Customer Accounting Information and Omani Service Companies’ Performance

Alzhara Humaid Alsulmani  
Collage of Economics, Management and Information Systems, University of Nizwa, Oman.

Sheikha Saif Alkindi  
Collage of Economics, Management and Information Systems, University of Nizwa, Oman.

Essia Ries Ahmed  
Collage of Economics, Management and Information Systems, University of Nizwa, Oman.
ORCID ID:0000-0002-5723-0718

Abstract

The main objective of this paper is to investigate the link between customer accounting information and companies’ performance in Sultanate of Oman. This is a cross-sectional study with quantitative method where the quantitative data was accumulated through questionnaire. The sample size of 160 usable questionnaires were received from employees work in the banks that are considered as a sample of the current study. The findings show that there is a positive link between the customers’ accounting information and the companies’ performance. The findings pointed out that companies’ extent of customer accounting information usage have significantly impact the institutional performance. This research is a new in its type to be applied in Sultanate of Oman context via testing the relation between its predictors of customer accounting information features towards their impact on company performance.

Keywords: Customer Accounting Information; Companies Performance; Oman

JEL Classifications: M410
Introduction

Recently, the value of Management Accounting Systems (MAS) was highlighted by both practitioners and academics (Al-Mawali, Zainuddin, & Ali, 2012). Accounting Information Systems (AIS) are a device which, when merged into the field of Data Technology (IT) are planned to support in the organization and control of subjects related to organization’ commercial-financial part (Thottoli, Thomas & Ahmed, 2019a; Thottoli, Thomas, & Ahmed, 2019b). Although the great increase in skill has opened up the prospect of producing and using account information from a tactical standpoint (El Louadi, 1998; Soudani, 2012). The use of AIS in the banking sector will care these regulatory procedures and is predictable to impact their regulatory performance. For example, data value, quality of service, structure quality, and quality of information are the achievement issues for AIS. It is supposed that these reasons are needed prescriptions in the functioning of AIS before they can succeed in the situation of organizational use. The use of AIS in Omani industrial banks in progress can be traced back to the growing information technology revolution in emerging markets in general. Ali, Bakar, & Omar, 2016). Performance metrics like profit are a significant measure for evaluating a company’s success (Alharbi, Yahya, & Ahmed, 2018; Ahmed, Alabdullah, Shaharudin, & Putri, 2020). However, studying performance is difficult due to the height challenge and the big amount of variables that affect performance (Ahmed, Alabdullah, & Shaharudin, 2020). One of the highly critical techniques is the Accounting Information System (AIS) for measuring company performance (Esmeray, 2016). Effective use of an AIS is the dissemination of data information required by users of an organization. Where it is affected by decision-making and contributes to organizational administrative coordination in the organization (Ali, Omar, & Bakar, 2016: Alabdullah, Laadjal, Ries, & Al-Asadi, 2018).

The importance and role of Islamic banking it has gained international attention over the recent past Its financial power is in the initial steps likened to the usual banking sector Islamic backing is a recent adding to the economic area Sultanate of Oman contempt its long existence in other Islamic countries (Frida, Ahmed, Al-Belushi, & Singh, 2020; Ahmed, Idris, Shaharudin, Suparman, & Kamal, 2020; Ahmed, Islam, Bin Ariffin, & Moniruzzaman, 2013). Revenue recognition is of paramount importance and is a major reason in determining islamic finances organization performing (Ahmed, Amran, & Islam, 2018; Ahmed, Alabdullah, Islam, & Asmar, 2014). Over the years I have standards in accounting It experienced major changes to address the workings of the new business models. Again in 2002, a joint project was applied between FASB and IASB to reach a global standard Address the different aspects of revenue recognition (Wendover, 2014; Dalai, Chough, Dinesh, & Mohammedi, 2019). The study attempt to point out the evaluation of accounting data organization in the Omani funding sectors, as this research is an seek toward obtain knowledge of evaluating the accounting information system in banks in Oman, this is because Omani firms cover a large number of the concerned (Gani, Al Rahbi, & Ahmed, 2021; Alyaarubi, Alkindi, & Ahmed, 2021; Nahar Alabaster, 2018).

