THE IMPACT OF DIGITAL TECHNOLOGIES ON STRATEGIC MARKETING MANAGEMENT

Sher Haider Mughal¹

Abstract

This research was intended to discover the way through which digital technologies were revolutionizing strategic marketing management. For example, artificial intelligence, big data analytics, social media, and cloud computing are the manifestations that have changed the form of the marketing strategy to an entirely new scenario in the digital age. The descriptive methodology is based on analyzing existing literature, industry reports, and case studies to see how these technologies influence areas such as customer engagement, market segmentation, personalization, and decision-making. The opportunities that digital technologies have provided to businesses in assessing their customers' behaviors have now culminated in data-driven decisions in real time and marketing efficacy. The alternative tools such as predictive analytics and, yes, even AI-enabled platforms will facilitate campaigns that are meticulously crafted and personalized, resulting in customer satisfaction and, eventually, customer loyalty. Furthermore, it ensures more innovative ways to convey messages and engage with audiences through social media and mobile channels, strengthening competitive advantage and adaptability to the marketplace. The study identifies opportunities and challenges associated with the adoption of digital technologies in strategic marketing. The major challenges include data privacy concerns, the complexities of integrating systems, and the ongoing requirement for up skilling marketing professionals. Findings indicate that embracing digital transformation into the marketing practice would be critical to maintaining relevance and sustaining growth in this dynamic, increasingly digitized business environment.

Keywords: Digital Technologies, Strategic Marketing Management, Artificial Intelligence, Big Data Analytics, Customer Engagement, Digital Transformation

INTRODUCTION

It is about time to feature this kind of experiential study on marketing capabilities in the academic perspective (Blesa & Ripolles, 2008; Ribeiro et al., 2009; Tsai & Shih, 2004; Vorhies & Morgan, 2005; Weerawardena, 2003). In fact, marketing capabilities serve a broad, hopeful view of customers' satisfaction, thereby, reportedly eventuating superior organizational performance against their peers in terms of sales, profit, and competence (Santos-Vijande et al., 2012; Iqbal & Ali, 2024; Iqbal et al., 2023).

The firms apparently have been adopting digital technology progressively to respond effectively to customer needs and, at the same time, improve operations on the customer side. This is supported in the interest of the consumers and businesses and helps push sales while integrating efficiencies from cost reduction. In that sense, information quality can really be transmitted through digital technology (Watson et al., 2006). Organizations put a strong focus on digitally creating better quality information to the customer (Foroudi et al., 2016; Fareed et al., 2023). Generally, technological innovation can be understood as the use of a new or improved product in performing better on particular performance parameters to deliver new or enhanced services to customers (Faheem et al., 2020; Oh & Teo, 2010; Gorla et al., 2010). Properly high-quality information has seen enormous impacts on customer behavior and marketing (Oh & Teo, 2010; Zaheer et al., 2024).

Firms that continuously practice and embrace emerging digital technology are innovators within their industries because they create value-enhancing innovations for customers as well as in design,

_

¹Scholar, Sir Syed University of Engineering and Technology, Karachi, Pakistan. Email: Sherhaider2013@hotmail.co.uk

production, promotion, and delivery (Grewal et al, 2020; Iqbal et al., 2023). A case in point is that of Amazon's rigorous experimentation with technology-from robots in warehouses to drones-as delivery mechanisms that have enabled it to secure and maintain a strategic lead over its competitors. With the restrictions imposed by the pandemic heightened, customers are now more driven to do everything possible to limit their physical contact and change buying behavior due to such innovative applications of emerging digital technologies (Grewal et al., 2021).

Problem Statement

Despite the widespread adoption of digital technologies in strategic market management, there is a lack of research on the impact of these technologies. Companies need to understand the potential benefits and drawbacks of digital technologies in market management to develop effective strategies.

Rationale of Research

The application of digital technologies could change strategic market administration. Digital technologies can assist businesses in better customer targeting, pricing strategy optimization, and fast market response. However, there are also possible disadvantages, such as the possibility of cyber threats and the requirement for sizable technological investments.

Significance of Research

The findings of this research will help companies understand the impact of digital technologies on strategic market management. This knowledge will enable companies to develop effective strategies that leverage digital technologies to improve their market management practices. This research will also help to fill the gap in existing research on the impact of digital technologies in strategic market management.

