



SWISS BUSINESS SCHOOL

UNIVERSITY OF APPLIED SCIENCES INSTITUTE

Working Paper Series

**CHALLENGES IN FACILITATING ON-TIME
AVAILABILITY OF AIRCRAFT SPARE
PARTS IN THE MILITARY MAINTENANCE,
REPAIR AND OVERHAUL CENTER, UNITED
ARAB EMIRATES**

MYLANIE LLUPAR FLORESTA

SBS-WP-2025-05

26-02-2025

ISSN (Print): xxxx-xxxx

ISSN: (Online): xxxx-xxxx

WORKING PAPER SERIES

At SBS Swiss Business School – University of Applied Sciences Institute, we believe that managerial success in the 21st Century will be related to the ability to put business knowledge into practice in a way that can be understood and shared by all the stakeholders of the organization.

In order to support this idea and contribute to excellence in management skills, SBS Swiss Business School – University of Applied Science Institute has developed the SBS Working Paper Series.

The purpose of SBS - Working Papers is to create a fast channel for the dissemination of early - stage research findings and ideas from the work-in-progress by professors, lecturers and students at SBS. In addition, provided that there is a co-author with SBS Swiss Business School affiliation, executives, policy makers and administrators in the private and public sectors, strategists, management consultants and others interested in the field of first class management and postgraduate education are also welcome to submit their work-in-progress to open up further discussion on their topics. SBS Working Papers also aim to promote academic discussion and strategic analysis for practitioners on managing global competition in products and services for all sectors on a worldwide basis.

SBS Working Papers Series represent a first concrete step towards academic publications. They are not formally peer reviewed; but they are screened for their academic suitability. The findings and ideas presented in the working papers may be improved upon further research by the authors.

SBS Working Paper Series particularly welcomes conceptual and applied research papers that advance knowledge in the fields of General Business, Human Resources, Marketing and Sales Management, Economics, Finance, International Business, Sustainable Business, Management Information Systems, and Digitalization.

The authors of the working papers are solely responsible for the contents of their work. The views expressed in the papers do not necessarily represent those of SBS Swiss Business School. The material presented in the working papers may be cited or quoted with full indication of source.

The working papers should be sent to the Head of Research at SBS, Prof. Dr. Milos Petkovic, at editor@sbs.edu

All work must abide by the formatting guidelines found at https://jabr.sbs.edu/JABR_SubmissionGuidelines.pdf. The referencing style should follow the APA Version 7. For further information on policies or on the preparation of manuscripts, please contact Prof. Dr. Milos Petkovic.

SBS Swiss Business School

Flughafenstrasse 3

8302 Kloten-Zurich

Switzerland

Call us: +41 44 880 00 88

General inquiries: editor@sbs.edu

Working Paper Series Inquires: editor@sbs.edu

Challenges In Facilitating On-Time Availability Of Aircraft Spare Parts In The Military Maintenance, Repair And Overhaul Center, United Arab Emirates

By

Mylanie Llupar Floresta

Dubai, UAE

mylanie.floresta@yahoo.com

ABSTRACT

This dissertation explores the impact of barriers on MROs' spare part delivery needs, addressing a gap in existing literature. A comprehensive literature review confirmed the study's relevance, noting the scarcity of studies on military aircraft maintenance, repair, and overhaul in the UAE. Three hypotheses were formulated to understand operations and supply chain teams' perspectives. An independent sample t-test analyzed role differences between operations and supply chain employees, regression analysis assessed challenges' impact on productivity, and structural equation modeling evaluated effects on on-time delivery. Non-probability sampling yielded 214 respondents from GAL, UAE, who completed a seven-point Likert scale questionnaire. The instrument's reliability and validity were confirmed through pilot testing. Confirmatory factor analysis examined OEM collaboration, technological obstacles, inventory accuracy, inventory quality, supply chain transparency, spare parts tracking, manpower factors, and demand forecasting. Results showed high model fitness for challenges and OEM collaboration with CMIN/DF:1.428, χ^2 : 2560.603, RMSEA and SRMR < 0.08, and GFI, AGFI, NFI, IFI, TLI, and CFI exceeding 0.9. Operations teams had lower parameters, except manpower, compared to supply chain teams ($M=3.853$, $SD=0.702$) and $t = -1.875$, $df=201$, $p = 0.040$; $P > .05$. The study suggests new MRO efficiency measures, impacting operations and supply chain, and recommends addressing resistance hindering productivity. Future research could explore different MROs, nations, or employee groups, considering other significant variables.

