



**A Q-analysis model to evaluate the factors and attributes of ERP success in the  
developing countries**

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**A Q-analysis model to evaluate the factors and attributes of ERP success in the developing  
countries**

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**Abstract**

ERPs are indispensable for the production service centers and the improvement of manufacturing. Establishing ERPs is costly and their failure rate, specifically in the developing countries, is high. Many studies attempt to determine the KFSs for ERPs, and recently focus on evaluation models. However, fewer attentions paid to the attributes of KFSs. This paper reconsiders, using meta-analysis approach, the KSFs of ERPs in the developing countries, and applies it in a large-scale case. Then, an evaluation model is developed based on Q-analysis. Finally, some indices are introduced to determine the complexity of ERPs, and consider the relevant flexibility and sensitivity.

**Keywords:** Enterprise Resource Planning (EPR) Systems, Developing Countries, Connectivity Analysis (QA)



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## 1. Introduction

ERP system is a major and sensitive tools that helps organizations to enhance their functional abilities, improve their performance, develop their decision-making processes and gain competitive advantages. An ERP package helps organizations to gain competitive advantages by integrating all business keys through the development of all communication levels (Al-Mudimigh et al., 2001; Davenport, 2000). ERP system as a requirement for business process reengineering has been quickly demonstrated in the form of client-server facility (Buck-Emden, 2000).

The average cost of ERP implementation in an organization is nearly 15 million dollars. For large organizations this cost may exceed 500 million dollars (Baatz et al., 1999). Due to the high complexity, more than 10 percent of annual revenues of organization may be allocated for ERP implementation. To implement ERP, organizations may be incurred rework or time postponement costs, in addition to the cost of package (Beheshti, 2006). ERP packages are expensive and the costs for providing hardware infrastructures, updating the software codes in the legacy system, project management, executive consultants and recruitment of software specialists are also extremely high (Wenhongand Strong, 2004).

The high failure rate of ERP calls us to study and find the key factors of EPR success in organizations (Somers et al., 2000). Many EPR systems face resistance and finally failure (Aladwani, 2001). About 50 to 75 percent of U.S. companies experience some degrees of failure. A recent survey has shown that 65 percent of executive managers believe that ERP implementation may include a balanced possible damage to their organizations (Umble and Umble, 2000). Three-quarters of ERP projects face failure and many ERP projects come to a catastrophic end (Rasmy et al., 2005). Failure rates of all ERP implementations are estimated above 50 percent (Muscatello and Parente, 2006). Also 70 percent of ERP implementations fail to achieve the intended benefits. Since 2001, implementing ERP systems over the world have begun to increase. This growing trend is increases concerns about the success/failure of EPR implementation. It is therefore essential to pay attention the performance evaluation of such costly projects (Lea et al 2005). Until 2005, most analysis and reports on the EPR implementation belonged to the industrialized countries. The contribution of developing countries has been less, i.e., 10 to 15 percent (Huang and Palvia, 2001; Rajapakse and Seddon, 2005). However, it has been expected



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that the contribution of ERP implementation in developing countries increase considerably (Molla and Bhalla 2006). It also has been reported that many ERP implementations failed in the developing countries (Al-Mashiri and Zairi, 2000; Rajapakse and Seddon 2005). These reports have suggested that the implementation of ERP in developing countries – face with some specific problems, different from the ones in the industrialized countries (Xue et al., 2005; Kamhawi, 2007 and Soja, 2008). The success rate of ERP in developing countries in Asia is very low. It is therefore necessary to provide specific evaluation methods and models in this regard (Rajapakse and Seddon, 2009).

### **2. Literature Review**

Davenport (1998) has pointed out the failure of ERP in organizations. He notes that ERP fails in many organizations and it is a significant issue, given high costs and the time spent for system implementation. He has also provided many examples of this failure and funding spent for ERP implementation. Stephen and Laughlin (1999) concluded that the factors of ERP success or failure should be identified given the high failure rate of ERP and organizations should pay attention to these factors. Buck-Emden (1999) outlined the ERP system of SAP Company. He believes that the failure rate of ERP implementation in organizations is high. Somers et al. (2000) studied the failure of ERP in U.S. organizations. They noted that the high failure rate indicates the complexity of ERP implementation in organizations.

Wang et al. (2001) also stated the existence of a high failure rate in implementing ERP in organizations and offered some recommendations for success. They advised organizations to gain adequate knowledge in the field of system identification prior to ERP implementation in organizations. According to the data collected from organizations implementing ERP in China, Xue et al. (2003) showed that the failure rate in Asia and developing countries is higher. Hong and Kim (2002) studied the main factors for the success and failure of ERP in organizations. They introduced the lack of organization readiness for the implementation of ERP and specific goals for the ERP as the main reasons for the failure of ERP.

