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OF POOR QUALITY AND OPERATIONAL PERFORMANCE IN
TURBINE GENERATOR MANUFACTURING INDUSTRYSutiman Abd Shukor^{1*}, Sabariah Yaakub²¹ Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia, Kuala Lumpur, Malaysia
Email: sutiman_b_abd@oyagsb.uum.edu.my² Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia, Kuala Lumpur, Malaysia
Email: y.sabariah@uum.edu.my

* Corresponding Author

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Abstract:

Cost of poor quality (COPQ) has always had a negative image in the discussion of quality. This image, however, we contest, as GE has been using it as a tool for continuous improvement. COPQ can play a crucial role, as a lesson learned, in increasing continuous improvement effort in a company, consequently improving operational performance. This paper investigates the underlying role of COPQ, its effect on CI and the mediating role of CI in the relationship between COPQ and operational performance. A quantitative research approach utilizing a structured questionnaire gathered data from 375 personnel at GE. The collected data was analyzed using partial least squares structural equation modeling. This study demonstrates that Cost of Poor Quality (COPQ) significantly drives organizations to adopt Continuous Improvement (CI) initiatives, such as Lean and Six Sigma, to reduce inefficiencies and quality-related costs. CI serves as a mediator between COPQ and Operational Performance (OP), mitigating the adverse effects of poor quality and fostering a culture of continuous improvement. The findings highlight that reducing COPQ through CI strategies leads to enhanced operational performance, optimizing efficiency, productivity, and product quality. This study is one of the first to examine the impact of COPQ practices on continuous improvement and organizational performance within the selected turbine generator manufacturer in the context of global region. As such, it makes a valuable contribution to the literature by addressing calls to address competitiveness challenges in today's complex business environments. The results emphasize the necessity of a holistic approach to quality management, integrating COPQ considerations into CI strategies to optimize organizational performance. By elucidating these interactions, this research contributes to the broader discourse on quality management and CI, offering valuable insights for academia and

industry. Simultaneously, the study's findings provide a foundation for future research and practical applications in diverse organizational contexts, reinforcing the need for proactive quality management strategies to enhance operational excellence.

Keywords:

Continuous Improvement, Cost of Poor-Quality, Operational Performance

Introduction

In today's dynamic business environment, companies face various challenges that impact profitability, growth, and the achievement of strategic goals, including intense competition, quality standards, legislation, technological advancements, and evolving consumer preferences (Blaga, 2020; Galli, 2019a). Initially, many organizations assumed that high-quality products required high production costs, leading to premium-priced goods accessible only to a limited market. However, this resulted in most consumers opting for cheaper, lower-quality alternatives. To address this, companies sought ways to reduce production costs while maintaining high quality, making products more affordable for a broader market (Mircea, 2022). The emphasis on quality is further driven by technological advancements, making it a key factor for businesses seeking a competitive advantage (Hasan et al., 2023). Poor-quality products can lead to significant negative consequences, while high-quality production fosters customer loyalty, satisfaction, and trust (Keke et al., 2023; Sürücü et al., 2019). Effective quality management is essential, with organizations ensuring adherence to standards through total quality management (TQM) frameworks (Sun et al., 2023), and the financial impact of quality issues being measured by the cost of poor quality (COPQ) (Pham, 2020).

The relationship between COPQ and operational performance has gained significant attention as organizations focus on continuous improvement. COPQ includes costs related to defects, failures, and inefficiencies due to poor quality, which can negatively affect both operational performance and business success (Olanrewaju & Lee, 2022). Poor quality increases operational costs, damages reputations, and reduces customer loyalty (Adem & Viridi, 2024), making effective quality management systems crucial to detect and resolve issues early (Iqbal & Asrar-ul-Haq, 2018). Additionally, operational capabilities, such as process optimization and resource management, play a key role in improving performance and reducing COPQ (Domenek et al., 2022). In industries like construction, poor quality leads to operational inefficiencies, emphasizing the need for rigorous quality control and training (Olanrewaju & Lee, 2022). Adapting service strategies to evolving customer expectations also enhances operational efficiency and reduces costs (Alshurideh et al., 2022). Operational excellence, which includes leadership, continuous improvement, and customer orientation, further minimizes COPQ and improves performance (Khatib et al., 2022). In manufacturing, integrating quality checks into processes helps identify defects early, reducing rework and enhancing productivity (Sontaga Makua & Dewa, 2023). Aligning organizational culture with operational strategies promotes innovation and better operational outcomes by fostering a quality-focused environment, thus reducing COPQ (L. F. Wu et al., 2019). Ultimately, organizations that adopt comprehensive quality management practices and focus on continuous improvement are better positioned to reduce COPQ and improve overall performance in a dynamic business environment.