Keywords: Aircraft on Ground, Maintenance, Repair and Overhaul, Original Equipment Manufacturers, United Arab Emirates, Global Aerospace Logistic

INTRODUCTION

The modern military industry is expanding in the Arab states, specifically in the UAE (Saab, 2014). According to Slijper (2017), the expansion of military bases in the UAE has been quite impressive in the last 25 years. The defense industry in the UAE faces an enormous shift in its outlook toward the purchase and maintenance of military aircraft (Gaub & Stanley-Lockman, 2017). According to a recent report by the Embassy of the United Arab Emirates in Washington DC (2021), the Emirati Airforce is acclaimed as the most prepared and efficient air component in the Middle East. The UAE aviation market is very dynamic and complex, as Spreen (2019) pointed out. In 2020, the UAE hosted the MRO Middle East Summit, which aimed to encourage invitees to collaborate with MRO (Maintenance, Repair, and Overhaul) experts from around the world and to fill the supply chain gaps effectively. Therefore, it is necessary to address the challenges that hinder maintaining a balanced level of aircraft inventory.

Research Objectives

1. To identify the key challenges that facilitate on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE.
2. To determine if the challenges facilitating on-time availability of aircraft spare parts in the military maintenance, repair and overhaul center in UAE change with respect to employee's role.
3. To assess the influence of the identified challenges to the on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE to firm's productivity.

Research Questions

1. What are the key challenges that facilitate on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE.
2. Is there a significant relationship between the challenges facilitating on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE with respect to employee's role?
3. How do the identified challenges that facilitate on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE influence firm's productivity?

LITERATURE REVIEW

The aircraft MRO industry produces a limited number of transactions, yet these transactions are quite complicated. This implies that each transaction needs a substantial amount of complicated processing. However, the finest part is that the standards, particularly for the technical side of aircraft MRO, were uniform and unambiguous. As a result, the major motivator for an application that could support aircraft MRO operations was performance, i.e., the capacity to conduct complicated transactions. During that decade, several unique in-house apps were created. Almost all of the major airlines, including American Airlines, British Airways, USAir, and Alitalia, created their own MRO software. However, only a handful are remarkable (Sahay, 2012).

Because of the high level of competition in the aviation business, cost reduction is becoming more important. An effective maintenance and spare part inventory management system that is based on a solid demand forecasting mechanism may greatly minimize operating expenses. However, the traditional forecasting techniques in the literature are inadequate to predict the amount and occurrence periods of the non-smooth demand (Şahin et al., 2022).

Because of the vast number of components and parts that need a lead-in time for delivery and the subsequent scheduling of work, typical MRO issues are connected to planned and unscheduled aircraft maintenance. It addresses three primary issues: OEMs, maintenance schedules, personnel, and turnaround time. To concentrate on an effective training plan, aircraft maintenance businesses propose that maintenance operators be trained twice a year in various seasons to prevent any deficiencies in operator size and to increase their expertise (Albakkoush et al., 2020).

The aircraft MRO market is the most complicated, requiring high-quality components to match airline safety, security, and specifications. Rapid expansion in the aircraft MRO

industry necessitates seamless technology, the capacity to monitor vital components quickly, inventory accuracy, parts quality, traceability, visibility, and transparency from upstream to downstream in the supply chain channel (Wong & Choy, 2021).

Lack of information for tracking and transparency means that practically all departments involved in the material flow will need information about the component to be followed through before conducting actions on the part. This covers the logistics department, warehouse department, material planning department, and manufacturing department. The location of the component is critical, but the system may not tally, causing issues in numerous engine building procedures and leading to quality failure (Wong & Choy, 2021).

An effective maintenance and spare part inventory management system that is based on a solid demand forecasting mechanism may greatly minimize operating expenses. However, the traditional forecasting techniques in the literature are inadequate to predict the amount and occurrence periods of the non-smooth demand. When cost reduction is used directly, it may drastically cut operating expenses. However, standard forecasting approaches in the literature are targeted; these traditional forecasting methods can provide false findings (Şahin et al., 2022).

Therefore, this study is logically relevant to fill the existing gap in academic research and will guide decision-makers in understanding the challenges and their impact on the productivity of the firm.

RESEARCH METHODOLOGY

The purpose of this research is to determine the statistical correlation between the independent factors, namely significant challenges to the timely availability of spare parts, and the dependent variable, namely the productivity of military MROs in UAE. Therefore, the research contemplates to collect primary data from the supervisory level employees of the military MRO company in the UAE. The primary data used in this study came from closed questionnaires with a Likert scale from 1 to 7. 216 managers and non-managers from the military MRO were chosen for this study. Structural Equation Modeling (SEM), which was run by the AMOS 20.0 program, was used to do research. Researchers use structural equation modeling (SEM) to add unobservable factors quantified indirectly by indicator variables. SEM is a research technique that can do complicated association analysis. In particular, SEM assessment of fit model and structural model are effective and capable of analyzing measurement model and structural analysis. SEM is a second-generation technique for assessing complicated correlations between many constructs. Traditional statistical approaches (e.g., regression, ANOVA, LOGIT) and SEM vary in significant ways (Jr *et al.*, 2014). SEM may build latent variables (abstract notions that cannot be directly measured) and evaluate complicated (e.g., hierarchical, recursive) causal connections among such variables, while typical statistical techniques can only examine pairwise associations between observable variables. In order to model complicated and multidimensional interactions, social science, behavioral science, and management science have increasingly used SEM.

