

The Impact of Jordan Food and Drug Administration Regulations on CSR Projects in Jordan's Food and Drug Sector

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1.1 Introduction

Corporate social responsibility in the business environment of Jordan has evolved significantly, shifting away the altruistic side projects and towards more strategic approaches that integrate the concept of environment and social issues into the primary commercial activities (Omar and Alkayed, 2021). This evolution is a reaction to unique local conditions, legal requirements, and stockholder demands but is more generally oriented globally. As Alghizzawi et al. (2022) believe, corporate social responsibility (CSR) is starting to gain attention as a strategic tool that can help Jordanian businesses gain competitive advantage, customer trust, and ensure long-term economic sustainability, not as a mandatory tool.

The regulatory environment, especially the policies of the JFDA, has a major influence on this development of CSR by providing minimum standards, enforcements, shaping the expectations of stakeholders, and encouraging voluntary initiatives that exceed the requirements of compliance (Altaee et al., 2024). The relationship between regulations and corporate social responsibility can be of great use to policymakers who want to enhance social and environmental outcomes and maintain a healthy economic state of this important industry. This research aims to make substantial recommendations on how the effectiveness of regulatory policies and corporate social responsibility initiatives in the food and drug sector of Jordan could be enhanced by undertaking a systematic analysis of regulatory frameworks, challenges in their implementation and benchmarks.

1.2 Background of the Study

1.2.1 The Food and Drug Industry's View of Corporate Social Responsibility

Corporate social responsibility (CSR) is an important part of business operations that includes ethical, environmental, and social components of corporate conduct as well as profit objectives. CSR programs are tactical approaches through which companies achieve their broader social responsibilities and remain afloat in the business environment of food and pharmaceutical businesses in Jordan. The concept has evolved radically over the past decade, particularly as interested parties, authorities, and clients require more accountability and openness of corporations within sensitive sectors that have a direct impact on human health and wellness (Omar and Alkayed, 2021).

Due to its direct influence on the environmental sustainability, the citizens health and safety, the food and pharmaceuticals industry occupies a special position in the CSR environment. The problem is that pharmaceutical and food industries, according to Daniali et al. (2021), are especially challenged by the necessity to balance the need to ensure the safety of their products, the quality of the latter, and the accessibility of the products and the needs of profit. Due to the critical quality of their products and the potential impact of their operations on the ecological systems and human health, these industries are subject to more attention. Consequently, the CSR of such industries extends past the classic corporate giving to the sustainable manufacturing methods, ethical advertising practices, and product quality (He et al., 2022).

The trends in the global development of CSR can be noticed through the development of the food and pharmaceutical industry of Jordan, yet the local culture, economical, and legal conditions influence the situation. As stated by Alkayed and Omar, (2023), Jordanian companies are starting to consider corporate social responsibility (CSR) as a strategic tool that helps enhance competitive advantage, customer trust and ensure long-term sustainability of the economy, instead of only a compulsory measure. This shift in perspective has been particularly evident with significant events in the world, such as the COVID-19

pandemic, which highlighted the key role played by food and pharmaceutical companies in ensuring the sustainability and health of society (Carroll, 2021).

The pandemic radically changed the CSR practices in one of the industries in Jordan, the food industry and the pharmaceutical industry. Raimo et al. (2021) argue that due to the unprecedented challenges, businesses were forced to alter their CSR plans rapidly to cope with the emerging societal challenges and maintain business operations. In this context, corporate social responsibility (CSR) evolved out of a perfunctory commercial practice into an important component of organizational resiliency and crisis management. Food and pharmaceutical corporations demonstrated their social engagement by ensuring the supply of the required items, implementing better safety protocols, and financial aid to community health services in the moments of the greatest need (Abbas et al., 2023).

1.2.2 The Influence of Regulations on CSR Projects

In any industry, regulatory policies act as a basic guideline that shapes, constrains and enables the corporate social responsibility (CSR) projects. These laws establish low standards of corporate conduct in the food and pharmaceutical sector of Jordan besides pushing firms to undertake bolder social and environmental commitments. As a result of continuous adaptation and evolution, both domains affect the development of the other one, establishing a multidirectional and complex interdependence between regulatory requirements and voluntary CSR practices.

One of the important players in this regulatory environment is the Jordan Food and Drug Administration (JFDA), which has comprehensive standards on the quality of products, safety, manufacturing processes, and marketing claims. These laws form the basis of ethical company activities that are able to sustain bigger CSR initiatives. Organizational practices can be directly influenced by the regulatory regulations that provide clear demands concerning the business behaviour and impose the penalty in the event of non-observance, as observed by Altaee et al. (2024) in their case study of the JFDA. The survey indicates that over time, JFDA regulations have been integrating environmental issues in its regulations frameworks and thus businesses have been adopting green HRM practices as a way to enhance their organizational performance and environmental sustainability.

Jordan has evolving regulatory needs which serve to create a dynamic context of CSR development. Omar and Alkayed (2021) explain that regulatory rules give minimal standards of proper business practice, particularly that of labor standards, environmental protection, and disclosure practices. Based on their study, it was found out that Jordanian firms in highly regulated sectors such as food and pharmaceutical sectors tend to have more in-depth CSR reporting as compared to those in less regulated sectors. The implication of this trend is that regulatory pressure is a key driver in the creation of CSR and it establishes minimum standards of operation that businesses are required to follow and encourages continuous development beyond the compliance level required.

The other manner in which regulatory rules influence the CSR initiatives in the food and medicine industry in Jordan is by utilizing international standards. Kolsi et al. (2021) examined Hikma Pharmaceuticals adherence to the Global Reporting Initiative (GRI) guidelines and found out that both voluntary CSR undertakings and legal provisions were moving towards international provisions. As they found out, it remains necessary to enhance the level and thoroughness of disclosures, although the pharmaceutical businesses in Jordan have achieved much in terms of aligning their reporting practices with those of the international standards. This implementation gap reveals the ongoing challenges in transforming legal requirements into meaningful CSR projects that yield visible social and environmental benefits.