Continuous improvement is essential for maintaining market competitiveness (Bhushi et al., 2023). Ongoing quality development is crucial for businesses to stay competitive, with continuous innovation having a significant impact (Beyhan Yasar et al., 2019). However, organizations often focus on optimizing internal production processes, neglecting the broader effects on other areas (Hagström et al., 2023). Additionally, the sustainability of continuous improvement programs is challenged by the lack of understanding of causality and feedback from factors like human issues (Pandey & Kumar, 2016; Van Dyk & Pretorius, 2014). Choosing the right methodology for problem-solving and process improvement remains a challenge for both researchers and practitioners in manufacturing (Aichouni et al., 2021). Assessing continuous improvement is difficult due to the need for accurate quality cost methodologies, awareness, and guidance, along with the limited availability of objective metrics like quality cost data (Makhanya et al., 2018; Osteen et al., 2013a; Teli et al., 2013; Waichai & Yuklan, 2018). The lack of such data hinders effective research on continuous improvement as a mediator (Shrouty & Tiwari, 2017; Waichai & Yuklan, 2018). Continuous improvement (CI) methodologies, including Lean and Six Sigma, are widely utilized across industries to improve operational performance by systematically eliminating waste and optimizing processes. Integrating CI practices can significantly reduce poor quality costs, thus improving overall operational performance (Buer et al., 2021). For example, Lean manufacturing emphasizes waste reduction and value creation, which is directly linked to minimizing the costs associated with poor quality. Aligning CI practices with operational goals is essential for organizations aiming to achieve excellence in performance metrics.

In the case of turbine generator manufacturing industry (the context of the present study), a global conglomerate with diverse operations, the application of continuous improvement practices proves especially advantageous. This industry has long adopted various continuous improvement methodologies, which have played a key role in driving operational excellence across its numerous business units. This industry focus on quality and efficiency aligns with Lean and Six Sigma principles, which aim to reduce waste and enhance process capabilities (Alexander et al., 2019; Mui and Muthuveloo, 2020). While the impact of the cost of poor quality (COPQ) on organizational performance (OP) is well recognized, many organizations (including GE) face challenges in understanding the complex interplay between these elements and continuous improvement (CI) initiatives. Specifically, there is a need to examine how inefficiencies and defects contribute to quality costs and hinder CI efforts, as well as how CI practices can enhance OP by reducing waste and improving productivity. Furthermore, the mediating role of CI in mitigating the negative effects of COPQ on OP remains underexplored. This research aims to fill these gaps by investigating the relationships between COPQ, CI, and OP, offering valuable insights for organizations striving to optimize their quality management systems, improve operational performance, and maintain a competitive edge in the marketplace. This study seeks to elucidate the intricate relationship between Cost of Poor Quality (COPQ) and Operational Performance (OP), with Continuous Improvement (CI) serving as a mediating factor. The research endeavours to address the following overarching questions:

RQ1: Does COPQ have a significant relationship to CI?

RQ2: Does CI have a significant relationship to OP?

RQ3: Does CI mediate the relationship between the COPQ and OP?

In line with its objectives, the article is organized as follows: Section two explains the concept of COPQ and provides the research background on COPQ, CI and operational performance. Section three outlines the research methodology, followed by section four, which presents the data analysis and results. Section five discusses the findings and presents the conclusions, while section six addresses the research limitations and suggestions for future research.

Literature Review

Prevention costs, on the other hand, are aimed at proactively preventing defects from occurring in the first place (Crowdle et al., 2023). These expenses include the development of quality plans, training programs, and investments in quality assurance systems designed to reduce the occurrence of defects during production (Sodhi et al., 2023). By focusing on preventing quality issues, organizations can reduce the likelihood of both internal and external failures, but these efforts require significant resource allocation in terms of time, money, and skilled personnel (Mittal & Gupta, 2024). Effective prevention not only minimizes defects but also contributes to a culture of continuous improvement within the organization.