Lea et al. (2005) proposed a scientific assessment procedure to address the applicability of the legacy system and the required infrastructures for ERP implementation. Then, organizations could evaluate their current situation. Albert et al. (2005) evaluated the success and failure factors for ERP implementation in organizations using a structural approach. This approach provides small



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organizations with useful information on the successful implementation of the EPR system. Zhang et al. (2005) developed a structural framework based on McLean???Success model and considered the major factors to evaluate the success of ERP in China. Wang et al. (2006) studied the role of the country as the context, in which EPR is being implemented. They concluded that this factor affects other factors such as organizational readiness, benefits of the legacy system and project management. They emphasized that a country as a context for implementing an ERP system could be an independent factor. This factor also could be considered as a factor that affect other factors and be integrated with them. Al-Mashari and Ghani (2006) studied the main factors of ERP success and failure in developing countries. According to the cases cited in the literature, factors such as top management support, project management and readiness of the legacy system were extracted. Chang and Hwang (2008) presented an evaluation model based on neural network algorithm, on the main causes of ERP failure and success. Chen and Lin (2009) proposed an EPR evaluation model based on fuzzy equation systems and the relationships between EPR success factors and various parts of the business. Su and Yang (2010) offered an EPR evaluation model based on structural equations method to investigate the role of ERP in the logistic systems. They developed their model, given the structural relationship between EPR success factors and the logistical infrastructure of the organization be available (Viviana Ñañez Silva and Lucas Valdez, 2017). Their results indicated that the success of ERP systems interacts with the improvement of the logistics system. Wen-Hsien et al. (2011) presented a structural model for evaluating ERP based on the primary causes of failure and success. They constructed their model based on structural equations model and the relationships among the relevant factors. Hakim. And Hakim (2011) provided a structural approach to evaluate risks in ERP implementation in an organization. Their evaluation model addressed the readiness of the organization and the effective factors in reducing the risks including process reengineering, effective decision making and specific plans for ERP implementation. Azedine Boulmakoul and ZinebBesri (2013) used a Q-Analysis based structural approach to by giving an illustration to prove how to ensure synchronization between formal organizational structure and emergent one, due to perceived changes in business processes. They applied a theoretical foundation for understanding organizational structure ontology by means of structural analysis. Also it discusses and provides an overview of advanced business modeling environment and enterprise modeling.



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### 3- Method

In this study, a structural model is proposed to evaluate the success of ERP in organizations. The model is based on Q-Analysis which was developed by Atkin (1977). The output of this model is classified and ranked of factors affecting the success of the system in developing countries; also grouping the factors based on determining the priority and importance of the influence on success of the system. Then, the model is developed for the attributes of ERP success factors. The output of the model is to classify and prioritize the attributes of EPR success factors in developing countries as well as systematic indicators.

In this section, first, the Q-Analysis algorithm is described in brief then the method is implemented to evaluate the data provided in this study. The method introduces a set of indicators for evaluation of the ERP implementation process. Finally, for sensitivity an analysis, the model is run for various states to find out the stability of findings. The structure of the method is depicted in Figure 1.



Figure.1.the structure of the method implemented in this study

#### 3.1. Q-Analysis Method

Q-analysis, also known as “connectivity analysis” is based on the analysis of relations among system components and systematic look at issues. This method is a branch of the set theory which describes relationships between finite sets. By applying Q-analysis the behavioral complexity of a subject is reduced and its details are defined as specific sets. Based on the method, a given subject is assumed as a set of n-dimensional polygons, this method will describe the interactions among the polygons (Atkin, 1977). Authors have used the method in order to develop structural and analytical models since 70th to present. In 1983 Lucien Dnckstein applied Q-Analysis to Evaluation of distribution systems in which the method used to simple way to compare designs, identify problem areas, and improve operation characteristics of a distribution system. In 1985 H. Hiessl et al used the method to develop a multi-criterion decision-making (MCDM) technique with possibly non-numerical criteria, called Multi-Criteria Q-Analysis I (MCQA-I). Later in 1997 Duckstein and Nobe used Q-Analysis approach to solve a multi objective decision making problem in a hospital. They applied the method to develop a model in order to analyses of expert systems in medical image processing and analysis to illustrate the methodology. As explained in



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section 2, Q-Analysis was also used in 2013 by Azedine Boulmakoul and Zineb Besri in their paper which was aimed to presenting a structural business model. Some definitions, mainly from set theory, are needed to introduce Q-analysis that will be explained first.