Research Questions

- Q1. How has the use of digital technologies impacted strategic market management?
- Q2. What functions will data analytics, artificial intelligence, and social media platforms serve in the promotion of customer engagement as well as personalization in strategic marketing?
- Q3. What are the significant issues that organizations face in digitizing their strategic marketing frameworks, and how might these challenges be managed?

Companies are gradually implementing digital technology to better serve customers' needs while also enhancing customer-side operations. It promotes the interests of both consumers and businesses, while also boosting sales and boosting efficiencies by cutting costs. Digital technology allows for the transfer of information quality (Watson et al., 2006; Rizvi et al., 2022). The use of digital technology by businesses to improve the caliber of the information delivered to customers is a top priority (Foroudi et al., 2016). According to Oh and Teo (2010) and Gorla et al. (2010), technological innovation can be defined as the use of a product with improved performance appearances to provide customers with new or improved services. Customer behavior and marketing are significantly impacted by high quality information delivered in an appropriate manner (Oh & Teo, 2010). Consumers who are interested in saving time and effort are said to be service convenient. According to Bin and Teo (2010), achieving service convenience depends on "processes of integrated information access, integrated order fulfillment, and integrated customer service" (p. 42). The customer can find out information about the product, its locations, and its availability in online stores thanks to integrated information access (Ray et al., 2005; Tallon, 2010;

Hassan & Iqbal, 2019). By making products available, making purchases simple and quick, and providing prompt delivery, integrated order fulfillment enables seamless order fulfillment for the customers (Porter, 1980). Excellent customer support and service are provided by integrated customer service, and online purchases can be exchanged or returned to physical stores (Banker et al., 2006).

Digital technologies have a significant impact on almost every organization (Setia et al., 2013) and have made it possible for businesses to collaborate, store and analyze information, and provide better customer service (Ray et al., 2005). They have improved the ability to provide convenient service (Eisenhardt and Martin, 2000; Pavlou and El Sawy, 2006; Teece et al., 1997) and have had a significant impact on customer service performance (Ray et al., 2005) (Iqbal & Omercic, 2024). Digital technology is necessary for marketing capability (Teece, 2007), as it determines an organization's ability to research clients, rivals, and the larger market environment (Day, 1994). Implementing marketing capability can be done in a number of ways, such as maintaining relationships with customers and suppliers, joining professional associations, and applying best practices. These procedures call for extensive use of a company's tangible and intangible assets. There are many different ways to define a company's assets. According to Grant, "assets are inputs into the production process - they are the basic unit of analysis," and a capability is defined as the capacity of a team of resources to carry out a particular activity or task (Hafeez, et al., 2006). According to Eisenhardt and Martin (2000), marketing capability processes produce inputs for the requirements of reconfigured operational capabilities.

Digital technologies have transformed the business world in many ways. One of the significant impacts of digital technologies is the ability to gather, process, and analyze vast amounts of data (Zaheer et al., 2023). This data can be used to improve market management practices, such as customer segmentation, pricing strategies, and product development. Digital technologies have also enabled companies to reach customers more effectively. Through social media, email marketing, and other digital channels, companies can connect with customers in a more personalized way. This has led to increased customer loyalty and improved customer engagement (Arif et al., 2023; Saleem & Iqbal, 2022). However, the use of digital technologies also comes with potential drawbacks. For example, the risk of cyber threats is a significant concern for companies. The use of digital technologies also requires significant investments in technology, which may not be feasible for all companies.

METHODOLOGY

It uses descriptive research method to critically analyze the impact of digital technologies on strategic marketing management. This method is employed for a more comprehensive understanding of how digital tools and innovations affect marketing strategies in the business world today. This descriptive research is designed to observe and describe the present phenomena just as they are without processing the variables involved, and thus fits into this study.

Data Collection

This study utilizes secondary sources for data procurement, which include articles from peer-reviewed journals, industry reports, white papers, and websites with high level credibility. This provides insights on how businesses use digital technologies; such technologies include big data analytics, artificial intelligence and social media, to optimize their strategic marketing efforts.