Finally, Internal Failure Costs and External Failure Costs represent the financial consequences of defects identified during production and after the product has reached the customer, respectively. Internal failure costs include rework, scrap, and wasted resources (Tambunan, 2024), while external failure costs involve warranty claims, product recalls, and damage to customer relationships (Crowdle et al., 2023). Both categories highlight the critical importance of addressing quality issues at each stage of the process, as failure to do so can lead to increased operational costs, customer dissatisfaction, and long-term damage to the organization's reputation. Effectively managing and minimizing these costs is essential for improving both quality and operational performance.

Cost of Poor Quality and Continuous Improvement

Cost of Poor Quality (COPQ) is a major concern in the manufacturing industry, as it incurs high costs due to rejected parts, raw materials, and manpower (Bhushi et al., 2023; Teli et al., 2013). Continuous quality improvement (CI) initiatives are vital for maintaining competitive advantage by addressing quality issues, improving productivity, and enhancing overall product or service excellence (Bhushi et al., 2023; Teli et al., 2013). However, challenges such as quantification difficulties, lack of leadership support, and complex measurement processes hinder the effectiveness of these initiatives (Makhanya et al., 2018). Quality cost analysis can help identify areas for improvement (Teli et al., 2013). COPQ increases operational costs and reduces profitability, thus necessitating CI to mitigate its impact (K. Haider, 2024; Sörqvist, 1997). Effective CI can improve customer satisfaction and help organizations regain profitability (Crowdle et al., 2023). Six Sigma methodologies further support process improvements, helping companies address quality issues (Van Dyk & Pretorius, 2014). To optimize performance and enhance sustainability, organizations must prioritize CI to overcome COPQ challenges and drive continuous improvements (Hafida et al., 2022). Thus, this study hypothesized that:

H1: There is a significant relationship between COPQ to CI

Continuous Improvement and Company Performance

Continuous Improvement (CI) is recognized as a dynamic capability that significantly influences organizational and operational performance (Condé & de Toledo, 2023). The CI

philosophy enhances organizational performance, competitiveness, and long-term survival (Supriyanto & Prasetyawan, 2019). Lean tools and methods, such as Lean Manufacturing and Six Sigma, help manufacturing organizations improve operational processes, resulting in better cycle times, quality, cost reduction, customer loyalty, and responsiveness (Supriyanto & Prasetyawan, 2019). Key performance indicators (KPIs) are essential for measuring operational performance within CI (Kang et al., 2016). A comprehensive set of performance metrics is crucial for assessing operational efficacy, production volume, and system reliability, offering insights into productivity, quality, and maintenance effectiveness (Kang et al., 2016). Operational success involves key factors such as productivity, costs, quality, and distribution (Wilfred. J. Kaydos, 2000). Previous research has focused on metrics for OP measurement, including costs, quality, delivery, inventory optimization, and productivity (Al Majali, 2023; W. Kaydos, 2020; Wilfred. J. Kaydos, 2000; Shim & Kim, 2023). Studies have shown that CI systems enhance internal process performance, with management support reinforcing this relationship (Sesar & Hunjet, 2021). Additionally, research indicates that CI significantly mediates the relationship between innovation and financial performance, linking it to improved financial outcomes (Beyhan Yasar et al., 2019). Empirical studies highlight the positive impact of CI on operational performance (Lizarelli et al., 2020) and emphasize the importance of employee participation in CI initiatives to enhance performance (Galeazzo et al., 2021). Therefore, it is hypothesized that:

H2: There is a significant relationship between CI to OP

Mediating effect of Continuous Improvement on the relationship between Cost of Poor Quality and Company Performance

