

THE ROLE OF MARKET INTELLIGENCE IN ENHANCING STRATEGIC MANAGEMENT IN THE BANKING SECTOR OF PAKISTAN – A LITERATURE SURVEY

Waiz Ahmed Khan¹

Abstract

Market Intelligence refers to the collection and analysis of information for strategic management within the banking sector in Pakistan. These key functions allow institutions to make informed decisions, adapt to the dynamic nature of a market, and thus maintain a competitive edge over their rivals. The present study is aimed at evaluating: how MI contributes to strategic planning, risk management, customer segmentation, and regulatory compliance in the banking sector in Pakistan. The faster the sector accelerates in its digital transformation, evolving customer expectations, and regulatory frameworks, the more critical has been the demand for gathering MI and its analysis and interpretation. Specifically, the research looks at the banks in Pakistan using market intelligence tools such as big data analytics, artificial intelligence, and competitive benchmarking support for identifying emerging trends, refining product offerings, and improving the customer relationship management. The study also emphasizes the importance of MI in risk mitigation, fraud detection, and ensuring compliance. Hence, using a combination of qualitative and quantitative methodologies, the research will provide empirical backing to the claim that market intelligence is a contributor to strategic agility, operational efficiency, and sustainable growth within the banking sector. Banks with MI in their strategic management processes may be empowered in decisions-making, operations, and market responsiveness. Furthermore, MI enhances innovation in financial institutions by forecasting customer needs and creating bespoke banking solutions for them. According to the study, for banks in Pakistan to survive in an increasingly competitive and technology-driven financial arena, MI must be adopted effectively. This paper recommends strategies to help banks utilize MI to build long-standing success and strategic excellence.

Keywords: Market Intelligence, Strategic Management, Banking Sector, Pakistan, Competitive Advantage, Risk Management

INTRODUCTION

In the context of business-to-business transactions, the phrase "relationship marketing" first appeared with Berry (2002) and was later modified by Jackson and Cooper (1988). But when supply chains became more complex, the importance of client interactions decreased (Sheth & Parvatiyar, 1995). While Levitt (1983) emphasized the value of how salespeople manage connections using a wedding example, Arndt (1979) recognized the diminishing role that relationships play in running organizations. Two contemporary definitions of these developing ideas are "networking" and "relationship marketing." Researchers now find relationship marketing to be an interesting field of study.

Increased competition in today's fast-paced global market demands improved performance (Kashif & Iqbal, 2022), which emphasizes the need of solid customer relationships. In order to obtain a competitive edge and keep clients, businesses are currently actively pursuing firm-customer connections. Both buyers and sellers profit from these kinds of customer interactions (Rapp & Collins, 1990). It is yet unknown, nevertheless, how relationship marketing affects client loyalty in countries with diverse cultural perspectives, like Pakistan. The purpose of this study is to look at how relationship marketing affects consumer loyalty in Pakistan by taking into account four important factors: communication, conflict

¹Scholar, Sir Syed University of Engineering and Technology, Karachi, Pakistan. Email: waiz1508x@gmail.com

resolution, commitment, and trust. Palmer (2000) emphasizes that while defining relationship marketing, cultural differences must be taken into account because the term may have different meanings in other cultures. Throughout the 2008–2009 financial crisis, Pakistan's banking industry held strong and drew significant foreign direct investment. This study intends to investigate how relationship marketing is changing in the Pakistani environment, with an emphasis on the concept's evolution. The study looks into the advantages that partnerships might have for suppliers and purchasers (Ravald & Grönroos, 1996; Grönroos, 2000). In the past, marketing initiatives frequently overlooked the significance of keeping current clients in order to focus exclusively on gaining new ones (Schneider, 1980). It is now commonly acknowledged that cultivating a devoted client base is critical to long-term success, and that keeping current customers is essential (Kandampully & Duddy, 1999). Relationship marketing has become popular as a way for businesses to create and maintain long-term, mutually beneficial working relationships (Ravald & Grönroos, 1996; Hassan & Iqbal, 2019). Efficient information flow between banks and consumers can feed the customer's positive attitude and thoughts, strengthening connections and increasing customer satisfaction (Barnes & Howlett, 1998; Ennew & Binks, 1996). It is possible that not every bank customer will benefit equally from relationship marketing, since retail banks typically concentrate on the most successful clients who make large contributions to fixed costs (Abratt & Russell, 1999).