RESEARCH FINDINGS AND DISCUSSION

Objective 1: To identify the key challenges that facilitate the on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in the UAE.

Key Challenges:

- The second order confirmatory factor analysis techniques were used to evaluate the relationships between eight key challenges:
 - Collaboration with OEM
 - Technological Challenges
 - Inventory Accuracy
 - Manpower Factor
 - Inventory Quality
 - Tracking Spare Parts
 - Tracking Supply Chain Channels
 - Demand Forecast
- The results of factor loadings showed that all positive paths were strong and statistically significant. Thus, the findings are consistent with the proposed model of availing spare parts on-time in the military MROs.

Objective 2: To determine if the challenges facilitating on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE change with respect to employee's role.

Findings:

- An Independent-Samples t-test was used to investigate the statistical differences in the dimensions of employee roles in terms of making on-time availability of spare parts.
- The probability for the F value of Levene's test for all dimensions was less than 0.05, indicating that the variances of the two groups are not equal.
- Therefore, the output in the "Equal variances not assumed" row was reported, proving that there is a relationship between the key challenges with respect to the employee's role in facilitating on-time availability of spare parts.

Objective 3: To assess the influence of the identified challenges on the on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE to the firm's productivity.

Findings:

- SEM techniques were used to evaluate the relationships between the eight key challenges (Collaboration with OEM, Technological Challenges, Inventory Accuracy, Manpower Factor, Inventory Quality, Tracking Spare Parts, Tracking Supply Chain Channels, and Demand Forecast) and the productivity of MRO.
- The results showed that all the key challenges, except the manpower factor, have an influence on the on-time availability of aircraft spare parts in the military maintenance, repair, and overhaul center in UAE, thereby impacting the firm's productivity.

CONCLUSION

This research has far-reaching implications for practice, policy, and research. Military planes and their repair are essential components of national defense. Since the mid-20th century, airplanes have been crucial to armed power, including ground-support, air-superiority, transportation, cargo, fighters, and bombers (Guilmartin & Taylor, 2023).

Contribution to Theory: The study introduces structural equation modeling (SEM) to identify challenges, significantly contributing to management and business studies. The SEM model predicts the relationship between challenges and on-time availability of spare parts in military MROs.

Contribution to Methodology: The research achieved procedural accuracy and rigorous validation. Confirmatory factor analysis on latent concepts forms the basis for knowledge expansion. Indicators meet the acceptable performance level, and steps taken can guide future similar studies. The positivist research paradigm analyzes primary and case study outcomes. SEM is powerful in understanding complex variable connections, especially in UAE academic contexts.

Implications for Management: This study offers extensive insights for individuals interested in military aircraft. It helps MRO organizations and policymakers allocate spare parts and resources to impact productivity positively. It identifies challenges affecting productivity and provides valuable information for defense research and policy development. Findings emphasize resolving delays in spare parts availability to ensure smooth MRO operations. Factors such as OEM collaboration, technological challenges, inventory accuracy, inventory quality, demand forecast, tracking spare parts, and supply chain transparency significantly impact on-time spare parts availability, except for the manpower factor. Human resources do not influence spare parts flow, while other factors do, affecting MRO productivity.