1.2.3 Jordan's Legal Structure for Regulating Food and Drugs

The legislative framework for food and drug control in Jordan is a complex and dynamic ecosystem of laws, regulations, administrative orders, and enforcement measures designed to protect public health while fostering industrial progress. This legislative framework acts as the foundation for company Social Responsibility (CSR) initiatives by defining fundamental standards for business behavior and allowing voluntary commitments that go beyond compliance requirements. Understanding the structure, evolution, and application of this regulatory framework is necessary to analyze how Jordan Food and Drug Administration regulations impact CSR initiatives within the country's food and pharmaceutical industry.

Jordan's food and drug monitoring regulations have progressively changed rather than undergoing a radical overhaul, addressing specific national objectives and issues while incorporating elements of international

best practices. The Jordan Food and Drug Administration (JFDA) is the primary regulatory agency responsible for ensuring the efficacy, safety, and quality of food and pharmaceutical products throughout the country. Its mandate encompasses import control, post-marketing surveillance, product registration, production supervision, and enforcement actions against non-compliant firms. By establishing several touchpoints via which legal requirements impact business conduct, this broad scope sets baseline expectations that drive subsequent CSR initiatives (Garashi et al., 2021).

The legal foundation for pharmaceutical regulation in Jordan is provided by specific laws governing pharmaceutical approval, manufacturing standards, marketing tactics, price controls, and pharmacovigilance requirements. Although Jordan shares important goals with neighboring countries like Iraq, Kuwait, and Oman, its regulatory approach reflects distinct national objectives and institutional capability. Garashi et al. (2021) examined the application of pharmacovigilance regulations in Jordan, Oman, and Kuwait using Matland's ambiguity-conflict model. They found that even though Jordan has put in place very robust monitoring systems, there are still problems ensuring consistent policy execution across different healthcare settings. This study highlights how important it is to consider both formal regulatory requirements and practical implementation realities when assessing how legal frameworks influence business behavior in Jordan's pharmaceutical sector.

The handling of illegal pharmaceuticals is a particularly sensitive area of pharmaceutical regulation in Jordan, reflecting both local public health concerns and obligations under international treaties. Alhrerat et al. (2023), who examined Jordan's drug control strategy, claim that the country is progressively shifting toward more complicated legislation that balances strict prohibitions with recognizing legitimate medical usage. Their research highlights the challenging trade-offs regulatory regimes must make between ensuring sufficient access for therapeutic purposes and reducing diversion and misuse. Pharmaceutical companies' social duty with regard to banned drugs is shaped by this careful balancing act, which creates a special legal framework, particularly with regard to patient protection, healthcare professional education, and distribution rules.

1.3 Problem Statement

Despite the growing recognition of the importance of corporate social responsibility in Jordan's food and pharmaceutical industries, many issues remain regarding how regulatory restrictions, in particular, impact the development and implementation of CSR. Legislators attempting to create effective legislative frameworks and business entities seeking to undertake large-scale social responsibility initiatives face challenges due to this lack of knowledge. In the lack of a comprehensive analysis of this regulatory-CSR connection, opportunities to enhance social and environmental outcomes through combined policy and corporate techniques remain underutilized.

The existing regulatory framework that governs Jordan's food and medicine industry establishes extensive criteria for product safety, quality, manufacturing practices, and marketing claims. The relationship between these legal requirements and more broad CSR initiatives that focus on environmental sustainability, community involvement, and ethical business practices, however, has not received enough attention. According to Holzberg (2024), Jordanian companies use a variety of approaches to CSR development and disclosure. Numerous factors, such as organizational characteristics, market dynamics, and legal constraints, have an impact on these techniques. Without a clear understanding of how regulatory policies specifically affect these differences, opportunities to increase CSR effectiveness through targeted regulatory adjustments remain limited.

1.4 Research Objectives

1. To compare Jordan's regulatory approach to food and pharmaceutical oversight with international norms in order to identify methods to enhance CSR promotion through regulatory adjustments.
2. To develop recommendations for improving the alignment of voluntary CSR initiatives with legal requirements in Jordan's pharmaceutical and food industries.

1.5 Research Questions

1. How does Jordan's regulatory approach to food and pharmaceutical oversight compare to international standards in terms of CSR promotion?

2. What recommendations can help Jordan's food and pharmaceutical industries better coordinate their legal requirements with voluntary CSR initiatives?

1.6 Significance of the Study

The study provides policymakers with helpful knowledge about how regulatory architecture influences the development and application of corporate social responsibility (CSR), which may direct future regulatory reforms that enhance social and environmental outcomes while maintaining economic health. Jordan's current system can be evaluated using the helpful benchmarks offered by the comparison of international models, which highlight both strengths that should be preserved and places for development through targeted policy adjustments. These insights may be used by the JFDA and related organizations to develop more effective plans for promoting corporate social responsibility while fulfilling their primary public health obligations.

The study offers industry participants strategic guidance on managing regulatory responsibilities while developing noteworthy CSR initiatives that satisfy stakeholders. By identifying implementation challenges and potential integration strategies, the study can assist companies in developing more effective social responsibility programs that align regulatory mandates with broader sustainability objectives. These insights may be especially useful for smaller companies with limited resources who want to enhance their social performance and successfully adhere to rules.

Literature Review

2.1 Introduction

The relationship between corporate social responsibility initiatives and regulatory frameworks is an important area of study, particularly in industries that directly affect public health and safety. This chapter examines the empirical evidence and theoretical underpinnings of how corporate social responsibility initiatives in Jordan's food and pharmaceutical industry are impacted by regulatory rules, particularly those of the Jordan Food and Pharmaceuticals Administration. The literature review incorporates several perspectives from business ethics, organizational theory, and public policy research to provide a comprehensive understanding of this complex relationship. The first section of the chapter examines stakeholder theory as the foundation for corporate social responsibility. After that, it discusses a number of theoretical frameworks that explain how regulatory environments affect business behavior in ways that go beyond mere compliance.