### Incidence matrix

This matrix represents the connections or relations among the elements of two sets Let set X has n elements  $x_1$  to  $x_n$  and set Y has m elements  $y_1$  to  $y_m$ . Also suppose  $\lambda_{ij}$  represents a significant connection between  $x_i \in X$  and  $y_j \in Y$ , That is, for a binary incidence matrix A it holds

$$\lambda_{ij} = \begin{cases} 1 & x_i \text{ and } y_j \text{ are connected} \\ 0 & \text{Otherwise} \end{cases} \rightarrow A = \begin{bmatrix} \lambda_{11} & \cdots & \lambda_{1n} \\ \vdots & & \vdots \\ \lambda_{m1} & \cdots & \lambda_{mn} \end{bmatrix}$$

### $\alpha$ -cut

Q-analysis is constructed to process binary matrices. In general incidence matrices may not be binary and then  $\lambda_{ij}$  are to be converted to 0 and 1 by  $\alpha$ -cut. For this purpose, any " $\lambda_{ij}$ " that is greater or smaller than  $\alpha$  is replaced with 1 or 0, respectively. A unique  $\alpha$  can be allocated for each row or column or even for each element. As a result, the binary matrix indicates the connectivity among the elements of the sets due to the  $\alpha$ -value. If the set Y includes at least one element so that a (P +1) subset of X be related to it, then (P +1) elements of the set X create a p-order simplex, shown by  $\sigma_p$ . For example, if the  $j^{\text{th}}$  elements of the set Y are associated with the elements of a subset  $\{x_1, x_2, \dots, x_{p+1}\}$ , then the simplex will be as follows:

$$Y_j = \langle x_1, x_2, \dots, x_{p+1} \rangle \text{ or } Y_j = \sigma_p$$

Any subset of the above set forms a q-order simplex (with q +1 elements), where  $q < p$ . This set is shown by  $\sigma_q$  and called  $\sigma_q$ -simplex rule, where  $\sigma_q \subseteq \sigma_p$ . All  $Y_i$ 's form a p-order simplex. This simplex has its own bases. The set of p-order complex and its bases is called complex and shown by K. Complex K is shown as  $K(X, \lambda)$  that its inverse is  $K_x(Y, \lambda^{-1})$ . The largest value of P in the simplex subsets of the complex K is called the dimension of K and shown as  $N = \dim K$ . To obtain q, matrix A should be multiplied by its transpose and then the elements of the resulting matrix should be subtracted by one. Thus, q can be extracted from the values on the diagonal of matrix  $(AA^T - 1)$ . Some detailed theoretical discussions of Q-analysis and its extensions are presented in literature.



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### 3.2. Systemic Evaluation Indicators

**Structure Vector:** Structure vector consists of the elements of the complex K with the same q. If the desired elements with q-level are designated by  $Q_q$ , then the following vector represents the “structure vector”:

$Q_N, Q_{N-1}, Q_{N-2}, \dots, Q_0$   $N = \dim(k), q = 0, 1, \dots, n$ . If we fail to create more than one structure vector (i.e., a unique structure vector exists), then set K has used all of its capacity to communicate (Atkin, 1974). Also,  $Q_0 > 1$  means that there is at least one set without relation with other sets.

#### The Structure Vector Calculation Method

The matrix  $(AA^T - 1)$  should be obtained, then  $Q_p$  (for each q) is calculated as follows: The values greater than or equal to q on the diagonal are found. For each of these values, the corresponding row is considered. If a value greater than or equal to q is found on the row or rows, the corresponding column will be considered (if the value is not found, the element corresponding to that row will be the only element of a complex k with q-connectivity). Finally the set with the elements in this row and column has q-connectivity.

#### Obstruction Vector

“Obstruction vector” of the system is shown by  $Q'$  such that  $Q' = Q - I$  Where I is a unit vector. The high value of this vector indicates the lack of flexibility in the system. This vector is a good indicator for mathematical qualitative assessment of the data of the system (Atkin, 1974).

#### Upper and Lower Limits of q-Connectivity

In a complex K, if we consider the simplex r, two known values can be considered for q-connectivity.

- a. The high  $\hat{q}$ -connectivity: this amount is equal to the dimension of simplex, therefore  $\hat{q} = r$  is located on the diagonal of  $AA^T - 1$  for simplex r.
- b. The low  $\check{q}$ -connectivity: low connectivity is equal to the largest amount of connectivity of a simplex with other simplices.

In an ideal system, these two values are equal. Also, the upper limit is greater than or equal to the lower limit.

#### Eccentricity

“Eccentricity index” indicates connections and their abnormality or normality levels. Eccentricity

is calculated as follows:  $Ecc(Y_j) = \frac{\hat{q} - \check{q}}{q + 1}$



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It is desirable that this amount to be less than or close to zero. It means that the desired simplex and the corresponding element of the original set have good uniformity and coordination with other elements.