Companies face different problems that need to be studied, whether on the administrative side or otherwise (Ahmed, Alabdullah, Ardhani, & Putri, 2021). Study the relationship between clients and their accounting performance in the company (Hashim, Ries, & Huai, 2019; Alabdullah, & Ahmed, 2020; Hashim, Ahmed, & Huey, 2019). Study the positive and negative impact of clients in the accounting field in the company as well as how to manage profits and improve the quality of financial reports many by managing assets and others on an ongoing basis to avoid the obstacles that will be incurred later. In addition, how to present the role of customers in companies according to agreed criteria. The companies' relationship with managers and the method of disclosure of the nature of the work and its implications (Alabdullah, Ahmed, & Muneer Ali, 2019; Rahim, Ahmed, Sarkawi, Jaaffar, & Shamsuddin, 2019; Alabdullah, Ahmed, & Yahya, 2018). There are companies that will not face much difficulty but there are others in industries such as Telecommunications, software, retail, general, and distribution will face greater challenge. Organizations must prepare in advance to understand the impact of the changes and Development of appropriate infrastructure and human resources to integrate them (Dalwai, Chugh, Dinesh, & Mohammedi, 2019; Harash, Alsaaad & Ahmed, 2013). Thus the objective of the study is to investigate the link between customer accounting information and companies' performance in Oman.

Literature Review

In this section will focus about the previous studies in last five years. Majority of studies found that customer accounting information and companies' performance. For example, Salkaur, Yanti, Fery, and Azwardi, (2021) the outcomes of this look at display empirical proof that the a success software of financial reporting and AIS
is accountable and transparent. DO, LUONG, and TRAN (2020) indicated that tourism companies have to pay much attention to the usage of information of management accounting in making decision. With the fierce competition experienced by tourism companies today, taking pictures and satisfying market desires is a prerequisite to help companies improve their competitiveness and enhance their overall profitability. Therefore, the tourism companies want to recollect pursuing market trends and promote the widespread use of management accounting facts usage.

Frida, Ahmed, Al-Belushi, and Singh, (2020) assess efforts to research the impact of provision include on consumer loyalty and customer approval using the SERVQUAL model. It was originally planned for use by provision firms and stores. In fact, while most companies will require some form of consumer help, only the service productions are involved in knowledge and assessing service value. It was established for few major Islamic banking in Oman. This is a measurable nature of a research, which included a structured, self-produced survey based on accessibility, sample process collecting information from 120 consumers of Islamic banking in Sultanate of Oman. The paper’s main findings showed that defendants in the five areas of openness, tangibles, assurance, reliability, and understanding, on normal, replied with a “Agree” response. The relationship findings revealed a great link among the three variables of provision quality, shopper happiness, and client loyalty. In a like vein, deterioration findings revealed that understanding is significant.

Buallay et al., (2020) with 295 comments over five years (2012-2016), this study discovers integrated reporting for 59 financial institutions in Gulf Council Countries. The index of integrated report is regressed independently against three performing metrics as dependent variables (return on equity, return on assets and Tobin’s Q ratio). Tobin’s Q is equal to the company’s marketplace cost shared by the additional cost of its holdings Q (TQ). In addition, the relapse equation includes the pursuing two types of control factors. The results produced from the useful solutions show that, on the one hand, integrated reporting in normal financial institutions positively influences market performing, while in the negative influencing effective and economic performance. Thus, the findings for Islamic financial institutions showing that integrated reporting negatively influences market profitability, with no perceptible impact on neither commercial nor operating performing. In the gulf countries banking region, for the most practical findings struggle with hopes suggested by indicating theory and assets want theory. From this examine, proof implies that gulf states banks performing would not enhance were integrated reporting admission provided required. Still, that supposition is greater with reverence to Islamic Windows than with respect to traditional financial institutions in the area. Elsiddig Ahmed, (2020) was examine the link between financial reporting quality and earnings quality (EQ) as defined by the AAOIFI standards, as well as to ope-rationalize economic reportage quality in qualitative terms of skins qualitative features as defined by the AAOIFI standards. The findings of the model paths showing that EQ and most of the QCs have a large optimistic relationship. The first submission is partly approved because there is a significant positive link between EQ and consistency, relevancy, wariness, and overall quality; nevertheless, there is no important link between EQ and comprehensibility, and there is a negative and significant link between EQ and pulling. Al-Dmour, (2019) the aim of this examine is to expression into the relationships among the recorded Jordanian public companies and the reputation Accounting Information System (AIS) based application SysTrust basis (ethics and ideals) as an internal control mechanism for business results, as well as the refereeing role of economic quality reporting in this relationship. It combines the outcomes of the previous studies and the possibility theory. The examine experimental findings show that AIS has a built-in level of reliability. The SysTrust support's application is critical. Business achievement and economic quality have a helpful relationship. The relationship is clearly resolved by reporting.