REFERENCES

- Abdollahpour, I., Nedjat, S., Noroozian, M., & Majdzadeh, R. (2011). Performing Content Validation Process In Development Of Questionnaires. *Iranian Journal Of Epidemiology*, 6(4), 66-74.
- Aggorowati, M. A., Iriawan, N., & Gautama, H. (2012). *Large Multiplier (LM) Test for Nonlinearity Detection in SEM*. 1–9.
- Al-Momani, H., Al Meanazel, O. T., Kwaldeh, E., Alaween, A., Khasaleh, A., & Qamar, A. (2020). The efficiency of using a tailored inventory management system in the military aviation industry. *Heliyon*, 6(7), e04424.
<https://doi.org/10.1016/j.heliyon.2020.e04424>
- Alarcon, D., & Sanchez, J. A. (2015). Assessing convergent and discriminant validity in the ADHD-R IV rating scale: User-written commands for Average Variance Extracted (AVE), Composite Reliability (CR), and Heterotrait-Monotrait ratio of correlations (HTMT). *Spanish STATA Meeting 2015*, 1–39. Retrieved from
https://www.stata.com/meeting/spain15/abstracts/materials/spain15_alarcon.pdf
- Albakkoush, S., Pagone, E., & Salontitis, K. (2020a). Scheduling Challenges within Maintenance Repair and Overhaul Operations in the Civil Aviation Sector. *9th International Conference on Through-Life Engineering Service*, November.
- Ali, U., Salah, B., Naeem, K., Khan, A. S., Khan, R., Pruncu, C. I., Abas, M., & Khan, S. (2020). Improved MRO Inventory Management System in Oil and Gas Company : Increased Service Level and Reduced Average Inventory Investment. *Sustainability*.
- Arts, J. J. (2014). Spare parts planning and control for maintenance operations. In *Eindhoven University of Technology Library* (Vol. 104, Issue 2013).
<https://doi.org/10.4203/ccp.104.301>
- Asian, S. S., Jolai, F., & Chen, S. (2017). *Flexibility in Service Parts Supply Chain : A Study on Emergency Resupply in Aviation MRO Flexibility in Service Parts Supply Chain : A Study on Emergency Resupply in Aviation MRO*. September 2018.
<https://doi.org/10.1080/00207543.2017.1351640>
- Aubin, B. R. (2004). *Aircraft Maintenance*. SAE Global Mobility Database.
- Ayeni, P. (2015). *Enhancing competitive advantage through successful Lean realization within the Aviation Maintenance Repair and Overhaul (MRO) industry*. Cranfield University.
- Bacon, L. D. (1997). Using Amos for Structural Modeling in Market Research. *SPSS White Paper*, (October), 1–18. Retrieved from
<https://www.bauer.uh.edu/jhess/documents/3.pdf>
- Barriere, M. A. C. (2015). DETERMINING INVENTORY BASE STOCK LEVELS OF EXPENDABLE SPARE PARTS UNDER SERVICE LEVEL AGREEMENT FOR ON-TIME DELIVERY. In *Graduate College of Oklahoma State University*. Graduate
- Blunch, N. (2012). Introduction to Structural Equation Modeling Using SPSS and AMOS. In *Introduction to Structural Equation Modeling Using SPSS and AMOS*.
<https://doi.org/10.4135/9781446249345>

- Bosdijk, N. (2019). *Aligning logistics with MRO to improve spare parts availability: A case study at KLM Engineering and Maintenance*.
- Bryman, A., & Bell, E. (2007). Business Research Strategies. *Business Research Methods*.
- Buochikhi, H. (2012). The Role Of Identity In Successful Post-Merger Integration. *Knowledge@Wharton*.
- Byrne, B. M. (2020). Chapter Bootstrapping as an aid to nonnormal data. In *Structural Equation Modeling With AMOS*. <https://doi.org/10.4324/9780203805534-23>
- Carson, D., Gilmore, A., Perry, C., & Gronhaug, K. (2001). *Qualitative Marketing Research*. London: Sage.
- Casey, J. C. (2016). *Employee Well-Being: A Comprehensive Approach*. Retrieved From https://www.bc.edu/https://www.bc.edu/content/dam/files/centers/cwf/research/publications/executivebriefingseries/Executive%20Briefing_Employee%20Well-Being_A%20Comprehensive%20Approach
- Chilisa, B., & Kawulich, B. (2001). Selecting a research approach: paradigm, methodology and methods. *Doing Social Research: A Global Context, January 2012*, 1–21.
- Choi, B., & Suh, J. H. (2020). Forecasting spare parts demand of military aircraft: Comparisons of data mining techniques and managerial features from the case of South Korea. *Sustainability (Switzerland)*, 12(15), 1–20. <https://doi.org/10.3390/su12156045>
- Civelek, M. E. (2018). Essentials of Structural Equation Modeling. In *Zea Books*. <https://doi.org/10.13014/k2sj1hr5>
- Clark, V. L., & Creswell, J. W. (2014). *Understanding Research: A Consumer's Guide*. Pearson Higher Ed.
- Clausen, U., Hompel, M. ten, & Souza, R. de. (2019). *Operations , Logistics and Supply Chain Management*. Springer International Publishing.
- Cooper, D. R., & Schindler, P. (2014). *Business Research Methods*. Mcgraw-Hill/Irwin.
- Creswell, J. (-Q. (2003). *Research Design-Qualitative, Quantitative, And Mixed Methods* (2nd Ed.). Californi: Sage Publication.
- Dammak, A. (2015). Research Paradigms: Methodologies and Compatible Methods. *The Academic Journal of St Clements Education Group*, 6(2), 1–6. https://www.academia.edu/17079042/Research_Paradigms_Methodologies_and_Compatible_methods
- Dinis, D., & Barbosa-Póvoa, A. P. (2015). On the optimization of aircraft maintenance management. *Operations Research and Big Data: IO2015-XVII Congress of Portuguese Association of Operational Research (APDIO)*, 15(June 2020), 49–57. https://doi.org/10.1007/978-3-319--24154-8_7
- Easterby-Smith, M., Thorpe, R., & Lowe, A. (2003). *Management Research: An Introduction*. London: Sage Publications.
- Eerde, W. V., & Thierry, H. (1996). Vroom's Expectancy Models And Work-Related Criteria: A Meta-Analysis. *Journal Of Applied Psychology*.