### **Complexity**

“Complexity” involves the accumulation of the connections among simplices within a complex.

The degree of complexity for a complex is calculated as follows:  $\psi(k) = \frac{2[\sum_{i=0}^N (i+1)Q_i]}{(N+1)(N+2)}$ ,

$N = \dim(k)$ . Small  $\psi(k)$  indicates higher utility of the complex K.

### **4. Model Implementation**

According to literature and the case study of ERP implementation in IranKhodro Company, - the largest automotive plants in the nation with more than one million vehicles per annum- the main factors and their attributes have been determined. The attributes of those factors were extracted and the incidence matrices were formed as previously described. The incidence matrix was formed in two states according to expert opinion, literature and case study. First, for the main factors and then for their attributes, rows and columns were considered identical to obtain these matrices. In other words, the sets X and Y are the same. Therefore, the incidence matrices for the main factors and their attributes are square matrices of  $10 \times 10$  and  $50 \times 50$ , respectively. After implementing the programmed model for this case and considering the weighted values of different cuts, the categorization and classification of the main factors and their attributes were obtained for each state. Weighted values were in the range of 0 to 10 where zero indicates no connectivity and 10 shows the strongest relation. The systemic indicators such as flexibility or complexity of the system and eccentricity of each of the factors and their attributes were obtained.







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1	6000066666666006006060000005555005	Y
0		6
1	60660006060000000000000000000005550005	Y
0		7
1	00006660000000000000000000000005550000	Y
0		8
1	0000000066666660666000000000000	y
0		9
1	0000000060060000600000000000000	Y
0		0
1	0000000600000000000000000000000	Y
0		1
1	60000660060060600000000005005	Y
0		2
1	60000066000006000000000000000	Y
0		3
1	006000006606000000000000000	Y
0		4
1	6600000660600000000005000	Y
0		5



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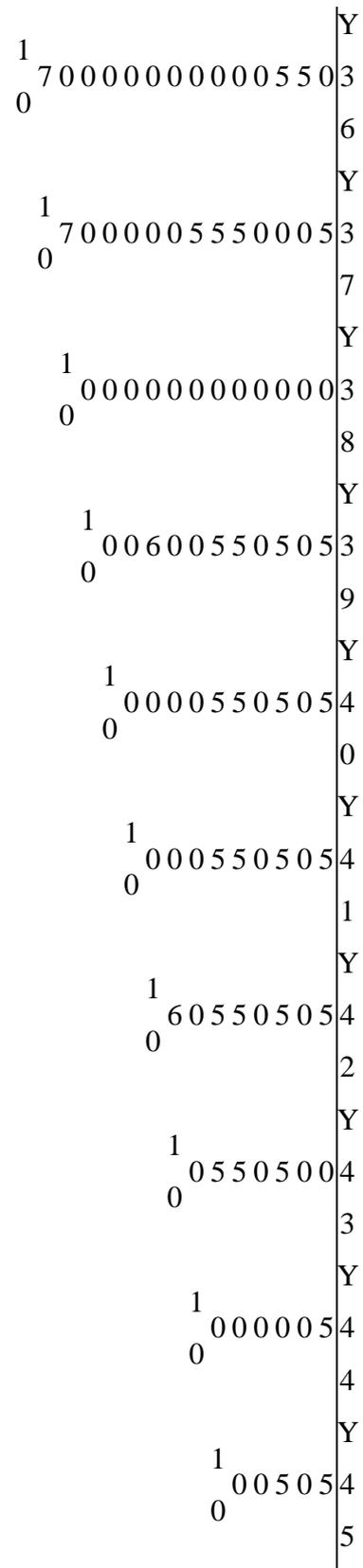
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1	600000666600606665005550	2	Y
0		6	
1	00000666600606665005550	2	Y
0		7	
1	6666660000000005000000	2	Y
0		8	
1	006660000600005000000	2	Y
0		9	
1	66600066000005000000	3	Y
0		0	
1	060006600000000000	3	Y
0		1	
1	666006000005005005	3	Y
0		2	
1	70007000000005555	3	Y
0		3	
1	0700000000005555	3	Y
0		4	
1	770666005000550	3	Y
0		5	



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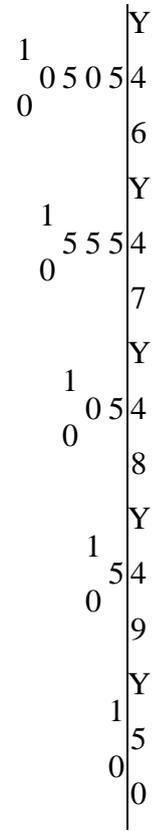


Figure 3. Incidence matrix for attributes:



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q=28 leadership
q=27 Top management financial support
q=26 ability of change management in project management
q=24 project quality control
q=23 scientific evaluation of alternatives in decision making
q=22 Software test in real condition, identifying procedures in business plan
q=20 Top management and executive group relationship, implementation group members' experiences, coordination in executive group against organizational resistant
q=19 Identifying current situation in business plan, clear goals in decision making, identifying alternatives for decision making
q=18 identifying goals in business plan, capability of espical group in software test
q=17 classification and perioritizing of goals in decision making, ability of review in decision making, creative lesson learning, flexibility legacy system, appropriate arrangement of executive group, Trainer's knowledge and Skills
q=16 hardware support of legacy system, System thinking in lesson learning, flexibility of executive group, software support of legacy system, Top management knowledge and believe in implementation,
q=15 extensive communication, mental models for lesson learning
q=14 ability of planning in project management, risk analysis in project management, appropriat training plan, group learning, Building shared vision, full coverage in communication, identifying errors and solution in software test,
q=13 Appropriate Scheduling in business plan, Effective communication in project management, making trust between executive group members in project management, accuracy in estimate the costs in business plan, monitoring and review for effective communication, secure communication, top management involvement in analysis and evaluation
q=12 risk analysis and suplier assessment, staff loyalty
q=11 ability of problem solving in project management, end user rediness for training, fast communication, analysors'knowledge and experience in implementation test
q=9 training equipment, trainer rediness

Figure4. Classification of connectivity levels for the attributes of the main factors for  $\alpha=5$   
**Systemic Indicators**

The systemic indicators were extracted by the implementation of the model for different states of the main factors and their attributes. For example, for  $\alpha = 5$ , the complexity of the system is equal to  $\psi(k) = 8.07816$ . The following chart shows the eccentricity of attributes.

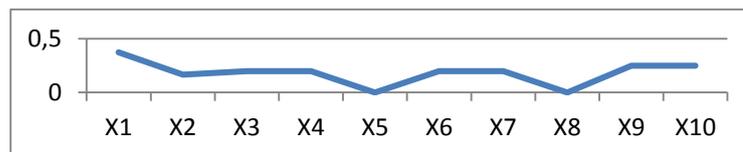


Figure5. Eccentricity of attributes for the main factors of success or failure of ERP in developing countries for  $\alpha = 5$

## 4.2. Sensitivity Analysis



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The results show that factors such as project management, top management support and the business plan and vision are at top communication ranks and their impacts on other factors is greater. Furthermore, the effective decision making and effective communication have the lowest eccentricity. The maximum eccentricity is related to project management. Attributes such as top management leadership, financial support for the project, change management in project management and the scientific evaluation of the decision-making options are at top communication ranks. The revisionability of the decision and employees loyalty have the lowest level of eccentricity. The highest eccentricity is related to project quality control. The overall complexity of the system is high in all cases where the system is stable. This shows that the evaluation of EPR implementation has a high complexity. The implementation of the model for  $\alpha=1-5$  gives the same results. This indicates that the system is stable to moderate communication levels. However, the results for  $\alpha \geq 7$  lose their stability.

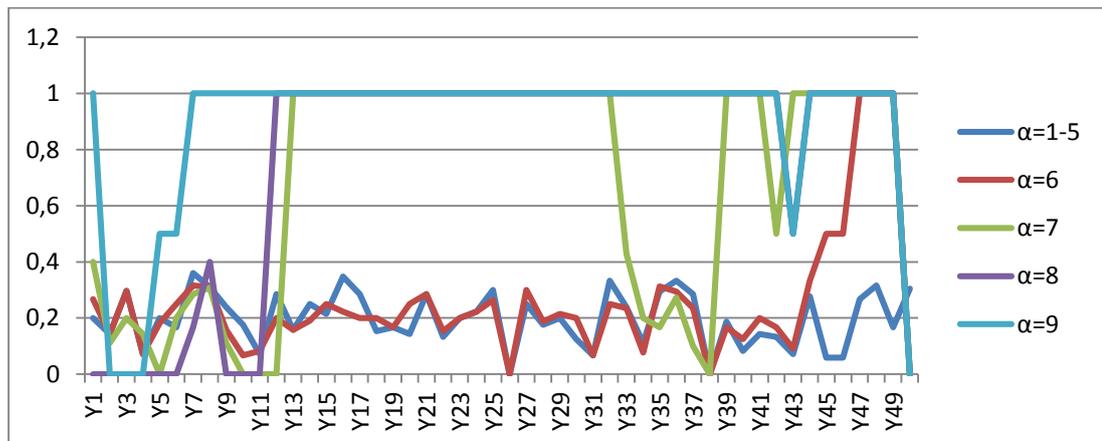


Figure6. The eccentricity of the attributes of main factors for different values of  $\alpha$