Ganyam, and Ivungu, (2019) were results from the assess exhibits that previous researches on impact of account information on financial profitability limited supported their works to the fee effect of accounting facts system as it attaches to business overall profitability of corporations. This assessment additionally discovered that maximum of the research’s employed using survey studies layout to analyze this courting and majority of the previous works had been executed in superior economic system in which automated accounting method techniques were familiar to a huge extent. Hossain, Khadem, Al-Mawali, (2018) study relationship between customer incorporation and supply management effectiveness for Minor and Middle Companies Small and Medium Enterprises in Oman is examined in this search. Customer assimilation has a major impact on supply management efficiency in terms of customer dedication and confidence, according to the findings of the report. However, there is a chance for SMEs to improve their supply management efficiency by improving planned supply management skills, heart alignment, and existing supply management status.

Harash, (2017) the consequences of preceding research display a high-quality dating between the AIS and accounting outcome in SMEs in Iraqi. This indicates that the accounting overall outcomes in these Iraqi SMEs
can be progressed. Uyar, Gungormus, and Kuzey, (2017) the link between the secretarial knowledge system and corporate governance is investigated in this report. We hope that these results will aid in the enhancement of good corporate governance created by business organizations’ accounting functions. According to empirical findings, accounting, financial reporting, and the budgeting method all have a optimistic result on commercial ascend-ency, while Turkish Accounting / Financial Reporting Standards adoption does not. Directors should implement inside reporting processes, as well as domestic control and supervising devices, in order to promote corporate governance. Gunawan, and Karimah, (2017) the findings display that organizations put into effect six sigma for high elevation. Six sigma have standards which include commitment and assist from top control, institutional tradition, client awareness, and schooling. Criteria for assist and dedication from organizational culture and pinnacle governance are not demonstrated to seriously affect the development and growth of accounting information outcomes.

Al-Mawali, and Lam, (2016) their results indicated that Customer Accounting (CA) data utilization substantially impacts organizational performance, and that there is a moderating impact of Protein-Energy Under-nutrition (PEU) on the connection between CA information and organizational performance. The second section targets to validate the quantitative consequences thru seven semi-structured interviews. The effects of the interviews verify. Ali et al., (2016) the findings found out that provider pleasant, statistics pleasant and system high-quality are the full-size of Accounting Information System AIS fulfillment components for growing organizational overall outcomes. It can be derive from this look at that businesses worried in financial sector can boom their profitability with the aid of adopting and enforcing AIS success factors. Kurniawati, and Meillianalntani, (2016) the result may be used for managers of SME’s to boom the usage of accounting records as a basis to take superior enterprise determination, and to enhance their personnel’ overall outcome through training and placing the reward gadget to get best productiveness. By doing these, the overall profitability of SMEs may be multiplied. Daoud, and Triki, (2013) the effects suggest that pinnacle control involvement and outside understanding have an impact on the AIS. Furthermore, they display that the accounting strategies used after enterprise resource planning ERP gadget adoption have an effect on firm overall performance. The interaction effect of accounting workforce competency with the AIS has a nice effect on company overall performing development.

**Link Between Customer Accounting Information and Companies’ Performance**

Frida, Ahmed, Al-Belushi, and Singh, (2020) the relationship results showed a great link between the three-variable quantity of service, buyer happiness, and client loyalty. In a comparable vein, relapse results revealed that compassion is significant. Buallay et al., (2020) the results attracted from the useful outcomes show that, on the one hand, integrated reporting in ordinary financial institutions optimistically effects market performing, while negatively influencing financial and operational performing. On the other hand over, the outcomes for Islamic financial institutions showing that integrated reporting destructively effects market outcome, with no appreciable impact on neither monetary nor operating presentation from this learning, proof suggests that GCC financial institutions profitability would not change were integrated reporting disclosure rendered obligatory. Elsiddig Ahmed, (2020) the results of the model channels indicating that earnings quality (EQ) and most of the QCs have a substantial positive link.