In manufacturing, strategically implementing quality enhancement methodologies, including analytical tools for root cause identification, productivity improvement, and process refinement, is crucial for maintaining competitive advantage and delivering superior products (Bhushi et al., 2023; Teli et al., 2013). The cost of poor quality (COPQ) in manufacturing is driven by factors like part rejection, resulting in higher costs than raw materials due to added manpower and operational expenses (Bhushi et al., 2023; Teli et al., 2013). One study suggests that the total COPQ can serve as a measure of organizational performance, linking quality costs to operational processes (Lari & Asllani, 2013). The impact of quality initiatives on performance varies by factors such as organization size and sector (Upadhyaya & Bhat, 2019). The effectiveness of quality initiatives depends on robust measurement, return on investment, and managerial support, all contributing to their success (Makhanya et al., 2018). Research shows that the aggregate COPQ is a comprehensive indicator of organizational performance, linking quality costs with operational processes and quality benchmarks like ISO 9001 certification (Lari & Asllani, 2013; Rehacek, 2017a; Tambunan, 2024). Further analysis of secondary data reveals that reducing COPQ over time results in improved quality outcomes and cost mitigation, demonstrating economies of scale (Sturm et al., 2019). Continuous improvement (CI) can act as a mediator in the relationship between COPQ and operational performance (OP) by identifying inefficiencies, addressing quality-related issues, and implementing strategies to reduce costs while improving productivity. CI initiatives, such as Lean and Six Sigma, help organizations optimize processes, thereby reducing COPQ and enhancing operational performance (Makhanya et al., 2018). However, obstacles to implementing cost of quality programs include deficiencies in measurement, ROI assessments, managerial support, awareness, and strategic alignment, highlighting areas for improvement in integrating these initiatives into continuous improvement efforts (Makhanya et al., 2018). In

conclusion, early identification and tracking of COPQ can enable organizations to establish effective risk management programs, maximizing operational benefits through continuous improvement (CI) approaches. The later COPQ occurs, the greater its impact on the organization.

It is argued therefore that continuous improvement (CI) serves as a critical mediating variable in the relationship between cost of poor quality (COPQ) and operational performance (OP). While COPQ negatively impacts OP by diverting resources to inefficiencies, defects, and rework, CI intervenes by systematically improving processes, reducing waste, and enhancing quality. CI initiatives such as Lean, Six Sigma, and Total Quality Management (TQM) focus on identifying and eliminating the root causes of inefficiencies, thereby directly reducing COPQ. By addressing these quality issues and optimizing processes, CI reduces the costs associated with poor quality and enhances the overall productivity and efficiency of operations. Furthermore, CI fosters a culture of continuous learning and feedback, where ongoing improvements ensure that operational performance is consistently refined over time. As a result, CI not only mitigates the negative impacts of COPQ but also drives improvements in operational processes, leading to enhanced productivity, cost savings, and customer satisfaction. In this way, CI acts as a mediating variable, explaining the process through which the reduction in COPQ translates into better operational performance, making CI an essential factor in the successful management of quality and operational outcomes. Therefore, rather than COPQ having a direct negative effect on OP, CI provides a mechanism that alleviates this impact by improving processes, reducing inefficiencies, and optimizing performance over time. It is therefore hypothesized that:

H3: CI mediates the relationship between COPQ and OP

The research framework examining the relationship between the Cost of Poor Quality (COPQ) as the independent variable, Operational Performance (OP) as the dependent variable, and Continuous Improvement (CI) as the mediator is vital for understanding how quality management practices enhance operational efficiency, particularly in the context of General Electric. COPQ includes costs like rework, scrap, and lost sales due to poor quality, which negatively affect operational performance by increasing costs and reducing productivity (Galli, 2019a). Poor-quality practices lead to operational inefficiencies, diminishing performance across industries, including manufacturing (Olanrewaju & Lee, 2022). CI plays a crucial role as a mediator, aiming to improve processes and foster continuous refinement within organizations (Galli, 2021). Research shows that CI can mitigate the negative impact of COPQ on OP, contributing to operational performance by fostering a culture of quality and efficiency (Alaghbari et al., 2022). Studies also highlight how CI improves operational capabilities, thereby enhancing overall performance (Prester, 2023), demonstrating its pivotal role in enabling organizations to achieve greater efficiency and effectiveness. The conceptual framework is illustrated in Figure 1.