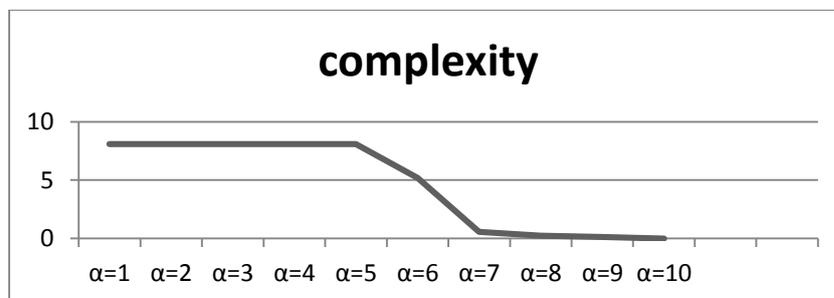


Figure7. The complexity of the system for different values of  $\alpha$ :



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### 5. Conclusions and Suggestions for Future Studies

In this study, a structural evaluation model was proposed to assess the success or failure of ERP in developing countries. The model was established based on the EPR success factors and their attributes in developing countries. The results showed that ERP success factors can be classified. They can be prioritized according to the attributes and their relationships. The same can be done for attributes of these factors. The findings of the present study showed that the evaluation of the ERP in developing countries is an issue with high flexibility in low communication levels, but the low flexibility in high communication levels. Furthermore, EPR evaluation has high complexity at all stable communication levels. This is one of the main reasons for the difficulty of evaluating ERP. Moreover, according to the outputs, organizations can achieve better results in successful implementation of EPR by focusing on the items with higher priority. The outputs of the model presented in this study can help organizations before, during and after ERP implementation.

The results of this study include systematic evaluation indicators which are proper tools to study the implementation of the ERP from the perspective of systemic experts as well as system providers. Indicators such as complexity, difficulty and flexibility and eccentricity of the system could be useful tools for better system presentation, given the attributes and success factors of the systems as the elements of the system. Paying attention to these indicators can lead providers to a way to improve the indicators. The present model has been provided based on the major effective factors and their attributes in organizations. Obviously, all these factors have an impact on organizational performance indicators. Therefore, the preparation of incidence matrix with zero and one for the case where performance indicators are taken into account as set Y is meaningless, because all elements of the matrix must be filled with 1. It is therefore necessary to weight data, and then the appropriate cuts must be used to convert data into zero and one. Since the present model describes the success factors and their attributes by structural evaluation, it can also be used on other systems similar to ERP. Obviously, in that case it is necessary to extract the attributes and factors relating to that system by a scientific study. In addition a study to measure and evaluates the effects of attributes on organizational success indexes directly, and also a study to evaluate each attribute effect on other factors in addition to its direct correlated factor would be considerable advancements of the model.



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**Appendix 1**

Key factors and their attributes in literature:

The major factors of the success or failure of ERP in organizations in developing countries in literature				
Factor	Frequency	References	Frequency (%)	Agreement with the results of case study
Project Management	14	Z. Huang & P. Palvia(2002) Molla. A. & Bhalla(2002) M. Al-Mashari and SK Ghani(2007) Rajapakse. J & Seddon(2010) Rajapakse, J. & Seddon, P(2009) Xue. Y et al(2003) Beeharry. A and Schneider(2005) Kamhawi, E.M(2000) Aladwani(2000) Rasmy.M.Tharwat and Ashraf.S(2010) Paul Hawking(2007) Skok, W. & Döringer(2001) Ala'a Hawari and Richard Heeks(2010)	87.5	✓



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		R. Kouki, R. Pellerin(2008) Kyung-Kwon Hong and Young-Gul Kim(2002)		
Top management support	12	ETG Wang and G Klein(2006) Aladwani(2000) R. Kouki, R. Pellerin(2008) M. Al-Mashari and SK Ghani(2007) Beeharry. A and Schneider(2005) Rasmy.M.Tharwat and Ashraf.S(2010) Xue. Y et al(2003) Rajapakse. J & Seddon(2010) Ala'a Hawari and Richard Heeks(2010) Kamhawi, E.M(2000) Skok, W. & Döringer(2001) Ala'a Hawari and Richard Heeks(2010)	75	✓
Organizational Culture	4	ETG Wang and G Klein(2006) Xue. Y et al(2003) Molla. A. & Bhalla(2002)	25	✓