- Embassy of the United Arab Emirates Washington DC. (2021). *The UAE and the F-35: Frontline Defense for the UAE, US and Partners*.
- Emirates Defense Industries Company. (2018). *About Us*. Retrieved March 16, 2018, From <Http://Www.Edic.Ae/En/>
- Estelle, U. (2016). *Effect Of Mergers And Acquisitions On Organizational Performance*. Master Of Business Administration (MBA) Degree At The X. University Of Rwanda (UR).
- Faculty Survey Of Student Engagement. (2013). *Internal Consistency Reliability*. Retrieved November 1, 2019, From Http://Fsse.Indiana.Edu/Pdf/Pp/2013/FSSE13_Internal_Consistency_Reliability.Pdf
- Fan, Y., Chen, J., Shirkey, G., John, R., Wu, S. R., Park, H., & Shao, C. (2016). Applications of structural equation modeling (SEM) in ecological studies : An updated review. *Ecological Processes*, 5(19). <https://doi.org/10.1186/s13717-016-0063-3>
- Federal National Council Affaris UAE. (2008). *Women in the United Arab Emirates: A Portrait of Progress*. 11. Retrieved from http://lib.ohchr.org/HRBodies/UPR/Documents/Session3/AE/UPR_UAE_ANNEX3_E.pdf
- Field, A. (2009). *Discovering Statistics Using SPSS*. London: Sage Publications.
- Fornell, C., & Larcker, David f. (1981). Evaluating Structural Equation Models with. *Journal of Marketing Research*, 18(1), 39–50.
- Fornes, S. L., & Rocco, T. S. (2004). Commitment Elements Reframed (Antecedents & Consequences) for Organizational Effectiveness. *Sandra Fornes, & Tonette S. Rocco*, 391–398.
- Freund, J. C. (1975). *Anatomy Of A Merger: Strategies And Techniques For Negotiating Corporate Acquisitions* (Revised Ed.). Law Journal Press.
- Gallego-García, S., Gejo-García, J., & García-García, M. (2021). Development of a maintenance and spare parts distribution model for increasing aircraft efficiency. *Applied Sciences (Switzerland)*, 11(3), 1–21. <https://doi.org/10.3390/app11031333>
- Gaub, F., & Stanley-lockman, Z. (2017, March). Defence industries in Arab states: players and strategies. *Chaillot Papers, March*. https://www.iss.europa.eu/sites/default/files/EUISSFiles/CP_141_Arab_Defence.pdf
- Goncalves, C. D., & Kokkolaras, M. (2018). Collaborative Product–Service Approach to Aviation Maintenance, Repair, and Overhaul. Part I: Quantitative Model. *Journal of Aviation Technology and Engineering*, 8(1). <https://doi.org/10.7771/2159-6670.1181>
- Gounaris, S., & Tzempelikos, N. (2014). Relational key account management: Building key account management effectiveness through structural reforms and relationship management skills. *Industrial Marketing Management*, 43(7), 1110–1123. <https://doi.org/10.1016/j.indmarman.2014.06.001>
- Griffin, E. (1991). *A First Look At Communication Theory*. McGraw-Hill.
- Griffith University. (2013). *Business Continuity Management Framework*.