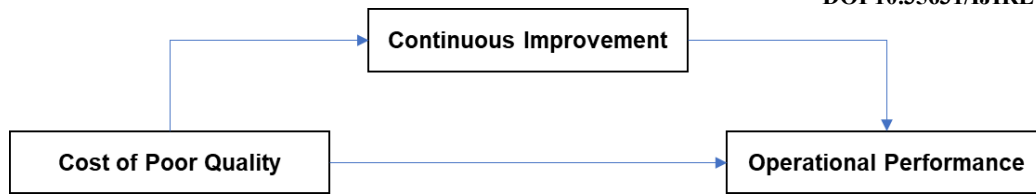


Figure 1: Conceptual Research Framework

Methodology

This study employed a quantitative research methodology through the use of a survey, which was developed based on a literature review of similar studies. The survey consisted of four sections. The first section gathered demographic information from respondents, containing ten items. The second section assessed the extent to which respondents implement COPQ practices, with 24 items. The third section included 24 items that evaluated continuous improvement indicators. Lastly, the fourth section evaluated 42 operational performance indicators. A 1–5 Likert scale was used to measure all constructs, with respondents asked to rate statements based on their observations of their company's management practices. On the Likert scale, a rating of 1 indicated "severely disagree" and 5 indicated "completely agree." To ensure content validity of the survey (Saunders et al., 2016), a pilot study of 30 respondents was employed and it was determined that the survey was clear and included all necessary items for each section.

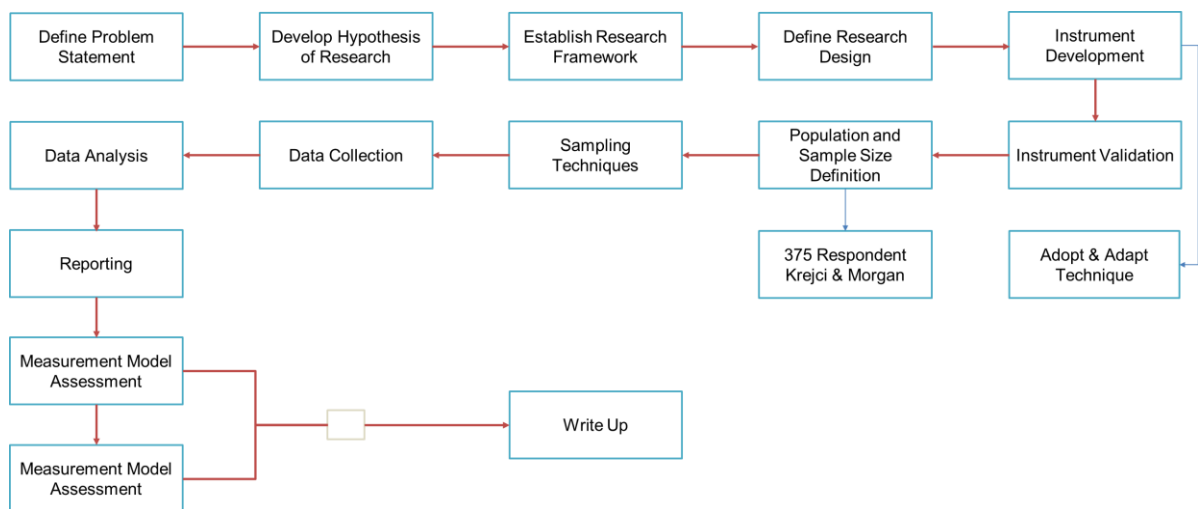


Figure 1: Flowchart of Research Methodology

This study was conducted among the turbine generator manufacturing services employees worldwide as they play a pivotal role in firms providing services to clients. In this study, the operational territories of GE will be categorized into five regions: North America (NAM), Latin America (LATAM), Middle East (MEA), Asia Pacific (APAC), and Europe Region (EU). The selected turbine generator manufacturing operations are divided into five separate regions, each of which has unique features and makes specific contributions to the company's worldwide strategy. There were 7,540 employees identified from various organization. Utilising stratified random sampling, 367 respondents were chosen as the sampling number following suggestions by Krejcie & Morgan, (1970). The survey was distributed to 400 eligible field services

employees, both in person and via email, following initial contact by phone and email in order to achieve at least 367 respondents. Over a period of five months, a total of 375 completed surveys were collected. After conducting an outlier test, all surveys were included, which represents a response rate of 93.75%. Table 1 illustrates the proposed number of respondents according to region, and Table 2 provides demographic details of the participating field services employees.