Customer devotion is seen as a company's skeleton; it is essential to maintaining and growing sales and profitability. Serving existing customers comes at a significantly higher expense than bringing in new ones (Reichheld & Sasser, 1990). These passionate customers turn into brand evangelists, generating goodwill and urging others to use the services. The banking industry has changed as a result of new technology and computerized networks, which have decreased transaction costs and accelerated service times. But these modifications have also affected the connection between buyers and suppliers, increasing the need on mobile communication (Oly Ndubisi & Kahraman, 2005). Reevaluating buyer-supplier connections and their function in relationship marketing and customer loyalty is essential in this dynamic environment (Oly Ndubisi & Kok Wah, 2005). The purpose of this research is to investigate how Pakistan's banking industry uses relationship marketing as a competitive tactic to increase customer retention. The main goal of the study is to comprehend how customers feel about their banks and what they would like to see. In the context of Pakistan's banking industry, the study will specifically look into how accurate relationship marketing is in terms of trust, communication, commitment, and handling conflict.

Problem Statement

The sole objective of this study is to examine the impact and effectiveness of relationship marketing in Pakistan's banking industry, with a particular emphasis on commitment, communication, trust, and handling conflict. In a fast evolving technology context (Fareed et al., 2023), the study intends to address the changing nature of customer interactions and their function in boosting consumer loyalty. In the face of growing competition and changing consumer tastes, it will examine how Pakistan's banking sector may use relationship marketing techniques to win and keep customers (Zaheer et al., 2024).

Research Statement

This study aims to investigate how relationship marketing, specifically its aspects of trust, communication, commitment, and addressing conflicts, affects customer loyalty in the context of Pakistan's banking industry. The goal of the study is to better understand how banks use relationship

marketing techniques to increase customer loyalty and whether these techniques work in Pakistan's banking sector given the quickly changing competitive and technical environment.

Significance

The importance of this study resides in its ability to offer insightful information to the relationship marketing community at large as well as the Pakistani banking sector. First and foremost, it presents a chance for Pakistan's banking industry to get a deeper comprehension of the ways in which relationship marketing tactics—which include communication, trust, commitment, and handling conflict—may influence patronage. This information can help banks improve their client interactions and strategy, which is especially important in a dynamic and competitive market. Secondly, this study advances our knowledge of how different relationship marketing aspects affect client loyalty in the field of relationship marketing. It contributes to the body of knowledge by offering actual proof of these characteristics' efficacy in the setting of a developing economy. Furthermore, there are wider ramifications for practitioners and marketers from this research. It highlights the cost-effectiveness of keeping and rewarding current customers while underlining the significance of customer retention over customer acquisition. The study clarifies how developments in banking technology affect client relationships and loyalty by examining consumer loyalty in a technology-driven setting. The study's examination of cultural variations and how they affect relationship marketing techniques also contributes to the global conversation on how flexible marketing techniques may be in a variety of cultural contexts. It emphasizes how important it is for marketers to modify their strategies to account for particular cultural quirks. In conclusion, the importance of this study goes beyond Pakistan's banking industry. In an ever-changing corporate landscape, it promotes a greater understanding of the complex relationship between relationship marketing and client loyalty by providing useful insights for academics, firms, and marketers alike.