- Grokhovskaya, V. (2018). *Maintenance Repair and Overhaul (MRO) businesses in aviation are set to witness stunning growth over the next few years*. H. The Network Effect. <https://supplychainbeyond.com/5-mro-supply-chain-challenges-in-aviation/>
- Gu, J., Zhang, G., & Li, K. (2015a). *Efficient aircraft spare parts inventory management under demand uncertainty*.
- Gu, J., Zhang, G., & Li, K. W. (2014). Efficient aircraft spare parts inventory management under demand certainty. *Journal of Air Transport Management*, 42.
- Guba, E. G., & Lincoln, Y. S. (1994). Competing Paradigms In Qualitative Research. *Handbook Of Qualitative Research*, 105-117.
- Guilmartin, J. F., & Taylor, J. W. R. (2023). *Military Aircraft*. Britannica. <https://www.britannica.com/technology/military-aircraft>
- Gulf News. (2018). *Mena Merger Deals Down 20% In Q1 2018*. Retrieved May 10, 2018, From <https://Gulfnews.Com/Business/Sectors/Banking/Mena-Merger-Deals-Down-20-In-Q1-2018-1.2202521>
- G.T.S. Ho, Tang, Y. M., Tsang, K. Y., Tang, V., & Chau, K. Y. (2021). A blockchain-based system to enhance aircraft parts traceability and trackability for inventory management. *Expert Systems with Applications*, 179(October).
- Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. (2011). Multivariate Data Analysis. In *Pearson Education* (Vol. 7). <https://doi.org/10.3390/polym12123016>
- Harimansyah, F. R., & Imaroh, T. S. (2020). AIRCRAFT SPARE PARTS INVENTORY MANAGEMENT ANALYSIS ON AIRFRAME PRODUCT USING CONTINUOUS REVIEW METHODS. *Dinasti International Journal of Management Science*, 2(1).
- Ibish, H. (2017). The UAE's Evolving National Security Strategy. *The Arab Gulf States Institute in Washington (AGSIW)*, 4(4). www.agsiw.org.
- Jaiswal, K., Dalkilic, S., Papageorgiou, E., & Singh, B. (2020). *Aviation MRO : Impact of Physical Environment Factors on Job Performance in Aircraft Maintenance Organization*. 5(6), 148–154.
- Jenvald, M., & Hovmoller, M. (2020). *Reducing Delays for Unplanned Maintenance of Service Parts in MRO Workshops - A case study at an aerospace and defence company*. Linkopings universitet.
- Johansson, R. (2003). *Case Study Methodology*. 1(September), 22–24.
- Joshi, V., & Goyal, K. (2015). An Empirical Case Study On Employees' Satisfaction After Merger In Selected Bank. *Productivity*, 55(4), 327-337.
- Jr, J. F. H., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). Multivariate Data Analysis. In *Pearson Education Limited* (Vol. 1, Issue 2).
- Judge, T. (N.D). *Job Satisfaction Subjective Well Being At Work*. Retrieved April 27, 2018, From <http://Www.Timothy-Judge.Com/Job%20Satisfaction%20and%20Subjective%20Well-Being-Judge%20&%20Klinger.Pdf>

- Kent, R. (2001). *Data Construction And Data Analysis For Survey Research*. Basingstoke: Macmillan; Palgrave.
- Khan, A. S. (2016). THEORIES OF JOB-SATISFACTION: GLOBAL APPLICATIONS & LIMITATIONS. *Gomal University Journal Of Research*, 26(2), 45-62.
- Kinjerski, V., & Skrypnek, B. J. (2006). Creating Organizational Conditions That Foster Employee Spirit At Work. *Leadership & Organization Development Journal*, 280-295.
- Kock, N., & Hadaya, P. (2018). Minimum sample size estimation in PLS-SEM: The inverse square root and gamma-exponential methods. *Information Systems Journal*, 28(1), 227–261. <https://doi.org/10.1111/isj.12131>
- Kothari, C. R. (2004). *Research Methodology Methods and Techniques*. New Age International (P) Ltd. <http://library1.nida.ac.th/termpaper6/sd/2554/19755.pdf>
- Kohl, A. (2018, July 10). *What Employees Really Want At Work*. Retrieved From <https://www.forbes.com/sites/alankohl/2018/07/10/what-employees-really-want-at-work/#Bb8e2ea5ad3b>
- Leavy, P., & Hesse-Biber, S. N. (2017). Research Design. In *วารสารสังคมศาสตร์วิชาการ* (Vol. 7, Issue 2).
- Leung, W. C. (2001). How To Design A Questionnaire. *Student BMJ*, 9(11), 187-189.
- Levers, M. J. D. (2013). Philosophical paradigms, grounded theory, and perspectives on emergence. *SAGE Open*, 3(4). <https://doi.org/10.1177/2158244013517243>
- Litwin, M. S., & Fink, A. (1995). *How To Measure Survey Reliability And Validity*. Sage Publication.
- Liu, Y. (2020). *Aircraft maintenance information system design and verification*. Université de Lyon.
- Llp, K. (2016). *Growth and uncertainty Highs and lows in the Aerospace and Defense sectors*. <http://www.theengineer.co.uk/china-enters-single-aisle-aircraft-market-with-rollout-of-c919/>
- Lunenburg, F. C. (2011). International Journal Of Management, Business, And Administration. *Goal-Setting Theory Of Motivation*.
- Lune, H. & Berg, B. L. (2017). Qualitative Research Methods for the Social Sciences (9th Edition). In *Pearson Education Limited*. Pearson Education Limited
- Machiraju, H. R. (2007). *Mergers, Acquisitions And Takeovers*. New Delhi: New Age International.
- Malkanthe, A. (2019). *The Basic Concepts of Structural Equation Modeling*. January. <https://doi.org/10.13140/RG.2.1.1960.4647>
- Martin, D., & Joomis, K. (2007). *Building Teachers: A Constructivist Approach To Introducing Education*. Belmont.