The first proposal is partly accepted because there is a useful connection between EQ and reliability, relevancy, suspicion, and overall quality. However, it found insignificant link between EQ and lucidity, and there is a important and negative link between EQ and appeal. Al-Dmour, (2019) was SysTrust support's application is critical business attainment and quality in economic have a helpful relationship. The relationship is obviously solved by reporting. Hossain, Khadem, Al-Mawali, Al H and ajri, (2018) there is a opportunity for SMEs to enhance their supply managing effectiveness by developing planned supply management skills, heart alignment, and existing supply management status. Uyar, Gungormus, and Kuzey, (2017) enhancement of good corporate governance established by business organizations’ accounting functions. According to empirical findings, bookkeeping, financial reporting, and the budgeting method all have a positive effect on corporate. Al-Mawali, and Lam, (2016) greatly influences managerial performance, and that there is a lessening impact of PEU on the connection between CA data and organizational performance. Ali et al., (2016) provider pleasant, statistics pleasant and system high-quality are the full-size accounting information satisfaction elements for improving institutional overall performance. Kurniawati, and Meillianalntani, (2016) a basis to take better business choices, and to enhance their personnel’ overall performing through training and placing the bonus gadget to get better efficiency.

H1: A positive relation between customer accounting information and companies' performance.

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Methodology

This is a cross-sectional study with quantitative method where the quantitative data was accumulated through important data. The current study used a wide range of dimensions to calculate the selected variable quantity that are in the study. The questionnaire was used for some employees knowing their personal data as well as information about the company. This study used a set of survey tools containing questionnaires to measure the variables in this study. The questionnaire Adapt from Al-Mawali, Zainuddin, & Ali, )2012). In this research, data gathered is analyzed with approach of Partial Least Square (PLS).

Findings

The current study worked the tabulation system to display the data gathered. Data where analyzed and different variable quantity were related to reach the study goal using Smart PLS and SPSS. Data were analyzed statistically using Microsoft Excel and Structural Equation Modeling (SEM) with limited squares approach (PLS). The results are given through the used data tables and graphs. The information needed for the study was collected by evidence for employees working in the banking sector, insurance companies, and customers.

![Figure 1: Questionnaire (Responses)](image)

Descriptive Statistics

Founded on the findings of graphic statistics, the dependent changeable, which is firm execution FP1 and FP5, indicate that the level of FP1 was 3.154% represent the median of company performance, with a criterion perversion of 1.899. Furthermore, the least amount and highest value specific that is FP1 1.000 % and 7.000 %, respectively. Also, the results revealed that the amount of FP5 was 3.262% represent the median of company performance, with a criterion perversion of 1.791. Moreover, the lower and highest value indicated FP5 that is 1.000% and 7.000 %, in that order. Additionally, the expressive analysis for elements displays that CPA-1 has a middling of 3.015% by standard deviation of 1.723; CPA-4 has an average of 3.523% through standard deviation of 1.773; Life-CPA1 an average of 3.462% by standard deviation of 1.665; Life-CPA5 an average of 3.415% through standard deviation of 1.830; Comparison of each of the independent and dependent variables between each of them through mean, median, arithmetic, standard deviation and mean.
**Table 1: Descriptive Statistics**