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		Skok, W. & Döringer(2001)		
communication	10	Rasmy.M.Tharwat and Ashraf.S(2010) M. Al-Mashari and SK Ghani(2007) Molla. A. & Bhalla(2002) Kamhawi, E.M(2000) Rajapakse, J. & Seddon, P(2009) R. Kouki, R. Pellerin(2008) Beeharry. A and Schneider(2005) Kyung-Kwon Hong and Young-Gul Kim(2002) Xue. Y et al(2003) Paul Hawking(2007)	62.5	✓
Legacy Systems	9	Z. Huang & P. Palvia(2002) M. Al-Mashari and SK Ghani(2007) Beeharry. A and Schneider(2005) Rajapakse, J. & Seddon, P(2009) Paul Hawking(2007) Skok, W. & Döringer(2001)	56.25	✓



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		<p>Beeharry. A and Schneider(2005) Kamhawi, E.M(2000) Kyung-Kwon Hong and Young-Gul Kim(2002)</p>		
<p>Development and troubleshooting</p>	<p>8</p>	<p>ETG Wang and G Klein(2006) Beeharry. A and Schneider(2005) M. Al-Mashari and SK Ghani(2007) Skok, W. &amp; Döringer(2001) ETG Wang and G Klein(2006) Kamhawi, E.M(2000) Kyung-Kwon Hong and Young-Gul Kim(2002) Ala'a Hawari and Richard Heeks(2010)</p>	<p>50</p>	<p>✓</p>
<p>Effective Training</p>	<p>10</p>	<p>M. Al-Mashari and SK Ghani(2007) R. Kouki, R. Pellerin(2008) Ala'a Hawari and Richard Heeks(2010) Rajapakse. J &amp; Seddon(2010)</p>	<p>62.5</p>	<p>✓</p>



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		<p>Beeharry. A and Schneider(2005)</p> <p>Xue. Y et al(2003)</p> <p>Kamhawi, E.M(2000)</p> <p>Kyung-Kwon Hong and Young-Gul Kim(2002)</p> <p>Paul Hawking(2007)</p> <p>ETG Wang and G Klein(2006)</p>		
Organizational resistant	5	<p>Aladwani(2000)</p> <p>R. Kouki, R. Pellerin(2008)</p> <p>Xue. Y et al(2003)</p> <p>Ala'a Hawari and Richard Heeks(2010)</p> <p>Rasmy.M.Tharwat and Ashraf.S(2010)</p>	31.25	✓
Effective Decision Making	9	<p>Xue. Y et al(2003)</p> <p>ETG Wang and G Klein(2006)</p> <p>M. Al-Mashari and SK Ghani(2007)</p> <p>R. Kouki, R. Pellerin(2008)</p> <p>Rajapakse. J &amp; Seddon(2010)</p> <p>Rasmy.M.Tharwat and Ashraf.S(2010)</p> <p>Kamhawi, E.M(2000)</p>	56.25	✓



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		Ala'a Hawari and Richard Heeks(2010) Kyung-Kwon Hong and Young-Gul Kim(2002)		
Teamwork and composition	11	Rasmy.M.Tharwat and Ashraf.S(2010) Molla. A. & Bhalla(2002) M. Al-Mashari and SK Ghani(2007) Z. Huang & P. Palvia(2002) R. Kouki, R. Pellerin(2008) Ala'a Hawari and Richard Heeks(2010) Xue. Y et al(2003) Kamhawi, E.M(2000) Kyung-Kwon Hong and Young-Gul Kim(2002) Ala'a Hawari and Richard Heeks(2010) Paul Hawking(2007)	68.75	✓
learned lessons	9	Paul Hawking(2007) M. Al-Mashari and SK Ghani(2007) ETG Wang and G Klein(2006) Aladwani(2000) Z. Huang & P. Palvia(2002)	56.25	✓



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		<p>Kamhawi, E.M(2000)          Kyung-Kwon Hong and          Young-Gul Kim(2002)          Ala'a Hawari and Richard          Heeks(2010)          R. Kouki, R.          Pellerin(2008)</p>		
<i>Business plan and vision</i>	9	<p>M. Al-Mashari and SK          Ghani(2007)          Rasmy.M.Tharwat and          Ashraf.S(2010)          Paul Hawking(2007)          Z. Huang &amp; P.          Palvia(2002)          Xue. Y et al(2003)          R. Kouki, R.          Pellerin(2008)          Ala'a Hawari and Richard          Heeks(2010)          Kyung-Kwon Hong and          Young-Gul Kim(2002)          ETG Wang and G          Klein(2006)</p>	56.25	✓
Change Management	4	<p>Rajapakse, J. &amp; Seddon,          P(2009)          Molla. A. &amp; Bhalla(2002)          Z. Huang &amp; P.          Palvia(2002)          Kyung-Kwon Hong and          Young-Gul Kim(2002)</p>	25	✓