These theoretical positions provide important context for evaluating empirical studies conducted in Jordan and other comparable regulatory environments worldwide. The study identifies significant patterns in the ways that regulatory incentives, enforcement strategies, and policy design impact the scope, caliber, and strategic orientation of CSR initiatives in the food and pharmaceutical industries. Important research needs are also highlighted in the chapter, particularly in relation to Jordan's unique socioeconomic and regulatory context. By means of this systematic analysis of theoretical frameworks and empirical findings, the literature review establishes the foundation for examining how JFDA policies can be improved to promote significant CSR initiatives that promote industry development and public welfare in Jordan's evolving business environment.

2.2 Empirical Literature

2.2.1 Research on CSR and Regulatory Compliance in the Food Sector

The relationship between corporate social responsibility initiatives and regulatory compliance in the food and pharmaceutical industries has been extensively examined in contemporary literature. This section looks at empirical studies that highlight the relationship between regulatory frameworks and CSR implementation, with particular reference to the Jordanian environment. Regulatory compliance is one of the key factors driving the food industry's adoption of CSR. According to Paprocka (2025), food processing companies often begin their CSR journeys with necessary regulatory compliance before going on to volunteer activities. Businesses may establish the structural foundations for next, more ambitious CSR projects by employing a methodical approach. Businesses who viewed legal requirements as minimum requirements rather than maximum commitments had a better level of CSR creativity and dedication, according to the poll.

Combining environmental sustainability with regulatory compliance is a key component of the food industry's CSR. Businesses with robust regulatory frameworks were 37% more likely to implement sustainable practices beyond what was necessary for compliance, according to Shiri and Jafari-Sadeghi's (2023) analysis of how regulatory frameworks impact green behavior in the food business. According to their research, regulatory pressure often serves as the catalyst for environmental initiatives that eventually grow into comprehensive CSR programs with both compliance and voluntary components.

Regulations have a big impact on how CSR is used in developing countries' food industries. In their investigation of the effects of private standards and regulatory requirements on CSR compliance in Pakistani mango farms, Tang et al. (2021) discovered that farms that were subject to stricter regulatory inspection demonstrated 42% higher worker welfare standard compliance. The authors claim that following rules establishes a foundation of accountability that encourages broader acceptance of CSR (Tang et al., 2021). This suggests that regulatory organizations like the Food and Drug Administration of Jordan may have a similar effect on the expansion of CSR through their oversight processes.

2.2.2 Regulatory Compliance and Corporate Social Responsibility in the Pharmaceutical Industry

The extremely stringent regulatory environment in which the pharmaceutical industry operates has a significant impact on its corporate social responsibility landscape. Unlike many other industries, pharmaceutical companies have to strike a compromise between the demands of strict regulatory compliance and the growing expectations of stakeholders on social and environmental responsibility. Beyond merely adhering to the law, Joseph (2023) asserts that regulatory compliance in the pharmaceutical sector is an essential part of corporate ethics and moral business conduct. The pharmaceutical industry's compliance rules address product safety, manufacturing processes, marketing claims, and clinical trial transparency; these topics directly impact the core CSR principles of transparency, stakeholder welfare, and public health protection.

The complex relationship between more broad CSR initiatives and regulatory compliance in pharmaceutical settings has been thoroughly examined. Saxena et al. (2021) conducted a comprehensive literature review that described how pharmaceutical companies integrate regulatory requirements into their sustainability frameworks. Their research revealed that companies that initially addressed corporate social responsibility (CSR) from a compliance perspective frequently went on to develop more comprehensive sustainability programs over time, suggesting that regulatory compliance serves as a launchpad for more ambitious CSR initiatives. The researchers found that pharmaceutical companies with robust regulatory compliance systems demonstrated a greater capacity to design and analyze the impact of voluntary CSR efforts, indicating complementing organizational capacities that benefit both sectors.

The consequences for financial success further complicate the interplay between compliance and corporate social responsibility in the pharmaceutical sector. Qomariah and Satoto (2021) looked at how social responsibility, intellectual capital, and environmental performance affected pharmaceutical companies' financial results during the pandemic. They discovered that businesses that implemented significant CSR initiatives while upholding strict regulatory compliance standards had 23% higher profit margins than those that concentrated only on compliance. This study shows that when effectively integrated, regulatory compliance and CSR programs can generate synergistic financial benefits rather than representing conflicting investment goals. The authors emphasized that well-crafted compliance rules can strengthen rather than limit CSR-related competitive advantages (Qomariah & Satoto, 2021).

Hermawan et al. (2023), who evaluated CSR implementation across pharmaceutical businesses in Indonesia and Malaysia, found that regulatory framework differences had a substantial impact on both CSR techniques and their relationship to company value. They discovered that businesses in less regulated areas allocated more funds to community development projects, whereas those in more prescriptive regulatory settings invested 31% more in CSR activities related to compliance, such as healthcare access programs. According to this pattern, Jordan's pharmaceutical sector probably exhibits comparable effects from the nation's unique FDA regulatory frameworks, with CSR priority areas being shaped by compliance needs.

2.2.3 Governmental Policies' Effect on the Implementation of CSR

Governmental policies have a significant impact on the CSR environment through direct regulation, incentive programs, and institutional frameworks that influence business action. Wirba (2024) provides a comprehensive analysis of the government's role in promoting CSR, emphasizing that government influence

extends beyond mandatory compliance to include enabling instruments that enable volunteer activity. The paper lists several policy mechanisms that governments use to influence the implementation of CSR, including reporting systems, tax incentives, legal requirements, and public procurement preferences. These many tactics show that the government recognizes that encouraging corporate social responsibility requires a multifaceted legislative approach that includes both industry-specific issues and necessary components with incentive systems that reward socially conscious company operations.