Table 1: The Proposed Number of Respondents

No.	Regions	Populations	Percentage (%)	Proposed No. of Respondents
1	Asia	1518	20	74
2	Europe	1750	23	84
3	Latin America	1021	14	51
4	Middle East Africa	1168	15	55
5	North America	2083	28	103
Total		7540	100	367

Table 2: Respondents Demographic

Attributes	Group	Frequency	Percentage
Gender	Male	344	91.7
	Female	31	8.3
		375	100
Age	26-35	171	45.6
	36-45	184	49.1
	46-55	20	5.3
		375	100
Education	College	10	2.7
	Associate Degree	69	18.4
	Bachelor Degree	176	46.9
	Master Degree	106	28.3
	Doctorate Degree	14	3.7
		375	100
Years of Service	1-5	19	5.1
	6-10	112	29.9
	11-15	195	52.0
	16-20	49	13.1
		375	100
Employment Status	Full Time	375	100
		375	100
Region	NAM	105	28.0
	LATAM	53	14.1
	MEA	56	14.9
	APAC	75	20.0
	EU	86	22.9
		375	100
Working Level	Supervisory	150	40.0
	Middle Management	191	50.9
	Senior Management	29	7.7
	Executive	5	1.3
		375	100
Accessibility	Yes	375	100
		375	100
Project Update	Yes	375	100
		375	100
Documentation	Yes	375	100
		375	100

Data Analysis and Result

The survey data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM), a technique for modeling complex relationships between observed and latent variables (Hair et al., 2014). The study aims to predict and explain target constructs or identify key drivers (Rigdon, 2012). PLS-SEM is suitable for complex structural models and abstract phenomena (Hair et al., 2017), and is recommended when exploring such relationships (Wong, 2013).

The first phase focused on ensuring that the constructs—Cost of Poor Quality (COPQ), Continuous Improvement (CI), and Operational Performance (OP)—were measured accurately and consistently through the measurement of model assessment.