Analytical Framework

It makes an effort to investigate the qualitative analysis of patterns, trends, and case studies of digital

technologies associated with marketing. It emphasizes how various industries adopt these digital innovations and the emerging best practices and challenges that have been reflected in the literature.

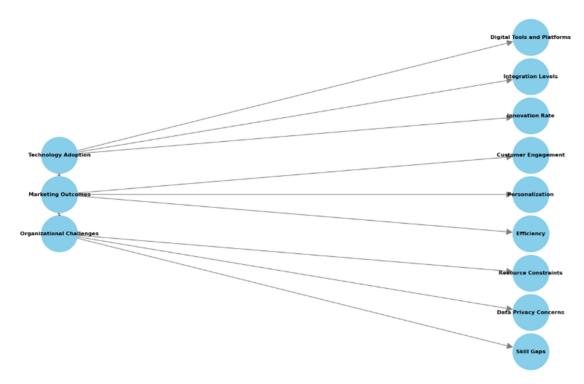


Figure 1: Conceptual Framework

Framework Analysis

1. Key Dimensions

A. Adoption of Technology

- Digital Tools and Platforms: Examination of social media, big data analytics, artificial intelligence, CRM applications, among others (Iqbal, 2023).
- Integration Degrees: Further assessment of how these technologies have been built into the marketing strategies.
- Rate of Innovativeness: On the frequency of adopting new digital technologies and extent of use.

B. Marketing Effects

- Customer engagement: Evaluating the impact of digital platforms in enhancing customer interaction and retention.
- Personalization: Measurement of AI and data analytics input in personalizing marketing strategies.
- Efficiency: Measuring improvements in the effectiveness of campaigns and cost reductions.

C. Challenges in the Organization

- Shortage of Resources: Knowledge of the lack of financial, technical, or human resources in the application of digital technologies (Kanwal et al., 2023).
- Data Privacy Issues: How organizations deal with legal and ethical challenges regarding the use of data.

• Skill Gaps: Assessment of the readiness of the marketing teams in leveraging the digital tools effectively.

2. The Relationship Between Components

- Technology → Outcomes: The customer engagement and campaign efficiency can thus be altered by the adoption of some technologies.
- Outcomes → Challenges: It investigates how marketing performance affects the ability of an organization to overcome barriers.
- Challenges → Technology: It evaluates how resources-poverty and skill gaps affect the pace of technology adoption.

3. Analytical Tools

- Qualitative Analysis: Recurring patterns in literature and case-studies will be identified by thematic analysis.
- Comparative Analysis: To compare the performance of organizations which combine the digital technologies with those that have not.
- Framework Validation: To validate the relationships and assumptions, industry examples and secondary data will be used.

4. Results Assessment

To create analytical framework:

- Holistic understanding of how digital technologies were integrated into marketing.
- Best practices for leveraging technology for strategic marketing objectives.
- Identifying actionable insights to overcome barriers and optimize marketing strategies.

CONCLUSION

By filling in the gaps left by earlier studies on (1) the relationships between information quality, service convenience, digital technology, tangible/intangible assets, marketing capability, competence, and core competencies; and (2) the relationships between other theoretically acknowledged variables, this study aims to fill in those gaps. The findings showed that there was a significant correlation between the factors. Digital technology significantly affects marketing capabilities, which promotes the growth of core competencies of business firms. For SMEs, the benefits of innovation in terms of growth have been acknowledged. Performance improvement is correlated with information quality and service ease. Information may be effectively transformed using digital technologies to spur innovation. The ability to manage resources more effectively and technology advancements present chances for SMEs to grow and innovate, which can be delivered through additional resources and allow SMEs to draw in and keep more consumers. Small and medium-sized businesses (SMEs) are encouraged to adopt new technologies and best practices by innovation policies in developed nations like the United Kingdom. However, policymakers should make an effort to improve SMEs' innovation performance by making it easier for entrepreneurs to access higher education and providing relevant training in the use of technology. Such educated arrangements could prompt the development of SMEs given that this sort of firm addresses a major piece of economy

REFRENCES

Aldebert, B., Dang, R. J., and Longhi, C. (2011). Innovation in the tourism industry: The case of Tourism. *Tourism Management*, 32(5), 1204-1213.