Research Questions

- What is the impact of relationship marketing elements on client loyalty in Pakistan's banking industry? These include trust, communication, commitment, and conflict resolution.
- What are Pakistani consumers' opinions and preferences about their banks, and how do these things connect to their loyalty?
- How well relationship marketing tactics can fit into the expectations of customers and foster their loyalty in the ever evolving technical and competitive landscape of Pakistan's banking sector?
- In what ways do cultural aspects influence the efficacy of relationship marketing tactics in the banking industry in Pakistan, and how much should marketing methods be tailored to certain cultural quirks in order to cultivate a loyal clientele?

LITERATURE REVIEW

Relationship marketing (RM) was once thought of as a means of facilitating business-to-service collaboration. However, it gained popularity in the 1980s, particularly in the services sector, emphasizing intimate collaboration over distancing. By offering superior services, RM hopes to maintain client loyalty and increase profits. German banks, for instance, employed RM techniques and managed to stay stable throughout the 1980s and 1990s, while American banks encountered difficulties. Developing and maintaining enduring connections that are advantageous to the client and the company is the goal of relationship management. This results in client loyalty, which is the behavior of sticking with a good or service even in the face of alternatives. The four main areas of attention in RM are communication,

handling conflicts, trust, and commitment. They're all related to retaining clients. Building confidence is the foundation of trust; forging a solid connection is the basis of commitment; effective communication ensures that all parties are in agreement; and resolving conflicts amicably resolves issues. Thus, to put it simply, relationship marketing is similar to forging close ties with clients. Making customers feel important is just as important as making sales; as a result, they will continue to be devoted to the company.

As Reichheld et al. (2000) covered; trust plays a big role in determining loyalty. Diverse fields of study have investigated trust, yielding distinct interpretations. Within the framework of relationship marketing (RM), trust is defined as having faith in the other party's ability to keep promises made in a business relationship (Callaghan & Shaw, 2001). It is regarded as a fundamental component of RM modeling and is an essential component of corporate interactions (Morgan & Hunt, 1994). The probability of a sustained and enduring relationship is influenced by the degree of trust that exists between a provider and a buyer (Martin & Sohi, 1993). This study emphasizes that customers are less likely to remain loyal if they don't trust a business in the marketplace, and it defines trust in this context as the relationship between a supplier and a customer (Jalees, 2016; Hassan et al., 2021). For businesses to remain devoted, trust is crucial. It entails accepting and relying on the other party's commitments in economic dealings. This kind of trust is very important, particularly in retail banking markets. Client loyalty and retention are higher when there is trust between the business and its patrons. Because of this, earning clients' trust is essential to keeping them satisfied and coming back. The relationship marketing literature is familiar with the notion that commitment affects consumer loyalty. According to Bendapudi and Berry (1997) and Morgan and Hunt (1994), relationship commitment is thought to have a role in fostering consumer loyalty. According to research on organizational behavior (Meyer & Allen, 1997), there are various approaches to understanding commitment. It could have to do with wanting to keep the relationship going, having a commitment or bond between the people, being prepared to sacrifice something or give up when a relationship ends, or not having other options. Customers remain devoted to a business because of the "stickiness" that this diversity of viewpoints fosters (Kanwal et al., 2023).

Prior studies have frequently concentrated on affective and calculative commitment, two important aspects of commitment. Calculative commitment is based on the logical advantages of a product and is more economically motivated (Nawaz et al., 2022). Conversely, affective commitment is more sentimental and develops from a person's personal interaction with a company, resulting in increased degrees of commitment and trust. Affective commitment has an impact on relationship building and retention in service situations. Benefits from relationships are favorably and immediately correlated with the degree of commitment a client feels toward the service provider. Open communication is essential for service businesses because clients pay in advance for the services they receive. By lowering issues and favorably influencing consumer expectations, this communication helps to build enduring bonds and commitments. Sales and communication are essential components of marketing. Relationship marketing (RM) works best, according to Schultz et al. (1992), when we initiate a communication cycle by adjusting to our consumers' communication demands. According to Morgan & Hunt (1994), shared values and communication are the foundations of trust.