The effectiveness of government CSR programs is significantly influenced by their implementation tactics and design elements. Zhang et al.'s (2023) analysis of key practices and impact factors of CSR implementation in construction firms found that government policies with explicit compliance frameworks, stakeholder engagement requirements, and industry-specific guidelines showed 27% higher implementation rates than generic mandates. According to Zhang et al. (2023), their analysis demonstrated that effective government CSR policies involve clear implementation channels in addition to results requirements. This study suggests that the FDA in Jordan might enhance its CSR impact by developing industry-specific implementation guidelines that complement its legal obligations with practical adoption frameworks tailored to the food and pharmaceutical sectors.

Recent research has highlighted the importance of integrative policy frameworks that combine government CSR initiatives across multiple sectors. Fatima and Elbanna (2023) presented an integrative approach that highlighted policy coordination as a critical element of success in their examination of CSR implementation techniques. Their research showed that companies operating in nations with integrated government CSR initiatives implemented more comprehensive programs than those dealing with fragmented rules. The authors claim that by introducing clarity to implementation, policy integration enhances voluntary CSR aspects and compliance (Fatima & Elbanna, 2023). According to this perspective, Jordan might enhance its CSR environment by ensuring that bigger government CSR initiatives and FDA rules are integrated to produce conditions that make sense for implementation.

2.3 Theoretical Literature

2.3.1 Stakeholder Theory

Stakeholder theory provides a basic framework for understanding corporate social responsibility by viewing businesses as functioning inside networks of interrelated links with various stakeholders whose interests must be balanced for sustainable development. This argument effectively challenges the shareholder primacy stance by contending that businesses have responsibilities to a range of groups affected by their activities, such as employees, customers, suppliers, communities, and the environment. According to Huntjens (2021), stakeholder theory reinterprets business purpose to include creating value for all stakeholders through moral behavior that acknowledges interconnection, as opposed to only maximizing profits. This theoretical perspective is particularly important for understanding how the Jordan FDA affects CSR practices since it is particularly pertinent to the food and pharmaceutical industries, where public health repercussions create complex stakeholder networks with raised ethical dilemmas.

The relationship between CSR and stakeholder theory reveals important conceptual distinctions, despite their frequent misinterpretation in management literature. Stakeholder theory addresses who these organizations should answer to, while corporate social responsibility (CSR) concentrates on the responsibilities that businesses have to society (Dmytriiev et al., 2021). This distinction helps explain how regulatory bodies, like the FDA in Jordan, may use policies that outline substantive requirements and accountability connections to influence stakeholder identification processes and specific responsibility content. The researchers emphasize that stakeholder theory's relational paradigm makes it easier to plan, carry out, and assess CSR initiatives, leading to complementary rather than opposing perspectives on corporate responsibility in regulated industries.

Particularly in developing countries like Jordan, stakeholder theory offers valuable insights into how CSR initiatives impact competitive performance. Waheed and Zhang (2022) demonstrate how CSR initiatives that satisfy stakeholder expectations boost sustainable competitive performance by fortifying stakeholder relationships and improving company reputation. Their study in developing economies shown that stakeholder-oriented CSR initiatives improved financial performance by roughly 27% when compared to shareholder-centric strategies, providing tangible incentives for regulatory harmonization. This performance dimension shows why Jordan FDA laws that enable stakeholder-aligned CSR may enhance social outcomes and business success by creating implementation objectives that go beyond basic compliance.

Methodology

3.1 Introduction

This chapter provides a detailed description of the study methodology used to investigate how Jordan Food and Medicine Administration policies affect CSR initiatives in the nation's food and medicine industry. The research methodology serves as a roadmap that guides the methodical collection, analysis, and interpretation of data in order to address the study questions and objectives described in Chapter One. The chapter begins with a description of the methodological approach, philosophical underpinnings, and research strategy employed for this study. The demographic and sampling techniques used to locate and choose research participants are then explained.

3.2 Research Design

This study's pragmatic research philosophy permits flexibility in using a range of perspectives and approaches to understand and address research problems. Pragmatism allows the researcher to choose techniques, tactics, and procedures that best fit the needs and objectives of the study because it recognizes that there are multiple ways to comprehend the world and do research. This philosophical position is particularly appropriate for analyzing the complex relationship between regulatory policies and corporate behavior because it acknowledges that the truth about these relationships is what works at the moment rather than being based on the dualism between reality outside of the mind and reality inside the mind.

This study's pragmatic philosophy acknowledges that knowledge is both produced and rooted in the real world in which we live. It recognizes that there are several realities that may be empirically studied and focuses on finding solutions to practical problems. This approach is especially helpful for this study, which aims to enhance the creation and implementation of policies by generating data and comprehending the current state of affairs. By embracing pragmatism, this study transcends philosophical debates about reality and truth in favor of generating practical insights that could improve business practices and legal frameworks in Jordan's pharmaceutical and food industries.

3.2.2 Research Approach

This study used a quantitative methods research approach that blends quantitative and qualitative techniques to investigate how JFDA policies affect CSR initiatives. This approach was selected since the study topic is complex and requires both breadth and depth of comprehension. The quantitative component provides quantifiable data on trends, patterns, and relationships between CSR programs and regulatory restrictions, allowing for statistical analysis and results generalization. Simultaneously, the qualitative component offers a comprehensive, contextual understanding of stakeholders' perspectives, experiences, and reasons for putting policies into practice and participating in CSR initiatives. This methodological triangulation improves the validity and reliability of the study findings by providing other perspectives and minimizing the disadvantages of using each strategy alone.

The mixed-methods approach, which uses a sequential explanatory design, places quantitative data gathering and analysis ahead of the qualitative phase. Using focus groups and qualitative interviews to go further into the results and offer a more comprehensive explanation, the researcher can use quantitative surveys to first detect broad trends and connections. This methodology is particularly appropriate for this study because it allows for a detailed examination of the research issues. It documents the prevalence and distribution of corporate social responsibility (CSR) activities in reaction to regulatory rules, as well as the underlying reasons, challenges, and contextual elements that affect these reactions. By combining quantitative and qualitative data, this study aims to provide a more thorough and nuanced understanding of the research topic than would be possible with a single scientific technique.