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Min</th>
<th>Max</th>
<th>Standard-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPA-1</td>
<td>3.015</td>
<td>1.000</td>
<td>7.000</td>
<td>1.723</td>
</tr>
<tr>
<td>CPA-2</td>
<td>3.338</td>
<td>1.000</td>
<td>7.000</td>
<td>1.512</td>
</tr>
<tr>
<td>CPA-3</td>
<td>3.615</td>
<td>1.000</td>
<td>7.000</td>
<td>1.652</td>
</tr>
<tr>
<td>CPA-4</td>
<td>3.523</td>
<td>1.000</td>
<td>7.000</td>
<td>1.773</td>
</tr>
<tr>
<td>CPA-5</td>
<td>3.554</td>
<td>1.000</td>
<td>7.000</td>
<td>1.664</td>
</tr>
<tr>
<td>CPA-7</td>
<td>3.400</td>
<td>1.000</td>
<td>7.000</td>
<td>1.634</td>
</tr>
<tr>
<td>CPA-8</td>
<td>3.200</td>
<td>1.000</td>
<td>7.000</td>
<td>1.773</td>
</tr>
<tr>
<td>Life-CPA1</td>
<td>3.462</td>
<td>1.000</td>
<td>7.000</td>
<td>1.665</td>
</tr>
<tr>
<td>Life-CPA2</td>
<td>3.308</td>
<td>1.000</td>
<td>7.000</td>
<td>1.753</td>
</tr>
<tr>
<td>Life-CPA3</td>
<td>3.508</td>
<td>1.000</td>
<td>7.000</td>
<td>1.656</td>
</tr>
<tr>
<td>Life-CPA4</td>
<td>3.477</td>
<td>1.000</td>
<td>7.000</td>
<td>1.857</td>
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<td>Life-CPA5</td>
<td>3.415</td>
<td>1.000</td>
<td>7.000</td>
<td>1.830</td>
</tr>
<tr>
<td>FP1</td>
<td>3.154</td>
<td>1.000</td>
<td>7.000</td>
<td>1.899</td>
</tr>
<tr>
<td>FP2</td>
<td>3.523</td>
<td>1.000</td>
<td>7.000</td>
<td>1.764</td>
</tr>
<tr>
<td>FP3</td>
<td>3.523</td>
<td>1.000</td>
<td>7.000</td>
<td>1.647</td>
</tr>
<tr>
<td>FP4</td>
<td>3.538</td>
<td>1.000</td>
<td>7.000</td>
<td>1.646</td>
</tr>
<tr>
<td>FP5</td>
<td>3.262</td>
<td>1.000</td>
<td>7.000</td>
<td>1.791</td>
</tr>
<tr>
<td>FP6</td>
<td>3.431</td>
<td>1.000</td>
<td>7.000</td>
<td>1.626</td>
</tr>
<tr>
<td>FP7</td>
<td>3.338</td>
<td>1.000</td>
<td>7.000</td>
<td>1.867</td>
</tr>
<tr>
<td>FP8</td>
<td>3.615</td>
<td>1.000</td>
<td>7.000</td>
<td>1.716</td>
</tr>
<tr>
<td>FP9</td>
<td>3.462</td>
<td>1.000</td>
<td>7.000</td>
<td>1.737</td>
</tr>
<tr>
<td>FP10</td>
<td>3.677</td>
<td>1.000</td>
<td>7.000</td>
<td>1.665</td>
</tr>
<tr>
<td>FP11</td>
<td>3.569</td>
<td>1.000</td>
<td>7.000</td>
<td>1.736</td>
</tr>
<tr>
<td>FP12</td>
<td>3.646</td>
<td>1.000</td>
<td>7.000</td>
<td>1.868</td>
</tr>
<tr>
<td>FP13</td>
<td>3.631</td>
<td>1.000</td>
<td>7.000</td>
<td>1.641</td>
</tr>
<tr>
<td>FP14</td>
<td>3.538</td>
<td>1.000</td>
<td>7.000</td>
<td>1.656</td>
</tr>
<tr>
<td>FP15</td>
<td>3.585</td>
<td>1.000</td>
<td>7.000</td>
<td>1.736</td>
</tr>
</tbody>
</table>

**Discriminant Validity**

Available Smart-PLS for checking the discriminant authenticity. The root of square of each AVE of each architecture must have a high connection level as well as other structures. Therefore, to dealing with discriminant authenticity, as pointed out by Fornell & Larcker (1981), the square-root of each structure in its AVE must be related versus the hypotheses' connections for all structures.

**Table 2: Discriminant Validity**

<table>
<thead>
<tr>
<th></th>
<th>CPA</th>
<th>FP</th>
<th>LIFE-CPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPA</td>
<td>0.866</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FP</td>
<td>0.864</td>
<td>0.862</td>
<td></td>
</tr>
<tr>
<td>LIFE-CPA</td>
<td>0.859</td>
<td>0.849</td>
<td>0.905</td>
</tr>
</tbody>
</table>

Valuation for the organizational framework was well-done after measure model testing and it has passed all standards. An inspection of the solve coefficient (R²) is completed. In this job, a changeable which is the dependent variable indicate to have R² value 0.790 (FP), R Square Adjusted 0.783 (substantial) suggesting that 0.79%, 0.78 % of the variance in firm performance (R² and R Square Adjusted) can be explained by the predictors. Customers Profitability Analysis, Life- time Customers Profitability Analysis and Financial Performance.
Hypothesis Testing

Table 4 studies the findings linked to testing the supposition and observed majority of hypotheses supported (all hypotheses supported as shown in Table 4). The results showed that the CPA->FP positively considerable with a company probability (FP) where it was $P<0.001$, $t=3.255$. This outcome points out that the customer accounting information has a significant effect on company execution (FP). The findings showed that LIFE-CPA>has a considerable positive relationship with a firm probability (CPA) where it was $P<0.024$, $t=2.261$. This result shows that customer accounting information have a significant impact on probability (FP). The findings proved positively significant with a firm performance (CPA) The relationship between the two parties is positive for both parties Supported.

