	CuEx	OvEx	Age	Ra	EdLe	Ind
N	Valid	256	256	256	256	256	256	256
	Missing	0	0	0	0	0	0	0
Mean		2.07	1.31	2.35	1.88	2.02	3.11	3.99
Std. Error of Mean		.045	.034	.043	.022	.053	.082	.099
Median		2.00	1.00	2.00	2.00	2.00	3.00	5.00
Mode		2	1	3	2	2	2	5
Std. Deviation		.713	.550	.687	.357	.844	1.313	1.580
Variance		.508	.302	.472	.127	.713	1.724	2.498
Skewness		-.109	1.572	-.586	-1.579	.507	.480	-1.122
Std. Error of Skewness		.152	.152	.152	.152	.152	.152	.152
Kurtosis		-1.020	1.541	-.757	3.090	-.335	-1.291	-.529
Std. Error of Kurtosis		.303	.303	.303	.303	.303	.303	.303
Minimum		1	1	1	1	1	1	1
Maximum		3	3	3	3	4	5	5
Sum		531	336	602	482	518	797	1021
Percentiles	25	2.00	1.00	2.00	2.00	1.00	2.00	3.00
	50	2.00	1.00	2.00	2.00	2.00	3.00	5.00
	75	3.00	2.00	3.00	2.00	3.00	5.00	5.00

JoLe

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Top Management	56	21.9	21.9	21.9
	Mid Management	125	48.8	48.8	70.7
	Executive	75	29.3	29.3	100.0
	Total	256	100.0	100.0	

CuEx

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 5 yrs	187	73.0	73.0	73.0
	Between 5-10 yrs	58	22.7	22.7	95.7
	Above 10 yrs	11	4.3	4.3	100.0
	Total	256	100.0	100.0	

OvEx

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 10 yrs	31	12.1	12.1	12.1
	Between 10-20 yrs	104	40.6	40.6	52.7
	Above 20 yrs	121	47.3	47.3	100.0
	Total	256	100.0	100.0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 35 yrs	33	12.9	12.9	12.9
	Between 36-55 yrs	220	85.9	85.9	98.8
	Above 55 yrs	3	1.2	1.2	100.0
	Total	256	100.0	100.0	

Ra

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Muslim	74	28.9	28.9	28.9
	Chinese	116	45.3	45.3	74.2
	Indian	52	20.3	20.3	94.5
	Others	14	5.5	5.5	100.0
	Total	256	100.0	100.0	

EdLe

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	9	3.5	3.5	3.5
	Graduate	105	41.0	41.0	44.5
	Post Graduate	65	25.4	25.4	69.9
	DBA/ PHD	2	.8	.8	70.7
	Professional	75	29.3	29.3	100.0
	Total	256	100.0	100.0	

Ind

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manufacturing	43	16.8	16.8	16.8
	Oil & Gas	18	7.0	7.0	23.8
	Construction	8	3.1	3.1	27.0
	Retail	17	6.6	6.6	33.6
	Service	170	66.4	66.4	100.0
	Total	256	100.0	100.0	

Appendix 6 – Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
1. Mgt Innovativeness (MI)	0.893	0.962	0.931	0.819
2. Mgt Knowledge (MK)_	0.956	0.964	0.965	0.821
3. Cost (CO)	0.630	0.632	0.844	0.730
4. Int Knowledge (IK)	0.960	0.970	0.980	0.961
5. Compatibility (CM)	0.879	1.005	0.941	0.888
6. Relative Adv (RA)	0.702	0.908	0.829	0.622
7. Ex Pressure (EP)	0.760	0.789	0.843	0.575
8. Ex Support (ES)	0.685	0.801	0.817	0.601
9. Perceived Timeline to Adopt XBRL (PTAX)	0.695	0.694	0.831	0.621