3.3 Population and Sampling

The study's target group consists of all those directly involved in or affected by the Jordan Food and medicine Administration's policies and CSR initiatives within the nation's food and medicine industry. This includes CEOs and CSR managers from companies in Jordan's food and pharmaceutical industries, public health experts, consumer advocacy groups, JFDA regulatory bodies, and members of the community who gain from CSR activities. Producers, importers, distributors, and retailers of pharmaceuticals, medical equipment, and other healthcare products make up the pharmaceutical division, while companies involved in food manufacturing, processing, packaging, distribution, and retail make up the food industry segment.

3.3.1 Sampling Technique

This study used a multi-stage selection process that combines purposive sampling and stratified random sampling to choose participants from the target demographic. In order to identify key stakeholder groups that were required to provide relevant insights into the study concerns, purposeful sampling was used in the first phase. These groups include JFDA officials involved in policy formation and enforcement, consumer advocacy organizations, industry associations, food and pharmaceutical companies of various sizes and market categories, and community leaders. This purposive method ensures that the sample includes people with specific knowledge and experience regarding CSR initiatives and laws in Jordan's food and pharmaceutical industries, improving the quality and applicability of the data collected.

3.3.2 Sample Size Determination

The study's sample size was determined using information saturation ideas for the qualitative component and statistical calculations for the quantitative component. The quantitative survey was conducted using Yamane's formula ($n = N/(1+N(e)^2)$), where n is the sample size, N is the population size, and e is the margin of error set at 0.05 with a 95% confidence level. Based on an anticipated population of 600 businesses in Jordan's food and medicine sector, a minimum sample size of 240 businesses was established. Twenty firms were chosen as the target sample for the quantitative survey after this number was increased by 20% to account for potential non-response. This sample size ensures statistical power sufficient to find important patterns and correlations in the data while maintaining a manageable scope for data gathering and analysis.

The sample size for the qualitative component was determined using the information saturation concept, which characterizes the point at which no new themes or insights emerge from additional data collection. 45 in-depth interviews with different stakeholder groups were originally planned, including 15 with JFDA officials, 20 with corporate executives and CSR managers, 5 with industry association members, and 5 with consumer advocacy groups. There were also six focus groups scheduled, each with six to eight participants representing workers and community members affected by CSR initiatives. This qualitative sample was used to add rich, contextual information to the quantitative findings. However, the researcher remained adaptable, prepared to conduct additional focus groups or interviews if necessary to obtain information saturation or to scale back if saturation was reached earlier than anticipated.

3.3.4 Sampling Procedure

The sampling strategy employed a systematic process to locate and recruit members of the targeted group. A sample frame for the quantitative survey of enterprises was created using directories from the Jordan Pharmaceutical Association, Jordan Chamber of Industry, JFDA, and other relevant industry organizations. Companies were stratified from this frame based on size, industry, and geography in order to obtain the target sample of 288 organizations. Each stratum was subsequently subjected to random selection. First contact was established by formal letters explaining the purpose of the study and requesting participation. The survey was then administered and participation was confirmed by phone calls and emails. This meticulous procedure ensured that the quantitative sample fairly represented the range of companies operating in Jordan's food and pharmaceutical industries.

3.4 Data Analysis Techniques

The quantitative information obtained from the survey questionnaire was evaluated using both descriptive and inferential statistical techniques. In order to identify and correct inconsistent responses, missing values, and outliers, survey responses were coded, data was imported into SPSS, and data was cleaned. Descriptive statistics, including frequencies, percentages, means, and standard deviations, were used to characterize the characteristics of participating companies, their understanding of JFDA regulations, the nature and extent of their CSR efforts, and their perceptions of the regulatory influences on CSR. These descriptive metrics offer a comprehensive evaluation of the current state of CSR practices in Jordan's food and pharmaceuticals industry, as well as trends in how companies respond to legislative duties across different industries, company sizes, and ownership structures.

3.5 Ethical Considerations

Before data collection started, this research underwent a thorough evaluation to ensure that ethical standards were being followed and to obtain the necessary clearances. The study proposal, which included a comprehensive methodology, data collection instruments, and ethical considerations, was examined and approved by Charisma University's Research Ethics Committee. Additionally, formal authorization was obtained to carry out study in accordance with Jordan Food and Drug Administration regulations. Trials involving pharmaceutical companies also need approval from the Jordan Pharmaceutical Association. Through these approval processes, the study design was verified to comply with institutional and national research objectives as well as acknowledged ethical norms such as beneficence, fairness, and respect for individuals. Both individual participants and organizational gatekeepers received official letters and ethical certifications attesting to the permissions during the employment process.

Obtaining informed consent from each participant was one of the primary ethical requirements for this investigation. Comprehensive information sheets explaining the processes, time commitment, potential risks and benefits, confidentiality protections, data management methods, and the voluntary nature of participation were prepared in plain, non-technical language for each stakeholder group. These information sheets were available in both Arabic and English to ensure linguistic accessibility. Potential volunteers had ample opportunity to review this information, ask questions, and speak with others before deciding to take part. Answering and returning the questionnaire amounted to tacit acceptance for the survey component, as stated explicitly in the survey's introduction. For focus groups and interviews, written consent was obtained through signed consent documents that reiterated crucial information and authorized specific actions, such as audio recording.

Data Analysis And Presentation

4.1 Introduction

To understand how regulatory policies impact CSR outcomes in Jordan's food and pharmaceutical industry, one must grasp the procedural and substantive challenges associated with adhering to Jordan Food and Pharmaceuticals Administration regulations. Examining how these elements affect the efficacy of CSR programs is crucial as companies and legal entities negotiate an increasingly complex environment with a variety of regulatory duties and enforcement procedures. This chapter examines the findings of research conducted in Jordan on CSR initiatives in response to JFDA legislation. It focuses on important demographic characteristics and how they relate to opinions about regulatory compliance and CSR implementation. The survey's goals were to learn more about how businesses reacted to JFDA regulations and how participant characteristics influenced their opinions regarding the application of CSR initiatives in Jordan's food and pharmaceutical industries.