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Independent Cultural Factor	4	Z. Huang & P. Palvia(2002) Rajapakse, J. & Seddon, P(2009) Molla. A. & Bhalla(2002) Xue. Y et al(2003)	25	
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Attributes of the major factors of the success or failure of ERP in organizations in developing countries in literature			
Attribute	Main factor	Reference	Agreement with case study
Plan ability	Project management	Ping Chen and David Partington 2006, Al'ahawariand Richard Heeks 2010	✓
Making confidence between project members		Alfred Simms 1984,	✓
Change management	Project management	J. Bröchner and U. Badenfel 2011	✓
Effective communication	Project management	P.Chen 2006 D. Pington and	✓
Risk analysis	Project management	Armin Franke 1984	✓



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Problem solving	Project management	Yuzhu Li et al 2011	
Project quality control	Project management	Hans Mikkelsen 1990	
leadership	Top management support	Rockwell 1968	✓
Believe in project utility and being familiar with its attributes	Top management support	Ann Mooney et al 2008	✓
Top management communication with executives	Top management support	Ann Mooney et al 2008	✓
Financial support	Top management support	Holland 1999	✓
Analysis and evaluation	Top management support	Dinter 1971	✓
End user readiness	Effective training	Nelson and Cheney 1987	✓
Instructor readiness	Effective training	Nelson and Cheney 1987	✓
Training course quality	Effective training	Nelson and Cheney 1987	
Befit of educational equipment	Effective training	Nelson and Cheney 1987	✓
	Effective training	Senge 1990	✓



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Relying on systemic thinking			
Creative learning	Effective training	Senge 1990	
Organizing mental models	Effective training	Senge 1990	✓
Developing a common vision	Effective training	Senge 1990	✓
Group learning	Effective training	Senge 1990	
Definite objectives	Effective decision-making	Monahan, G 2000, Al'aHawariand Richard Heeks 2010	✓
Classification and prioritization of objectives	Effective decision-making	Monahan, G 2000	✓
Definite decision options	Effective decision-making	Monahan, G 2000	✓
Scientific evaluation of decision options	Effective decision-making	Monahan, G 2000	
Revisionability of decision-making	Effective decision-making	Monahan, G 2000, Majed Al-Mashari et al 2006	
		Umbleet al 2003	✓



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Adequate experience of executives	ERP teamwork and composition		
Adequate knowledge and skill of executives	ERP teamwork and composition	Sumner 2000, Umbleet al 2003	✓
Flexibility of executives	ERP teamwork and composition	Umbleet al 2003	
Proper configuration of executives	ERP teamwork and composition	Umbleet al 2003	✓
Organizational resistance	ERP teamwork and composition	Laughlin 1999	✓
Employees loyalty	ERP teamwork and composition	Bingi et al 1999	
Definite objectives	Business plan and vision	Umbleet al 2003, Al'aHawariand Richard Heeks 2010	✓
Comparison of current situation of the organization	Business plan and vision	Al-Mashari et al 2003	✓
Proper scheduling	Business plan and vision	Davenport1998	
Definite processes and implementation method	Business plan and vision	Davenport1998	✓
Proper cost evaluation	Business plan and vision	Schwalbe 2000	✓
Risk analysis and system provider evaluation	Business plan and vision	Amin Hakim.A and Hakim.H 2010	✓



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Reliable communication ways	Effective communication	Nah et al 2007, Al'aHawariand Richard Heeks 2010	✓
Fast communication ways	Effective communication	Nah et al 2007, Al'aHawariand Richard Heeks 2010	
Comprehensive communication	Effective communication	Nah et al 2007	
Covering all activities and changes	Effective communication	Nah et al 2007	✓
System monitoring and revision	Effective communication	Nah et al 2007, Al'aHawariand Richard Heeks 2010	✓
Providing software needs	Befit of legacy systems	Bennett 2000; almashari et al 2003; Beeharry.A and Schneider 2005	✓
Adequate software equipment	Befit of legacy systems	Bennett 2000; almashari et al 2003; Beeharry.A and Schneider 2005	✓
Adequate flexibility	Befit of legacy systems	Bennett 2000; almashari et al 2003; Beeharry.A and Schneider 2005	✓
Testing based on real conditions	Software development, testing and troubleshooting	Al-Mashari et al 2006	



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Introducing errors and solutions	Software development, testing and troubleshooting	Al-Mashari et al 2006	✓
Effectiveness of special group	Software development, testing and troubleshooting	Al-Mashari et al 2006	
Adequate knowledge and experience of expert analyzers	Software development, testing and troubleshooting	Al-Mashari et al 2006	✓

### **Appendix2:**

#### **Programmed Model in C++**

```
#include <iostream>
#include <map>
#include <vector>
#include <set>
#include <algorithm>
#include <queue>
using namespace std;
```