Amit, R., and Schoemaker, P. J. (1993). Strategic assets and organizational rent. Strategic Management

- Journal, 14(1), 33-46.
- Andrews, K. R. (1971). The concept of corporate strategy, Richard D. Irwin, Homewood, IL.
- Andriopoulos, C., & Lewis, M. W. (2009). Exploitation-exploration tensions and organizational ambidexterity: Managing paradoxes of innovation. *Organization Science*, 20(4), 696-717.
- Ansoff, H. I. (1965). Corporate strategy: An analytic approach to business policy for growth and expansion. McGraw-Hill Companies.
- Ansoff, H. I. Corporate Strategy, McGraw Hill, New York. 1965.
- Arif, M., Zehra, K., Chishti, U. G., & Iqbal, M. N. (2023). Importance of Social Capital For Community Development. *Eye-The International Social Science Review*, *I*(1), 16-22.
- Banker, R. D., Bardhan, I. R., Chang, H., and Lin, S. (2006). Plant information systems, manufacturing capabilities, and plant performance. *MIS Quarterly*, 30(2), 315-337.
- Beatty, R. P., and Ritter, J. R. (1986). Investment banking, reputation, and the underpricing of initial public offerings. *Journal of Financial Economics*, 15(1), 213-232.
- Blackburn, R. A. (2016). Government, SMEs and entrepreneurship development: Policy, practice and challenges. Routledge.
- Blesa, A., and Ripolles, M. (2008). The influence of marketing capabilities on economic international performance. *International Marketing Review*, 25(6), 651-673.
- Burns, P. (2011) Entrepreneurship and small business. Ed. 3rd.Palgrave Macmillan. Basingstoke.
- Churchill, G.A. (1999) Marketing Research: Methodological Foundations, the Dryden Press, IL.
- Coad, A., and Rao, R. (2008). Innovation and firm growth in high-tech sectors: A quintile regression approach. *Research policy*, 37(4), 633-648.
- Creswell, J. W., and Miller, D. L. (2000). Determining validity in qualitative inquiry. *Theory into Practice*, 39(3), 124-130.
- Daft, R. L., and Marcic, D. (2004). Understanding management Mason. OH: South-Western.
- Day, G. S. (1994). The capabilities of market-driven organizations. *The Journal of Marketing*, 58(4), 37-52.
- Dewett, T. (2003). Understanding the relationship between information technology and creativity in organizations. *Creativity Research Journal*, 15(2-3), 167-182.
- Dierickx, I., and Cool, K. (1989). Asset stock accumulation and sustainability of competitive advantage. *Management Science*, 35(12), 1504-1511.
- Drejer, A. (2000). Organisational learning and competence development. *The Learning Organization*, 7(4), 206-220.
- Eisenhardt, K. M., and Martin, J. A. (2000). Dynamic capabilities: what are they?. *Strategic Management Journal*, 21(10-11), 1105-1121.
- Fahim, S. M., Rasheed, A., Hassan, M., Asadullah. M., Hafeez, M. & Iqbal. M. N., (2020). E-Commerce: The Mantra of Urban Centers. *Reviews of Management Sciences*, 2(1).
- Fahy, J. (2000). The resource-based view of the firm: some stumbling-blocks on the road to understanding sustainable competitive advantage. *Journal of European Industrial Training*, 24(2/3/4), 94-104.
- 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*, *I*(4), 122-128.
- Foroudi, P., Jin, Z., Gupta, S., Melewar, T. C., & Foroudi, M. M. (2016). Influence of innovation capability and customer experience on reputation and loyalty. *Journal of Business Research*, 69(11), 4882-4889.
- Foroudi, P., Melewar, T. C., and Gupta, S. (2014). Linking corporate logo, corporate image, and reputation: An examination of consumer perceptions in the financial setting. *Journal of Business Research*, 67(11), 2269-2281.
- Fruhling, A. L., and Siau, K. (2007). Assessing organizational innovation capability and its effect on e-commerce initiatives. *Journal of Computer Information Systems*, 48(1), 133-145.
- Gorla, N., Somers, T. M., and Wong, B. (2010). Organizational impact of system quality, information