Table 4: Path Coefficients

<table>
<thead>
<tr>
<th></th>
<th>Original Sample (O)</th>
<th>Sample Mean (M)</th>
<th>Standard Deviation</th>
<th>T statistics (O/STDEV)</th>
<th>P Values</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPA-&gt;FP</td>
<td>0.512</td>
<td>0.515</td>
<td>0.157</td>
<td>3.255</td>
<td>0.001</td>
</tr>
<tr>
<td>LIFE-CPA&gt;</td>
<td>0.409</td>
<td>0.408</td>
<td>0.181</td>
<td>2.261</td>
<td>0.024</td>
</tr>
</tbody>
</table>

Note: Importance levels: *p < 0.05 (t >1.605), **p < 0.01 (t >2.33), *** P < 0.001 (t >3.33)

Discussions and Conclusion

The existing goal of research and data collection is to study whether customer accounting information has a role in evaluating companies' performance. Whereas the study goal to determine the link between customer accounting information and company performance evaluation. The survey aimed to collect approximately 160 responses from employees in various sectors. Helping operating people to ensure that they pick the right job that suits them, via imparting them with non-stop remarks to identify their strengths and weaknesses, chart their career path, and be capable of make the first-class use in their capabilities and abilities.

Performance appraisal contributes to helping the employee to broaden his activity performance, because it determines the developmental and training desires for the destiny growth of personnel, and performance assessment has a remarkable position within the continuity of the employer and its capacity to compete. Through it, the agency reaches the training desires of the entire organization, together with control and individuals, and this enables it to raise the level of capabilities of its workers and maintain tempo with trade and development (Alabdullah, Ahmed, & Ahmed, 2021). The overall performance appraisal encourages employees to periodically discuss and dialogue with control, that is contemplated in a wonderful manner on constructing long-time period relationships among employees and their managers. Where the relationship was positive between them through the investigation of some studies that showed: Buallay et al., (2020) Results derived from reasonable results show, on the other, that the IR in ordinary banks really affects the execution of the market, whilst it unhelpfully affects the monetary and strong performance in general. otherwise, the ramifications for Islamic banks showing that external relations have dire consequences for the overall performance of the market, with no significant impact on the overall performance, whether financial or practical. Through this study, the evidence indicates that the outcome of financial institutions in the GCC will not expand now if the duty of investor relations is disclosed. Ali et al., (2016) The full-size AIS full-size satisfaction factors to improve the overall performance of the enterprise, pleasant provider, nice statistics, and high quality of the system. Kurniawati, and MeilianaIntani, (2016) Abasis for making better choices for organizations, and for improving the overall performance of their employees through training and setting up a reward machine for better performance. So, the relationship is clear. Each creation must have tools for gauging and assessing it, and customer showing is one of the goods of any firm, but it is the most significant of all, as man is recognized to be at the core of any production method and success, and here the importance of assessing his performance, whether he is an employee or of the higher administration.

The most important goal of conducting this research or research is to determine the correlation associated between customer accounting information and the evaluation of the company's performance. This study had an independent variable that is customer accounting information and we studied it to see if it has an impact.
or relationship with the dependent factor, which is the performance evaluation of the company. After using the questionnaire to find out about this by analyzing the correlation and data by people who work in the bank or insurance companies. These findings found a direct link among the customer accounting information and the company's outcomes. That if the customer's accounting information increases, the level of performance in the company will increase significantly. This means that the performance depends on the customer, so the company succeeds. This study gets this result by using two The survey tool that we distributed to 60 employees in the banking sector and insurance companies.

There are some recommendations and tips in this study that guide companies to take the right actions in evaluating customer performance, for example Fairness between employees is the base for making a weather of trust, reassurance and a sense of happiness in the company; This is reflected in the permanence of its work and its prosperity, and then what results from the performance evaluation of rewarding the product and attracting the attention of the inaction or punishing him is justified in the conscience of everyone, including the one who received a bad evaluation. The moral encouragement and the material appreciation that makes a person full of hope, inspired by the desire to prove more ability; It will also be a catalyst for other poor performers, and in general, the employee's feeling that his performance is subject to evaluation increases his sense of responsibility.

References


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