Communication in retail banking takes place via a variety of platforms, including emails, letters, internet interactions, and in-person meetings with service providers. These communications are deemed "good" if they are pertinent, upbeat, worthwhile, and appealing. When service information is effectively communicated, especially in in-person contacts, customers personally benefit. Positive effects of effective communication include increased trust, loyalty, and consumer satisfaction. Relationship marketing strives

to establish two-way or even multi-way interactions through communication, not just one-way exchanges (Iqbal et al., 2021). Even though not every activity is reciprocal, attempts at communication ought to elicit a response in order to sustain and advance the relationship. All communication messages need to be consistent in order for relationship marketing to be successful. Maintaining long-term, mutually rewarding relationships with consumers and stakeholders requires this alignment in order to be continuously improved. In other words, strong and long-lasting relationships in marketing are mostly dependent on effective communication that fulfills client demands and promotes connection. Marketers place a high value on customer loyalty since it contributes to long-term profitability and success. Definitions of loyalty and notions related to it, such as commitment, are frequently discussed in academic settings. For example, Anderson and Weitz (1989) define commitment as the will to see a relationship through to the end and the drive to make it happen. On the other side, behavioral conditions like regularity and repurchase are frequently used to quantify loyalty. The definition of customer loyalty has changed in the banking industry. According to Ganesh et al. (2000), there are two components to loyalty: active loyalty, which involves doing good deeds like word-of-mouth marketing, and passive loyalty, which refers to sticking with a company even under unfavorable circumstances. Instead of being viewed as a fixed result, loyalty is understood to be a process with several stages, including cognitive, affective, conative, and action.

DISCUSSION

Relationship marketing (RM) has a large literature base that presents it as a flexible solution that can be used in a variety of client settings. This study, which was carried out in the banking industry of Pakistan, supports the idea that knowing the fundamentals of RM can help forecast client loyalty. Scholars and practitioners who want to promote consumer loyalty should concentrate on trust, commitment, communication, and conflict resolution concerns in light of these findings. According to the study, various loyalty behaviors call for various kinds of commitment. It becomes essential to adjust marketing strategies properly. Any kind of commitment has been shown to result in passive loyalty behavior (Iqbal et al., 2024), however affective commitment typically produces active loyalty. These outcomes concur with earlier research by Meyer, Allen, and Smith (1993).

In order to increase client loyalty, banking marketers need to make sure that customers feel safe, mitigating risk (Iqbal et al., 2024), and are happy with the current relationship. According to Gremler et al. (2001) research, the social components of business connections not only improve the relationship itself but also have a major role in fostering devotion to the company (Arif et al., 2023, Zaheer et al., 2023). The study's notable finding is that communication has a greater impact on loyalty than trust in the Pakistani banking industry. Considering how little banks differ in terms of basic services, communication stands out as a crucial factor. Giving advice and information that is accurate, helpful, and unique to each individual stands out as a critical component that greatly increases satisfaction, loyalty, and trust. Consumers in Pakistan's banking industry anticipate that their banks will be well-versed in their industry (Iqbal, 2023). One of the most important factors in maintaining and strengthening current connections is trust. Cooperation is further encouraged by Morgan and Hunt's (1994) emphasis on the necessity of relationship commitment and trust for relationship marketing success. On the other hand, a connection without commitment results in higher customer turnover, and a lack of trust might give rise to functional issues. The shift to relationship marketing calls for a number of adjustments to long-standing routines and ways of thinking. As noted by Voima (2000), Ballantyne (1997), George and Bettenhausen (1990), and Gronroos (2000), significant internal marketing initiatives are needed. Relationships are inherently

characterized by conflict, whether it be beneficial or detrimental. Situations that are addressed amicably before disputes arise or that are arbitrarily settled enhance loyalty. Examples include resolving problems with ATM faults or banking hours. Sometimes disagreements result from a lack of communication, which erodes trust even more. This finding is in line with other studies (Tang & Kirkbride, 1986). The study's result highlights the importance of communication, trust, commitment, and dispute resolution in predicting client loyalty in Pakistan's banking industry. The results emphasize the necessity of customized marketing plans, the role that communication plays in fostering loyalty, and the relevance of finding amicable solutions to problems. In order to encourage commitment and loyalty, banks are ultimately urged to carefully analyze the negative impacts of communication and build communication methods that are honest, frank, transparent, and genuine.

