



Faculty of Human Sciences

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Firm Characteristics		Performance		Sustainability	
Variable	Definition	Variable	Definition	Variable	Definition
Size	Number of employees	ROA	Return on Assets	ESG	Environmental, Social, and Governance
Age	Years since establishment	ROE	Return on Equity	Carbon Footprint	CO2 emissions
Industry	Manufacturing, Services, etc.	EBITDA	Earnings Before Interest, Taxes, Depreciation, and Amortization	Employee Turnover	Percentage of employees leaving
Location	Geographical region	Debt to Equity Ratio	Financial leverage	Customer Satisfaction	Survey-based metric
Ownership	Public, Private, etc.	Operating Margin	Profitability	Supplier Diversity	Percentage of diverse suppliers
Market Share	Percentage of sales in market	Net Income	Profit after taxes	Waste Recycling Rate	Percentage of waste recycled
Product Line	Range of products offered	Operating Expenses	Costs of operations	Community Involvement	Charitable contributions
Research & Development	Investment in innovation	Capital Expenditure	Investment in assets	Board Diversity	Percentage of diverse board members
Customer Base	Number of customers	Dividend Yield	Return to shareholders	Supplier Sustainability	Environmental impact of suppliers
Supplier Base	Number of suppliers	Operating Income	Profit before taxes	Employee Training Hours	Hours of employee training
Logistics Network	Supply chain infrastructure	Interest Expense	Cost of borrowing	Customer Retention Rate	Percentage of customers retained
Technology Adoption	Use of digital tools	Net Debt	Total debt minus cash	Supplier Sustainability Score	Overall rating of suppliers
Regulatory Compliance	Adherence to laws	Operating Cash Flow	Cash generated from operations	Employee Safety Incidents	Number of workplace accidents
Market Penetration	Percentage of market reached	EBIT	Earnings Before Interest and Taxes	Customer Churn Rate	Percentage of customers lost
Brand Reputation	Perceived quality and value	Operating Profit	Profit from core operations	Supplier Environmental Impact	Environmental footprint of suppliers
Customer Loyalty	Repeat purchase rate	Operating Expenses	Costs of operations	Employee Engagement Score	Survey-based metric
Supplier Reliability	On-time delivery rate	Capital Expenditure	Investment in assets	Customer Satisfaction Score	Survey-based metric
Logistics Efficiency	Cost per unit shipped	Dividend Yield	Return to shareholders	Supplier Sustainability Rating	Overall rating of suppliers
Technology Investment	Investment in R&D	Operating Cash Flow	Cash generated from operations	Employee Training Hours	Hours of employee training
Regulatory Risk	Exposure to legal issues	EBIT	Earnings Before Interest and Taxes	Customer Retention Rate	Percentage of customers retained
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Logistics Efficiency	Cost per unit shipped	Dividend Yield	Return to shareholders	Supplier Sustainability Rating	Overall rating of suppliers
Technology Investment	Investment in R&D	Operating Cash Flow	Cash generated from operations	Employee Training Hours	Hours of employee training
Regulatory Risk	Exposure to legal issues	EBIT	Earnings Before Interest and Taxes	Customer Retention Rate	Percentage of customers retained
Market Growth	Percentage increase in sales	Operating Profit	Profit from core operations	Supplier Environmental Impact	Environmental footprint of suppliers
Brand Awareness	Perceived familiarity	Operating Expenses	Costs of operations	Employee Engagement Score	Survey-based metric
Customer Acquisition Cost	Cost to gain new customers	Capital Expenditure	Investment in assets	Customer Satisfaction Score	Survey-based metric
Supplier Acquisition Cost	Cost to gain new suppliers	Dividend Yield	Return to shareholders	Supplier Sustainability Rating	Overall rating of suppliers
Logistics Cost	Cost of shipping and handling	Operating Cash Flow	Cash generated from operations	Employee Training Hours	Hours of employee training
Technology Cost	Cost of digital tools	EBIT	Earnings Before Interest and Taxes	Customer Retention Rate	Percentage of customers retained
Regulatory Cost	Cost of legal compliance	Operating Profit	Profit from core operations	Supplier Environmental Impact	Environmental footprint of suppliers
Market Share	Percentage of sales in market	Operating Expenses	Costs of operations	Employee Engagement Score	Survey-based metric
Brand Reputation	Perceived quality and value	Capital Expenditure	Investment in assets	Customer Satisfaction Score	Survey-based metric
Customer Loyalty	Repeat purchase rate	Dividend Yield	Return to shareholders	Supplier Sustainability Rating	Overall rating of suppliers
Supplier Reliability	On-time delivery rate	Operating Cash Flow	Cash generated from operations	Employee Training Hours	Hours of employee training
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