- Martynova, E., West, S. G., & Liu, Y. (2018). Review of Principles and Practice of Structural Equation Modeling. In *Structural Equation Modeling* (Vol. 25, Issue 2). <https://doi.org/10.1080/10705511.2017.1401932>
- Mauro, J. (2008). *Strategic Inventory Management in an Aerospace Supply Chain*. Massachusetts Institute of Technology.
- Mueller, D. C. (1983). *Mergers And Market Share*. Washington, DC 20580 : Bureau Of Economics Federal Trade Commission .
- Neuman, W. L. (2014). Social Research Methods: Qualitative and Quantitative Approaches. In *Pearson Education Limited* (Vol. 30, Issue 3). <https://doi.org/10.2307/3211488>
- Nguyen, Z. K. (2012). *Is More Less? The Impact Of M&A And Diversification: Evidence From 2000-2010* . Wesleyan University.
- O'Riordan, P., Hawayek, N., Agnew , J., & Hilton, R. (2016, May 1). *Private Mergers And Acquisitions In The UAE: Market Analysis Overview*. Retrieved From [https://Uk.Practicallaw.Thomsonreuters.Com:https://Uk.Practicallaw.Thomsonreuters.Com/0-627-8850?Transitiontype=Default&Contextdata=\(Sc.Default\)](https://Uk.Practicallaw.Thomsonreuters.Com:https://Uk.Practicallaw.Thomsonreuters.Com/0-627-8850?Transitiontype=Default&Contextdata=(Sc.Default))
- Pan, B., Shen, X., Liu, L., Yang, Y., & Wang, L. (2015). Factors Associated With Job Satisfaction Among University Teachers In Northeastern Region Of China: A Cross-Sectional Study. *International Journal Of Environmental Research And Public Health*, 12(10), 12761–12775.
- Parker, R. (2014). *Adapting Your Supply Chain to New Realities in Aerospace and Defense* (Issue October).
- Pavkovic, R., Dramsi, A., & Armstrong, J. (2009). *Maintenance, Repair and Overhaul (MRO)*. www.capgemini.com
- .Permatasari, C. I., Yuniaristanto, Sutopo, W., & Hisjam, M. (2019). Aircraft maintenance manpower shift planning with multiple aircraft maintenance licenced. *IOP Conference Series: Materials Science and Engineering*, 495(1). <https://doi.org/10.1088/1757-899X/495/1/012023>
- Polanecky, L., & Lukoszova, X. (2016). Inventory Management Theory: a Critical Review. *Littera Scripta*, 9(2), 79–89. <https://www.littera-scripta.com/wp-content/uploads/2019/05/Inventory-Management-Theory-a-Critical-Review-1-1.pdf>
- Price, M. E. (2009). *Free Riders As A Blind Spot Of Equity Theory: An Evolutionary Correction*. Brunel University.
- Rahman, F. (2015). *Emirates Defense Industries Company Plans More Integration*. Retrieved March 16, 2018, From [Http://Gulfnews.Com/Business/Sectors/Investment/Emirates-Defence-Industries-Company-Plans-More-Integration-1.1458027](http://Gulfnews.Com/Business/Sectors/Investment/Emirates-Defence-Industries-Company-Plans-More-Integration-1.1458027)
- Regattieri, A., Santarelli, G., & Piana, F. (2019). *Packaging Logistics*. https://doi.org/10.1007/978-3-319-92447-2_13
- Ren, H., Chen, X., & Chen, Y. (2017). *Reliability Based Aircraft Maintenance Optimization and Applications*. Elsevier Inc.

- Roberts, A., Wallace, W., & Moles, P. (2016). *Edinburgh Business School Course Text*. Edinburgh Business School . Heriot-Watt University .
- Rodrigues Vieira, D., & Loures, P. L. (2016). Maintenance, Repair and Overhaul (MRO) Fundamentals and Strategies: An Aeronautical Industry Overview Holds the research chair in Management of Aeronautical Projects Université du Québec à Trois Rivières-Canada. *International Journal of Computer Applications*, 135(12), 975–8887.
- Rubin, D. P., Oehler, K., & Adair, C. (2013, June). *Aon Hewitt Empower Results*. Retrieved From [Http://Www.Aon.Com/Attachments/Human-Capital-Consulting/2013_Managing_Engagement_During_Times_Of_Change_White_Paper](http://www.aon.com/Attachments/Human-Capital-Consulting/2013_Managing_Engagement_During_Times_Of_Change_White_Paper.Pdf). Pdf: [Http://Www.Aon.Com](http://www.aon.com)
- Saab, B. Y. (2014). *The Gulf rising : Defense industrialization in Saudi Arabia and the UAE*.
- Sahay, A. (2012). *Leveraging information technology for optimal aircraft maintenance, repair and overhaul (MRO)*. Woodhead Publishing.
- Şahin, M., Eldemir, F., & Turkyilmaz, A. (2022). Inventory of Spare Spare Parts Parts in in Aviation Aviation Industry Industry Inventory Cost Cost Minimization Minimization of. *Transportation Research Procedia*, 59, 29–37.
<https://doi.org/10.1016/j.trpro.2021.11.094>
- Samaranayake, P. (2006). Current Practices and Problem Areas in Aircraft Maintenance Planning and Scheduling–Interfaced/Integrated System Perspective. *Asia Pacific Industrial Engineering and Management Systems Conference*, May.
- Saunders, M., Lewis, P., & Thornhill, A. (2016). *Research Methods For Business Students* (7th ed.).
- Schumacker, R. E., & Lomax, R. G. (2010). A Beginners Guide to Structure Equating Modeling. In *Taylor and Francis Group*.
- Sekaran, U. (2000). *Research Methods For Business: A Skill-Building Approach* (3rd Ed.). New York: John Wiley And Sons.
- Shareia, B. F. (2016). Qualitative and Quantitative Case Study Research Method on Social Science: Accounting Perspective. *International Journal of Economics and Management Engineering*, 10(12), 3839–3844.
<https://doi.org/10.23943/princeton/9780691161587.003.0003>
- Sharma, M. G. (2014). *Managing Spares Inventory Through Life Time Value Assessment*. 7(3), 121–129.
- Showkat, N., & Parveen, H. (2017). Non-Probability and Probability Sampling. *Pathshala*, August.
- Singh, K. (2007). Quantitative Social Research Methods. In *Sage Publications*.
- Sithiphand, C. (1983). *Testing Employee Motivation Based On Herzberg'S Motivation-Hygiene Theory In Selected Thai Commercial Banks*. Oklahoma State University .
- Slijper, F. (2017). Under the radar: The United Arab Emirates, arms transfers and regional conflict. In *Pax* (Vol. 10).
- Song, G., Ke-qiang, H., Ming, H. Y., & Wen-fang, Q. (2011). *Control modeling of an aircraft spare parts inventory and the optimal study*.