- quality, and service quality. The Journal of Strategic Information Systems, 19(3), 207-228.
- Grant, R. M. (1991). The resource-based theory of competitive advantage: implications for strategy formulation. *California Management Review*, *33*(3), 114-135.
- Grewal, D., Gauri, D. K., Roggeveen, A. L., & Sethuraman, R. (2021). Strategizing retailing in the new technology era. *Journal of Retailing*, 97(1), 6–12.
- Grewal, D., Hulland, J., Kopalle, P. K., & Karahanna, E. (2020). The future of technology and marketing: A multidisciplinary perspective. *Journal of the Academy of Marketing Science*, 48(1), 1–8.
- Gupta, A. K., and Wilemon, D. (1990). Improving RandD/marketing relations: RandD's perspective. *R&D Management*, 20(4), 277-290.
- Gupta, S., Malhotra, N. K., Czinkota, M., & Foroudi, P. (2016). Marketing innovation: A consequence of competitiveness. *Journal of Business Research*, 69(12), 5671-5681.
- Hafeez, K., Foroudi, P., Dinnie, K., Nguyen, B., & Parahoo, S. K. (2016). The role of place branding and image in the development of sectoral clusters: The case of Dubai. *Journal of Brand Management*, 23(4), 383-402.
- Hafeez, K., Hooi Keoy, K., and Hanneman, R. (2006). E-business capabilities model: Validation and comparison between adopter and non-adopter of e-business companies in UK. *Journal of Manufacturing Technology Management*, 17(6), 806-828.
- Hafeez, K., Zhang, Y., and Malak, N. (2002). Identifying core competence. Potentials, IEEE, 21(2), 2-8.
- Hamel, G., and Prahalad, C. K. (1990). Corporate imagination and expeditionary marketing. *Harvard Business Review*, 69(4), 81-92.
- 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
- Helfat, C. E., Finkelstein, S., Mitchell, W., Peteraf, M., Singh, H., Teece, D., and Winter, S.G. (2009). *Dynamic capabilities: Understanding strategic change in organizations*. John Wiley and Sons.
- Hinterhuber, A. (2013). Can competitive advantage be predicted? Towards a predictive definition of competitive advantage in the resource-based view of the firm. *Management Decision*, 51(4), 795-812
- Hunt, S. D., and Morgan, R. M. (1995). The comparative advantage theory of competition. *The Journal of Marketing*, 4(4), 1-15.
- Iqbal, M. N. (2023). Exploration of the Factors Influencing Customer Perspectives and Intention Regarding Digital Bancassurance. *Journal of Management and Economic Studies*, 5(4), 205-214.
- Iqbal, M. N., & Ali, S. H. (2024). A review on the role of strategic leadership in corporate strategy development. *Eye-The International Social Science Review*, 2(1), 1-7
- Iqbal, M. N., & Omercic, J. (2024). Exploring the Antecedents of Business Strategies in Bancassurance Sector of Pakistan. *International Journal of Trends and Innovations in Business & Social Sciences*, 2(2), 144-153.
- Iqbal, M. N., Shaikh, N. N., & Dilshad, W. B. (2023). An impulsive buying behavior of customer: a qualitative study on bancassurance services in Pakistan. *Priority-The International Business Review*, 2(1), 138-151.
- Jasra, J. M., Hunjra, A. I., Rehman, A. U., Azam, R. I., and Khan, M. A. (2011). Determinants of business success of small and medium enterprises. *International Journal of Business and Social Science*, 2(20), 274-280.
- 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.
- Kay, J. (1993). The structure of strategy. Business Strategy Review, 4(2), 17-37.
- Levinthal, D. A., and March, J. G. (1993). The myopia of learning. *Strategic Management Journal*, 14(S2), 95-112.
- Mahoney, J. T., and Pandian, J. R. (1992). The resource-based view within the conversation of strategic management. *Strategic Management Journal*, 13(5), 363-380.