CONCLUSION

The study looks into the relationship marketing strategies used by Pakistani banks and evaluates how they affect client happiness, the growth of relationships, and eventually, loyalty. These days, banks give priority to a small but important group of customers, attending to their requirements above those of customers with tiny deposit accounts. There has been a change in the role of banks in preserving and improving customer relationships. Previously, it was the consumers' job to do this. Banks can gather consumer information through ongoing contacts thanks to sophisticated information systems, which are fueled by deposits, large lending volumes, and investments. Aware of their importance, profitable clients expect nothing less than top-notch service from the banks. The study offers theoretical justification for the effects on customer loyalty of four important Relationship Marketing (RM) components: communication, handling of conflicts, commitment, and trust. This empirical research establishes a relationship between a long variety of factors and client loyalty, adding value to the body of previous work. Unlike earlier research that either provided partial lists or connected factors to relationship quality and pleasure, this study explicitly discusses the goal of service providers in fostering client loyalty. In actuality, practitioner interest is what drives relationship marketing's appeal. RM managers in Pakistani banks can improve client loyalty by being aware of a variety of variables. The study suggests that surveys should include both capability offerings (commitment) and overall performance assessment (customer loyalty). Stressing dedication encourages fidelity practices like word-of-mouth referrals. Establishing integrity and generosity on a regular basis is crucial to fostering trust. The main suggestion is that banks should go beyond just emphasizing benefit packages and instead concentrate on fostering the relationship between perks and commitment.

Policy Implementation

Implementing relationship marketing techniques in the banking industry entails choosing tactics to build enduring relationships with clients. Here are some crucial steps for implementing policy:

Communication Plan:

- **Multi-Channel Communication:** To guarantee constant and efficient communication, use a variety of channels, including social media, emails, mobile apps, and in-person interactions.
- **Personalization:** Provide pertinent information and support while adjusting communications to each customer's unique requirements and preferences.

Building Trust Activities:

- **Transparency:** To establish confidence and trust, be open and honest when discussing terms, conditions, and fees.
- **Security Procedures:** Invest in strong cybersecurity defenses to safeguard financial transactions and client data, creating a safe and secure banking environment.

Engagement and Training of Employees:

- **Empowerment:** Promote a customer-centric culture by giving frontline employees the freedom to decide in their best interests.

Analyzing Data to Gain Customer Understanding:

- **Make Use of Customer Data:** Make use of data analytics to comprehend the wants, preferences, and behavior of your customers to create more specialized and successful relationship-building campaigns.

Ongoing Assessment and Modification:

- **Performance Metrics:** To gauge the success of relationship marketing initiatives, set up key performance indicators (KPIs).
- **Loops of Feedback:** Establish systems for receiving continual input from customers, then use the information to modify and enhance relationship-building tactics.

Banks can stand out in a crowded market, foster a customer-centric culture, and increase loyalty by putting these strategies into practice.