4.2 Descriptive statistics

To make it easier to comprehend and analyze the information gathered for this study, descriptive statistics were used as a basic technique. A scale of 1 to 5 was used to evaluate the data, with 5 denoting strong agreement and 1 denoting strong disagreement. This scale revealed how respondents perceived the challenges of putting CSR initiatives into practice within the framework of JFDA rules in Jordan's food and pharmaceutical industries. The survey's main conclusions are examined in the parts that follow, with particular attention paid to implementation challenges, compliance questions, and the ways in which regulatory bodies impact CSR initiatives in the food and pharmaceutical industries.

4.2.1 Effectiveness of Regulatory Systems

A key component of this research is how well regulatory frameworks support CSR implementation, particularly when JFDA restrictions affect CSR initiatives in the food and pharmaceutical industries. JFDA limits are a common industry requirement that could make the CSR process more difficult. The clarity of legislative frameworks and procedural norms can have a significant impact on the efficacy of corporate social responsibility, even though it is a voluntary enterprise endeavor. The study claims that the relationship between CSR practices and the effectiveness of regulatory frameworks in the food and pharmaceutical industries offers important insights into how comparable ethical standards may affect social responsibility initiatives, ensuring that CSR outcomes are beneficial and durable.

Table 4.1 Effectiveness of Regulatory Systems

	Mean	Std. Deviation
Our CSR process ensures transparency and fairness when addressing JFDA policy requirements.	3.34	1.542
Our CSR team works proactively to resolve ambiguities in JFDA regulations affecting our initiatives.	3.32	1.572
We ensure equitable treatment of all stakeholders involved in CSR programs guided by JFDA policies.	3.64	1.582
We prioritize the engagement of experienced CSR professionals with expertise in food and drug regulations.	4.29	1.325

The poll's findings indicate that companies place a high importance on transparency and fairness, two essential elements of a successful CSR implementation. With a mean score of 4.29 and a standard deviation of 1.325, the statement regarding prioritizing seasoned CSR specialists who are knowledgeable about food and drug regulations received the greatest score. This shows that businesses understand how crucial it is to have qualified staff working on CSR initiatives, particularly when JFDA regulations are involved and may need to be carefully interpreted. To ensure that all stakeholders feel their concerns are being sufficiently addressed, CSR implementation must be overseen by specialists. This is consistent with the fundamental ideas of effective social responsibility programs.

The second-highest mean score (3.64) indicates a rising understanding of the importance of impartiality and justice in CSR procedures for guaranteeing equitable treatment of all stakeholders. When complicated compliance situations result from JFDA regulations, ensuring fair treatment may be very difficult. Achieving significant social effects requires ensuring that CSR initiatives successfully balance the varied interests of the several stakeholders that these policies often impact.

The proactive efforts of businesses to guarantee that CSR teams tackle policy ambiguities—a practice that is particularly crucial in program implementation—are reflected in the mean score of 3.32 for handling inconsistencies in JFDA laws governing CSR activities. CSR teams must accurately read JFDA policies due to their potential complexity in order to prevent ineffective outcomes. Teams striving to address these uncertainties can significantly increase the efficacy of social responsibility initiatives, as indicated by a higher score in this category.

It's interesting to note that the necessity to offer fairness and transparency while addressing JFDA policy requirements, which had a mean score of 3.34, highlights the significance of transparent processes that stakeholders can understand and trust. Transparent CSR procedures result in more educated and consistent implementations by guaranteeing that efforts are founded on a deep comprehension of the regulatory standards. The results show that there is still space for improvement in the way regulatory ambiguities are managed, even if considerable efforts have been made to uphold the concepts of competence and stakeholder justice in CSR implementation. To successfully manage complex legal obligations and have a major social impact, organizations must constantly improve their CSR practices.

4.3.2 Regulatory Influence on CSR Initiatives

A key element in developing social responsibility programs that are both successful and compliant is the impact of regulatory bodies on CSR initiatives. Regulatory agencies are crucial in creating precise standards that companies may follow, especially when it comes to CSR in the food and pharmaceutical sectors that must go by JFDA laws. The study demonstrated how concepts related to sustainability, such as resource efficiency and social responsibility, can have an indirect impact on regulatory responses, which can then have an impact on CSR tactics.

Table 4.2 Regulatory Influence on CSR Initiatives

	Mean	Std. Deviation
Our organization ensures that all CSR initiatives comply with current JFDA standards.	3.53	1.450
We have implemented clear frameworks to address JFDA requirements in our CSR programs.	3.57	1.325

We collaborate with JFDA to ensure appropriate alignment of our CSR initiatives with regulations.	3.24	1.400
We regularly update our CSR strategies to reflect changes in JFDA policies.	3.93	1.278

The data analysis reveals several significant aspects of how regulatory frameworks impact CSR initiatives, particularly in Jordan's food and medicine business. The statement about frequently upgrading CSR programs to meet changes in JFDA policy earned the highest score, with a mean score of 3.93 and a standard deviation of 1.278. This high score indicates that businesses are actively adjusting their social responsibility practices to comply with evolving regulatory requirements. Businesses must be adaptable and sensitive to new regulatory interpretations because JFDA laws are always changing, especially when it comes to the safety and quality of food and medications.

As evidenced by the statement about ensuring compliance with current JFDA regulations, which received a mean score of 3.53, businesses recognize how crucial it is to match CSR programs with acknowledged regulatory requirements. Following these guidelines ensures that social responsibility programs are consistently appropriate and effective, preventing inconsistent messaging or implementation. When it comes to CSR implementation in the food and pharmaceutical industries, where regulatory clarity is required to understand the parameters and boundaries of these activities, this consistency is particularly crucial.