- Spreen, W. (2019). Aerospace maintenance, repair, and overhaul. *The Aerospace Business*, 275, 312–324. <https://doi.org/10.4324/9780429299452-14>
- Stewart, R. W. (2005). *American Military History*. Library of Congress Cataloging-in-Publication Data.
- Susanty, A., & Miradipta, R. (2013). Employee's Job Performance: The Effect of Attitude toward Works, Organizational Commitment, and Job Satisfaction. *Jurnal Teknik Industri*, 15(1). <https://doi.org/10.9744/jti.15.1.13-24>
- Swaminathan, A. (2011). *The Importance Of Leadership And Culture In Mergers*.
- Tabachnick, B. G., & Fidell, L. S. (2007). *Using Multivariate Statistics*. Boston: Pearson Education. Inc.
- Tabri, N., & Elliott, C. M. (2012). Principles and Practice of Structural Equation Modeling. In *Canadian Graduate Journal of Sociology and Criminology* (Vol. 1, Issue 1). <https://doi.org/10.15353/cgj-sc-ressc.v1i1.25>
- Takahashi, A. R. W., & Araujo, L. (2020). Case study research: opening up research opportunities. *RAUSP Management Journal*, 55(1), 100–111. <https://doi.org/10.1108/RAUSP-05-2019-0109>
- Thakkar, J. J. (2013). *Structural Equation Modeling (R Programming)*.
- Tsui, K. L., Chen, V., Jiang, W., & Aslandogan, Y. (2006). Data Mining Methods and Applications. In *Springer Handbooks*. https://doi.org/10.1007/978-1-84628-288-1_36
- Uusitalo, O. (2014). Research methodology. *SpringerBriefs in Applied Sciences and Technology*, 9783319068282, 25–39. https://doi.org/10.1007/978-3-319-06829-9_3
- Wagner, S. M., Jonke, R., & Eisingerich, A. B. (2012). A Strategic Framework for Spare Parts Logistics. *CALIFORNIA MANAGEMENT REVIEW*, 54(4). <https://doi.org/10.1525/cmr.2012.54.4.69>
- Wiksten, J., & Johansson, M. (2006). *Maintenance and Reliability With Focus on Aircraft Maintenance and Spares Provisioning*. Luleå University of Technology.
- Williamson, K., Given, L. M., & Scifleet, P. (2018). Qualitative data analysis. In *Research Methods: Information, Systems, and Contexts: Second Edition*. Elsevier Ltd. <https://doi.org/10.1016/B978-0-08-102220-7.00019-4>
- Willig, R. D. (1991). *Merger Analysis, Industrial Organization Theory, And Merger Guidelines*. Brookings Papers: Microeconomics.
- Wong, S., & Choy, K. (2021). *Analyzing Blockchain Application in Aviation Maintenance, Repair and Overhaul (MRO) Supply Chain*. Malaysia Institute for Supply Chain Innovation.
- Wood, P. (2008). Confirmatory Factor Analysis for Applied Research. In *The American Statistician* (Vol. 62, Issue 1). <https://doi.org/10.1198/tas.2008.s98>
- Worthy, J. C. (1950). Factors Influencing Employee Morale. *Harvard Business Review*, 28(1).