REFERENCES

- Anderson, E., & Barton, W. (1992). The Use of Pledges to Build and Sustain Commitment in Distribution Channels. *Journal of Marketing Research*, 29 (February), 18–34.
- Anderson, E.W., & Weitz, B. (1989). Determinants of continuity in conventional industrial channel dyads. *Marketing Science*, 8(4), 310-23.
- Arif, M., Zehra, K., Chishti, U. G., & Iqbal, M. N. (2023). Importance of Social Capital For Community Development. *Eye-The International Social Science Review*, 1(1), 16-22.
- Arndt, J. (1979). Towards a concept of domesticated markets. *Journal of Marketing*, 43, Fall, 69-75.
- Ballantyne, D. (1997). Internal networks for internal marketing. *Journal of Marketing Management*, 13(5), 343-66.
- Bansal, H. S., Irving, P. G., & Taylor, S. F. (2004). A three-component model of customer to service providers. *Journal of the Academy of marketing Science*, 32(3), 234-250.
- Barnes, J. G., & Howlett, D. M. (1998). Predictors of equity in relationships between financial services providers and retail customers. *International journal of bank marketing*, 16(1), 15-23.
- Bendapudi, N., & Berry, L. L. (1997). Customers' motivations for maintaining relationships with service providers. *Journal of retailing*, 73(1), 15-37.
- Berry, L. L. (2002). Relationship marketing of services perspectives from 1983 and 2000. *Journal of relationship marketing*, 1(1), 59-77.
- Callaghan, M., & Shaw, R. (2001). Relationship orientation: towards an antecedent model of trust in marketing relationships.
- Ennew, C. T., & Binks, M. R. (1996). The impact of service quality and service characteristics on customer retention: small businesses and their banks in the UK 1. *British Journal of management*, 7(3), 219-230.
- Fareed, S. A. Q., Jabbar, T., Makhdoom, S. F., & Iqbal, M. N. (2023). Influence of Digital Marketing on Purchase Decision: A Qualitative Study on Pakistani Customers. *International Journal of Trends and Innovations in Business & Social Sciences*, 1(4), 122-128.
- Ganesh, J., Arnold, M. J., & Reynolds, K. E. (2000). Understanding the customer base of service providers: an examination of the differences between switchers and stayers. *Journal of*

- marketing*, 64(3), 65-87.
- George, J. M., & Bettenhausen, K. (1990). Understanding prosocial behavior, sales performance, and turnover: A group-level analysis in a service context. *Journal of applied psychology*, 75(6), 698.
- Gremler, D. D., Gwinner, K. P., & Brown, S. W. (2001). Generating positive word-of-mouth communication through customer-employee relationships. *International journal of service industry management*, 12(1), 44-59.
- Hassan, M., & Iqbal, M. N. (2019). An Impact of Bancassurance in life insurance domain of Pakistan: A Quantitative study through structural equation model (SEM). *Kuwait Chapter of the Arabian Journal of Business and Management Review*, 8(4), 38-46.
- Hassan, M., Iqbal, M. N., S., Umer, Hussain, S., Rehan, M., Zakai, S.N., Imamuddin., (2021), A Case from a developing country: Why MSME must be Islamic Bank Clients, *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, 12 (8) July 2021, Pg 5438-5448
- Iqbal, M. N. (2023). A Qualitative Study on Bancassurance Products and Its Implementation for Efficient Customer Experience in Pakistan. *International Journal of Trends and Innovations in Business & Social Sciences*, 1(1), 24-29.
- Iqbal, M. N., Hussain, S., Hassan, M., Umer, M., & Wajidi, A. (2021). Influence of Window Takaful in Bancassurance Model of Pakistan: An Exploration of the Factors Using Thematic Analysis. *Ilkogretim Online*, 20(1), 4374-4386
- Iqbal, M. N., Omercic, J., & Bukhari, M. F. (2024). Estimating the Mediating Role of Word of Mouth between Bancassurance Customer Behavior and Purchase Intention. *Siazga Research Journal*, 3(3), 323-334.
- Iqbal, M. N., Zia, S., Mehmood, S., & Raees, M. B. (2024). Assessing the Effectiveness of Micro insurance in Mitigating Risks Faced by Low-Income Families in Pakistan. *Remittances Review*, 9(2), 4415-4431.
- Jackson, R. W., & Cooper, P. D. (1988). Unique aspects of marketing industrial services. *Industrial Marketing Management*, 17(2), 111-118.
- Jalees, T. (2016). Bancassurance: a potential project in the life insurance sector of Pakistan to achieve consumer trust and awareness. *Market Forces*, 11(1).
- Kandampully, J., & Duddy, R. (1999). Relationship marketing: a concept beyond the primary relationship. *Marketing intelligence & planning*, 17(7), 315-323.
- Kanwal, Z., Iqbal, M. N., Ramish, M. S., & Aleem, M. U. (2023). Exploration of the factors influencing customers' intentions towards life insurance products during inflation in Pakistan: a qualitative study. *Priority-The International Business Review*, 2(1), 219-230
- Kashif, O., & Iqbal, M. N. (2022). A Conceptual Framework on Evaluating SWOT Analysis as The Mediator In Strategic Marketing Planning Through Marketing Intelligence. *Priority-The International Business Review*, 1(1), 1-9.
- Martin, M. C., & Sohi, R. S. (1993). Maintaining relationships with customers: some critical factors. *Enhancing Knowledge Development in Marketing*, 4, 21-27.
- Meyer, J. P., & Allen, N. J. (1997). *Commitment in the workplace: Theory, research, and application*. Sage.
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to organizations and occupations: Extension and test of a three-component conceptualization. *Journal of applied psychology*, 78(4), 538.
- Morgan, R. M., & Hunt, S. D. (1994). The commitment-trust theory of relationship marketing. *Journal of marketing*, 58(3), 20-38.
- Nawaz, M. N. I. D. M., Zakai, S. N. Z. S. N., & Hassan, M. H. D. M. (2022). An Exploration of the Factors Influences Customer Response towards Banking Products and Services. *Psocialsciences*, 2(2), 170-182.
- Oly Ndubisi, N., & Kahraman, C. (2005). Malaysian women entrepreneurs: understanding the ICT usage behaviors and drivers. *Journal of Enterprise Information Management*, 18(6), 721-739.
- Oly Ndubisi, N., & Kok Wah, C. (2005). Factorial and discriminant analyses of the underpinnings of