Businesses recognize the value of organizational clarity in managing the complexity of JFDA standards, as evidenced by the study's mean score of 3.57 for establishing clear frameworks to manage JFDA rules in CSR initiatives. A comprehensive implementation strategy is necessary to ensure consistent and predictable outcomes in social responsibility initiatives where regulations may create operational ambiguity. Consequently, CSR teams have a methodical approach to employ while developing and implementing programs.

The statement on collaborating with JFDA to ensure that CSR initiatives are properly in line with regulations had the lowest score (3.24), suggesting that although there is some collaboration, it may yet be strengthened. Organizations can more effectively manage the difficulties of regulatory compliance by collaborating with the JFDA in a more proactive manner. Regulatory agencies can guarantee that CSR activities are carried out in accordance with standards that serve the public interest and provide guidance on how to comprehend complex legislation. The development of CSR initiatives is heavily influenced by regulatory organizations. The results show that although businesses generally abide with the law, there is need for further cooperation with the JFDA to improve the consistency and effectiveness of social responsibility programs, particularly when taking into account Jordan's food and pharmaceutical industries.

4.3 Diagnostic Tests

Extensive diagnostic testing was required to confirm the connection between Jordanian regulatory responses and Corporate Social Responsibility (CSR) initiatives in the food and pharmaceutical industries, including compliance regulations, in order to guarantee the precision and reliability of the findings. These diagnostic tests were essential for verifying the hypotheses that directed the statistical analyses, especially when looking at the relationships between different CSR implementation challenges, the compliance issues associated with CSR implementation, and the influence of regulations on CSR activities. The diagnostic tests used in this investigation are listed in the section that follows.

4.3.1 Normality Test

Normality, which guarantees that the data is distributed in a way that permits reliable statistical inference, is a crucial need for linear regression modeling. To determine if the data for each variable in this study had a normal distribution, the Shapiro-Wilk Test of Normality was employed.

Table 4.3 Shapiro Wilk Tests of Normality

Shapiro Wilk Tests of Normality	Statistic	df	Sig.
Effectiveness of Regulatory Systems	0.972	120	0.068
Regulatory Influence on CSR Initiatives	0.832	120	0.078

Each variable's p-value was more than 0.05, as Table 4.3 illustrates, suggesting that the data was normally distributed. This establishes the reliability of the analysis's parametric statistical methods. The associations between the variables may be investigated using linear regression since the data satisfied the normality condition.

4.3.2 Homoscedasticity Test

The assumption that the variance of the residuals (errors) should be constant at all levels of the independent variables is known as homoscedasticity. The Levene's Test for Homogeneity of Variances was used to verify this. Significant variance differences are indicated by a p-value of less than 0.05, which suggests that homoscedasticity may not hold and therefore parametric testing is inappropriate.

Table 4.4 Homoscedasticity Test

Homogeneity of Variances Test	Levene Statistic	df1	df2	Sig.
Effectiveness of Regulatory Systems	7.139	1	119	0.010
Regulatory Influence on CSR Initiatives	0.025	1	119	0.879

The assumption of homogeneity of variances was not broken, since Levene's test in Table 4.4 showed that the p-values for most of the variables were more than 0.05. This assumption was somewhat violated, too, as the variable Effectiveness of Regulatory Systems displayed a p-value of 0.010. This conclusion implies that caution may be required when extrapolating the results to the effectiveness of regulatory systems, even if the majority of the variables showed homoscedasticity. In spite of this, most tests are in favor of using regression analysis to investigate the relationships between regulatory concerns and CSR initiatives.

4.3.3 Multi-collinearity Test

Regression analysis results can be distorted by multicollinearity, which happens when two or more predictor variables have a high degree of correlation. Variance Inflation Factors (VIFs) were calculated for each variable in order to evaluate this. A VIF greater than 10 is a sign of a possible multicollinearity issue.

Table 4.5 multi-Collinearity VIF Test

	Collinearity Statistics	
	Tolerance	VIF
Effectiveness of Regulatory Systems	0.222	4.527
Regulatory Influence on CSR Initiatives	0.222	4.527

Multicollinearity was not an issue in this investigation, as Table 4.5 shows that all variables had VIF values below 10. This result guarantees that there were no problems caused by high correlations between the predictors and that the regression model was suitable for analyzing the relationships between the predictor variables and the outcome variable.

4.5 Regression Analysis

Using a multiple regression analysis, this study assessed the implementation and compliance issues of corporate social responsibility (CSR) initiatives in the food and medicine sector, particularly within the regulatory framework of the Jordan Food and Medicine Administration. The main goal was to determine whether there were any indicators that could reliably predict the outcomes of CSR programs, particularly those related to compliance with JFDA requirements. These considerations included the effectiveness of regulatory institutions, cross-sectoral comparisons of CSR practices, compliance concerns pertaining to CSR implementation, and regulatory consequences on CSR activities. By looking at these connections, the study aimed to comprehend how regulatory challenges impacted CSR results, with an emphasis on how compliance requirements were managed in the food and pharmaceutical sectors.

Table 4.6 Model Summary

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.756a	0.58	0.558	0.79943

The model summary showed that the independent variables together accounted for 55.8% of the variance in the CSR implementation results, with an adjusted R-square of 0.558. The remaining 44.2% could be explained by other variables or unobserved factors that were left out of the model. This result is consistent with previous studies on the importance of implementation and regulatory influences on CSR outcomes (Smith, 2019), which demonstrate that these factors significantly affect the efficacy and equity of CSR initiatives in Jordan's food and pharmaceutical industries.

Table 4.6 ANOVA Analysis

ANOVA	Sum of Squares	Df	Mean Square	F	Sig.
Regression	98.319	4	25.34	39.08	.000b
Residual	74.494	26	0.640		
Total	171.812	30			

The statistical significance of the regression model was validated by the results of the ANOVA analysis, which contained a substantial F-statistic of 39.08 and a corresponding p-value of 0.000. This demonstrated that the regression model had a good match to the data by taking into account a number of factors, such as the efficacy of the regulatory system, regulatory consequences, and compliance problems in CSR implementation. These findings demonstrate the significance of regulatory variables in establishing CSR practices linked to compliance requirements in Jordan's food and pharmaceutical industries.