- Malhotra, N. K., Birks, D. F., & Experian Information Solutions Inc. (2000). *Marketing research: An applied approach*. Harlow: Financial Times, Prentice Hall.
- Markwick, N., and Fill, C. (1997). Towards a framework for managing corporate identity. *European Journal of marketing*, 31(5/6), 396-409.
- Oh, L. B., & Teo, H. H. (2010). Consumer value co-creation in a hybrid commerce service delivery system. *International Journal of Electronic Commerce*, 14(3), 35-62.
- Olins, W. (1989), Corporate identity, Thames and Hudson, London.
- Palmer, A., and Bejou, D. (2006). The future of relationship marketing. *Journal of Relationship Marketing*, 4(3-4), 1-10.
- Palmer, A., and Gallagher, D. (2007). Religiosity, relationships and consumption: a study of church going in Ireland. *Consumption Markets and Culture*, 10(1), 31-49.
- Patton, M. Q. (1990). *Qualitative evaluation and research methods*. SAGE Publications, Inc. Qualitative Market Research: an International Journal Page 22 of 25 Qualitative Market Research.
- Pavlou, P. A., and El Sawy, O. A. (2006). From IT leveraging competence to competitive advantage in turbulent environments: The case of new product development. *Information Systems Research*, 17(3), 198-227.
- Pittaway, L., and Rose, M. (2006). Learning and relationships in small firms' introduction to the special issue. *International Small Business Journal*, 24(3), 227-231.
- Prahalad, C. K., and Hamel, G. (1990). The core competence of the corporation. *Harvard Business Review*, 68(3), 79-91.
- Ray, G., Muhanna, W. A., & Barney, J. B. (2005). Information technology and the performance of the customer service process: A resource-based analysis. *MIS Quarterly*, 29(4), 625-652.
- Ribeiro, H. P. A., Brashear, T. G., Rafael Reis Monteiro, R. R. P., & Damázio, F. L. (2009). Marketing relationships in Brazil: trends in value strategies and capabilities. *Journal of Business and Industrial Marketing*, 24(5/6), 449-459.
- Rizvi, S. A., Asif, A., Zahid, Z., & Iqbal, M. N. (2022). Effectiveness of the Factors for Tourism Industry in Pakistan: A Quantitative Analysis. *Priority-The International Business Review*, 1(1), 46-54.
- Rostamkalaei, A., and Freel, M. (2016). The cost of growth: small firms and the pricing of bank loans. Small Business Economics, 46(2), 255-272.
- Saleem, F., & Iqbal, M. N. (2022). Rural Development of CPEC Energy Project Impact on Social Responsibilities and South Region of Pakistan. *Eye-The International Social Science Review*, 1(1), 16-22.
- Santos-Vijande, M. L., López-Sánchez, J. Á., and Trespalacios, J. A. (2012). How organizational learning affects a firm's flexibility, competitive strategy, and performance. *Journal of Business Research*, 65(8), 1079-1089.
- Sedera, D., and Gable, G. G. (2010). Knowledge management competence for enterprise system success. *The Journal of Strategic Information Systems*, 19(4), 296-306. Setia, P.,
- Tallon, P. P. (2010). A service science perspective on strategic choice, IT, and performance in US banking. *Journal of Management Information Systems*, 26(4), 219-252.
- Teece, D. J., Pisano, G., and Shuen, A. (1997). Dynamic capabilities and strategic management. *Strategic Management Journal*, 18(7), 509-533.
- Topalian, A. (1984). Corporate identity: beyond the visual overstatements. *International Journal of Advertising*, *3*(1), 55-62.
- Tsai, M. T., & Shih, C. M. (2004). The impact of marketing knowledge among managers on marketing capabilities and business performance. *International Journal of Management*, 21(4), 524-530.
- Venkatesh, V., and Joglekar, S. (2013). Leveraging Digital Technologies: How Information Quality Leads to Localized Capabilities and Customer Service Performance. *MIS Quarterly*, 37(2), 565-590
- Vorhies, D. W., and Morgan, N. A. (2005). Benchmarking marketing capabilities for sustainable competitive advantage. *Journal of Marketing*, 69(1), 80-94.
- Watson, D. (2006). Understanding the relationship between ICT and education means exploring

- innovation and change. Education and Information Technologies, 11(3-4), 199-216.
- Weerawardena, J. (2003). The role of marketing capability in innovation-based competitive strategy. *Journal of Strategic Marketing*, 11(1), 15-35.
- Wernerfelt, B. (1984). A resource-based view of the firm. Strategic Management Journal, 5(2), 171-180.
- Williams, J. R. (1992). How sustainable is your competitive advantage? *California Management Review*, 34(3), 29-51.
- Yin, R. (1984). case study research. Beverly Hills.
- 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*, *I*(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.