Appendix 7 – Fornell-Larcker Criterion

	1. Mgt Innovativeness (MI)	2. Mgt Knowledge (MK)	3. Cost (CO)	4. Int Knowledge (IK)	5. Compatibility (CM)	6. Relative Adv (RA)	7. Ex Pressure (EP)	8. Ex Support (ES)	9. Perceived Timeline to Adopt XBRL (PTAX)
1. Mgt Innovativeness (MI)	0.905								
2. Mgt Knowledge (MK)_	0.896	0.906							
3. Cost (CO)	0.805	0.819	0.854						
4. Int Knowledge (IK)	0.602	0.609	0.707	0.980					
5. Compatibility (CM)	-0.143	-0.039	-0.157	-0.273	0.942				
6. Relative Adv (RA)	0.389	0.545	0.400	0.150	0.322	0.789			
7. Ex Pressure (EP)	0.453	0.618	0.431	0.219	0.100	0.739	0.758		
8. Ex Support (ES)	0.634	0.680	0.618	0.224	0.097	0.566	0.584	0.775	
9. Perceived Timeline to Adopt XBRL (PTAX)	0.628	0.648	0.576	0.632	-0.324	0.333	0.480	0.250	0.788

Appendix 8 – Inner VIF Values

	1. Mgt Innovativeness (MI)	2. Mgt Knowledge (MK)_	3. Cost (CO)	4. Int Knowledge (IK)	5. Compatibility (CM)	6. Relative Adv (RA)	7. Ex Pressure (EP)	8. Ex Support (ES)	9. Perceived Timeline to Adopt XBRL (PTAX)
1. Mgt Innovativeness (MI)									6.282
2. Mgt Knowledge (MK)_									8.895
3. Cost (CO)									4.667
4. Int Knowledge (IK)									2.610
5. Compatibility (CM)									1.356
6. Relative Adv (RA)									2.795
7. Ex Pressure (EP)									2.864
8. Ex Support (ES)									2.667
9. Perceived Timeline to Adopt XBRL (PTAX)									

Appendix 9 – R Square

	R Square	R Square Adjusted
9. Perceived Timeline to Adopt XBRL (PTAX)	0.658	0.647

Appendix 10 – F Square

	1. Mgt Innovativeness (MI)	2. Mgt Knowledge (MK)	3. Cost (CO)	4. Int Knowledge (IK)	5. Compatibility (CM)	6. Relative Adv (RA)	7. Ex Pressure (EP)	8. Ex Support (ES)	9. Perceived Timeline to Adopt XBRL (PTAX)
1. Mgt Innovativeness (MI)									0.044
2. Mgt Knowledge (MK)_									0.015
3. Cost (CO)									0.001
4. Int Knowledge (IK)									0.085
5. Compatibility (CM)									0.124
6. Relative Adv (RA)									0.016
7. Ex Pressure (EP)									0.095
8. Ex Support (ES)									0.133
9. Perceived Timeline to Adopt XBRL (PTAX)									

Appendix 11 – Path Coefficient (Mean, STDEV, T-Values, P-Values) (One Tail Test)

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
1. Mgt Innovativeness (MI) -> 9. Perceived Timeline to Adopt XBRL (PTAX)	0.306	0.306	0.112	2.731	0.003
2. Mgt Knowledge (MK)_ -> 9. Perceived Timeline to Adopt XBRL (PTAX)	0.213	0.196	0.113	1.877	0.030
3. Cost (CO) -> 9. Perceived Timeline to Adopt XBRL (PTAX)	-0.041	-0.056	0.093	0.445	0.328
4. Int Knowledge (IK) -> 9. Perceived Timeline to Adopt XBRL (PTAX)	0.275	0.288	0.076	3.617	0.000
5. Compatibility (CM) -> 9. Perceived Timeline to Adopt XBRL (PTAX)	-0.240	-0.252	0.053	4.516	0.000
6. Relative Adv (RA) -> 9. Perceived Timeline to Adopt XBRL (PTAX)	0.123	0.143	0.099	1.236	0.108
7. Ex Pressure (EP) -> 9. Perceived Timeline to Adopt XBRL (PTAX)	0.304	0.290	0.078	3.912	0.000
8. Ex Support (ES) -> 9. Perceived Timeline to Adopt XBRL (PTAX)	-0.349	-0.321	0.126	2.763	0.003

Appendix 12 –The PLS3 Alogrithm Results