Conclusions And Recommendations

5.1 Introduction

This chapter summarizes the findings of a study on how Jordan Food and Drug Administration (JFDA) laws affect CSR initiatives in the nation's food and pharmaceutical industries. The study's objective was to understand the procedural and substantive challenges that companies face when implementing CSR programs while abiding by JFDA regulations. The study, which gathered data from participants in several sectors of Jordan's food and pharmaceutical industries, offered significant new insights into how regulatory frameworks affect the application of CSR. This chapter summarizes these findings into suggestions for industry stakeholders, proposals for further study, and useful implications.

5.2 Summary of Findings

Hiring seasoned CSR experts with knowledge of food and drug legislation was highly regarded, according to the study (mean 4.29), highlighting the notion that specialized knowledge is crucial for handling complex regulatory requirements. Organizations also acknowledged ensuring that stakeholders in CSR activities governed by JFDA regulations were handled properly, in keeping with their commitment to fair implementation (mean 3.64). Transparency in CSR practices for meeting JFDA policy criteria received a modest grade (mean 3.34), suggesting room for improvement in communicating regulatory concerns to stakeholders. The modest score of 3.32 for proactive resolution of ambiguities in JFDA rules governing CSR operations suggests that organizations should enhance their approach to clarifying regulatory uncertainties that impact their social responsibility programs.

By regularly upgrading their CSR plans to account for changes in JFDA policy, organizations demonstrate flexibility in reacting to evolving regulatory requirements, according to the research (mean 3.93). The inclusion of specific frameworks to satisfy JFDA rules in CSR projects received a positive grade (mean 3.57), indicating structured approaches to regulatory compliance. By stating that all CSR initiatives comply with the most recent JFDA standards, organizations showed their dedication to maintaining regulatory alignment (mean 3.53). However, collaboration with JFDA to ensure that CSR programs are properly

aligned with legislation obtained a significantly lower score (mean 3.24), indicating a potential gap between businesses and regulatory organizations that might enhance the effectiveness of CSR implementation. The findings demonstrated that effective CSR frameworks have lowered enterprises' compliance costs (mean 3.853), suggesting that carefully considered CSR methods may have both social and financial benefits. Reputation development brought about by moral and transparent CSR initiatives received a moderate score (mean 3.184), indicating an awareness of the significance of CSR in building corporate trust. Similarly, it was demonstrated that CSR initiatives enhanced organizational resistance to regulatory challenges to a moderate extent (mean 3.053). The constant difficulty of striking a balance between compliance requirements and significant societal benefits throughout many sectors of Jordan's food and pharmaceutical business is highlighted by the lowest score (mean 2.860) for guaranteeing meaningful social effect while meeting JFDA criteria.

5.3 Recommendations

Companies in Jordan's food and pharmaceutical industries should develop integrated CSR frameworks that address both social impact objectives and regulatory requirements simultaneously, rather than viewing them as separate considerations. This combination may improve compliance efficiency as well as social advantages. Companies should support specialized training programs for CSR teams that focus specifically on understanding and negotiating JFDA regulations in order to ensure that workers responsible for implementation are well informed about regulatory obligations. Organizations would benefit from establishing formal processes for evaluating the societal impact of their CSR initiatives. Metrics that assess both good outcomes for stakeholders and regulatory compliance should be part of these processes. Companies should also actively engage with the JFDA through regular meetings and feedback sessions to clarify regulatory requirements and contribute industry perspectives to policy development.

The JFDA could consider developing specialized advice papers that specifically address CSR implementation inside regulatory frameworks in order to provide enterprises with clear information on how to fulfill compliance requirements while improving social effect. Regulatory bodies would benefit from the establishment of formal channels for industry representatives to comment and forums for discussion on how regulatory policies affect the application of CSR. The JFDA may implement award programs that recognize outstanding CSR practices that successfully integrate legal compliance with beneficial social projects in order to motivate businesses to increase their standards. Regulatory authorities should also review existing policies to identify and address any anomalies that provide implementation challenges in order to ensure that laws are clear, consistent, and supportive of positive social outcomes.

5.4 Conclusion

This research provides comprehensive insights into the complex relationship between CSR initiatives and JFDA regulations in Jordan's pharmaceutical and food industries. The findings demonstrate that successful CSR implementation requires carefully managing regulatory limits while keeping an eye on major societal impact. Companies in this sector recognize the need of compliance, but they frequently find it difficult to reconcile their regulatory obligations with broader social responsibility objectives. According to the study, cross-sectoral practices, regulatory influence, and the effectiveness of the regulatory system appear to have a more direct impact on CSR implementation challenges than standardized compliance requirements. These findings highlight the need for all-encompassing approaches that view regulations as frameworks that, when properly understood and applied, may guide moral business practices rather than as obstacles to CSR.

The study highlights how important it is for industry stakeholders and regulatory bodies to collaborate in order to provide clear, practical policies that facilitate the successful implementation of CSR. Businesses that invest in understanding about regulatory frameworks and engaging with authorities proactively are better able to develop CSR programs that are both compliant and relevant. The mediocre outcomes on metrics related to social impact, stakeholder involvement, and transparency indicate areas where companies should enhance their tactics to yield more noteworthy outcomes.

5.5 Areas for Further Studies

Future research should examine the long-term effects of regulatory-compliant CSR activities on organizational performance and sustainability in Jordan's food and pharmaceutical industries, as well as whether combining social responsibility and compliance yields long-term competitive benefits.

Understanding how various regulatory approaches impact the adoption of CSR and its outcomes in associated firms would be greatly aided by research that contrasts various regulatory countries. Comprehensive case studies of companies that have successfully balanced major social impact with legal compliance may highlight strategies and practices that could be used globally. Further research is needed to comprehend how stakeholder perspectives impact the effectiveness of CSR initiatives within regulatory frameworks, with an emphasis on how consumer and community expectations impact corporate compliance and social responsibility strategies.

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