- relationship marketing and customer satisfaction. *International journal of bank marketing*, 23(7), 542-557.
- Palmer, A. (2000). Co-operation and competition: a Darwinian synthesis of relationship marketing. *European journal of marketing*, 34(5/6), 687-704.
- Ravald, A., & Grönroos, C. (1996). The value concept and relationship marketing. *European journal of marketing*, 30(2), 19-30.
- Reichheld, F. F., & Sasser, W. E. (1990). Zero defections: Quality comes to services. *Harvard business review*, 68(5), 105-111.
- Reichheld, F. F., Markey Jr, R. G., & Hopton, C. (2000). The loyalty effect-the relationship between loyalty and profits. *European business journal*, 12(3), 134-147.
- Schneider, B. (1980). The service organization: Climate is crucial. *Organizational dynamics*, 9(2), 52-65.
- Schultz, D. E. (1992). Integrated marketing communications. *Journal of Promotion Management*, 1(1), 99-104.
- Sheth, J. N., & Parvatiyar, A. (1995). The evolution of relationship marketing. *International business review*, 4(4), 397-418.
- Tang, S. F., & Kirkbride, P. S. (1986). Developing conflict management skills in Hong Kong: An analysis of some cross-cultural implications. *Management Education and Development*, 17(3), 287-301.
- Voima, P. (2000). 14 Internal relationship management. *Internal marketing: directions for management*, 238.
- Zaheer, R. Iqbal, M. N. & Yousuf, U. (2023), Benefits of Social capital, Social Economy in community development: A Review Article, *Eye-The International Social Science Review*, 1(2), 23-28.
- Zaheer, R., Iqbal, M. N., & Chishti, U. G. (2024). Evaluating The Impact of Antecedents on Employee Turnover in the Banking Sector of Pakistan. *Priority-The International Business Review*, 2(2), 75-87.