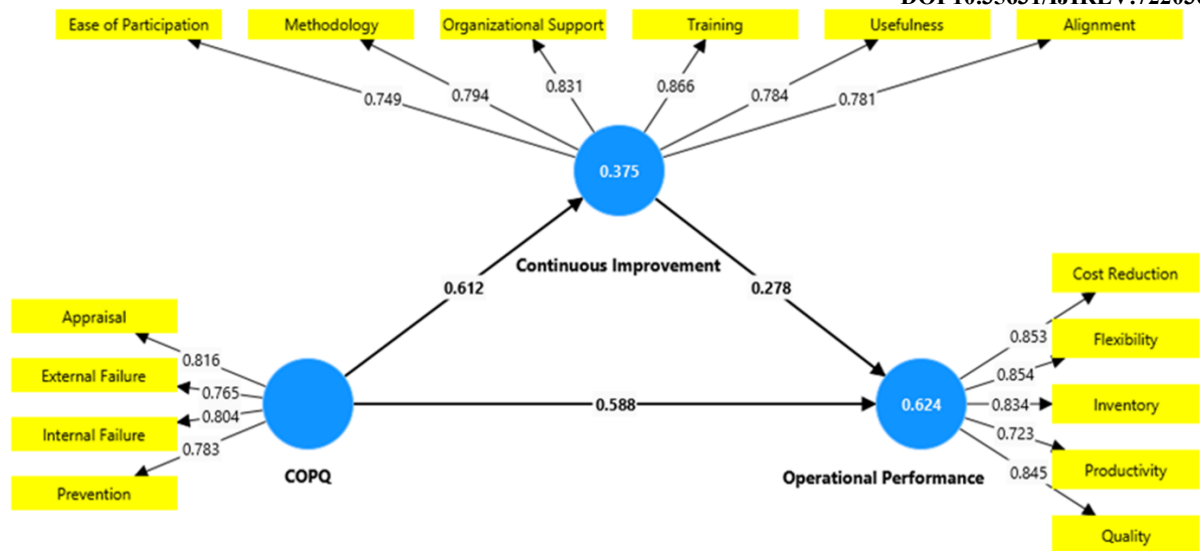


Figure 2: Structural Model Assessment

A common threshold for standardized outer loadings is 0.708, but values above 0.4 are acceptable for exploratory studies (Henseler et al., 2016). In this study, all loadings exceeded 0.4, confirming their acceptability. For discriminant validity, the Fornell-Larcker criterion compares each construct's AVE with squared inter-construct correlations (Fornell & Larcker, 1981). Results showed that the square roots of the AVEs exceeded their corresponding correlations, confirming discriminant validity (Hair et al., 2019; Lucy Matthew, 2017; Samani, 2016).

Table 3: Fornell Lacker Criterion

	COPQ	CI	OP
COPQ	0.792		
Continuous Improvement	0.612	0.802	
Operational Performance	0.759	0.638	0.824

The internal consistency of the measurement model is evaluated using composite reliability (CR). CR values range from 0 to 1, with higher values indicating higher reliability. It is typically interpreted similarly to Cronbach's alpha. Specifically, CR values above 0.60 are deemed acceptable in exploratory research (Sarstedt et al., 2016). Table 4 shows that all Cronbach's alpha and CR values for the tested research constructs meet the acceptable threshold. Convergent validity (CV) assesses the extent to which the items are closely related and compatible with one another (Hair et al., 2017) and is measured using the average variance extracted (AVE) value. An AVE value of 0.5 or higher indicates that a latent variable explains, on average, half or more of the variance of its indicators. Table 3 presents the results for the measurement model's convergent validity. All AVE values exceed 0.5, which is considered adequate (Fornell and Larcker, 1981; Hair et al., 2014).

Table 4: VIF, Loading Factor, Cronbach Alpha, CR, AVE, R² and Q²

Variable	VIF	Loading factor	Cronbach Alpha	CR	AVE	R ²	Q ²
Cost of Poor Quality (COPQ)			0.994	0.832	0.627		
Prevention	1.710	0.783					
Appraisal	1.481	0.816					
Internal failure	1.749	0.804					
External failure	1.659	0.765					
Continuous Improvement (CI)			0.978	0.894	0.643	0.375	0.348
Alignment	2.006	0.781					
Methodology	2.078	0.794					
Organizational support	2.224	0.831					
Training	2.623	0.866					
Usefulness	1.891	0.784					
Ease of Participation	1.777	0.749					
Operational Performance (OP)			0.976	0.888	0.678	0.624	0.570
Quality	2.315	0.845					
Flexibility	2.498	0.854					
Inventory	2.239	0.834					
Productivity	1.630	0.723					
Cost Reduction	2.360	0.853					

Discussion and Conclusions

The main aim of this research was to investigate the underlying relationship between COPQ, CI and OP and to determine whether CI mediates the relationship between COPQ and OP. To the best of the authors' knowledge, this study is the first to investigate the effect of COPQ and CI on operational performance of the turbine generator manufacturing industry, thus adding great values to case literatures. The overall hypotheses testing results is presented in Table 5 below:

Table 5: Path Coefficient Summary of Hypothesis Testing

No	Hypotheses	Std. Beta	Std. Error	t-value	p-value	Decision
H_1	$COPQ \rightarrow CI$	0.612	0.071	8.594	0.000	Supported
H_2	$CI \rightarrow OP$	0.278	0.083	3.366	0.001	Supported
H_3	$COPQ \rightarrow CI \rightarrow OP$	0.170	0.071	2.389	0.017	Supported

The relationship between Cost of Poor Quality (COPQ), Continuous Improvement (CI), and Operational Performance (OP) has garnered significant attention in recent empirical studies. COPQ encompasses all costs arising from inadequate quality, including prevention, appraisal, internal failure, and external failure costs. High levels of COPQ drive organizations to adopt CI strategies as a means of reducing inefficiencies and mitigating the negative financial implications of poor quality. Empirical findings have demonstrated that organizations

experiencing elevated COPQ are incentivized to engage in CI initiatives, with a significant positive relationship between COPQ and CI (Bhushi et al., 2023; Khan et al., 2019). The results indicated that COPQ significantly influences CI, evidenced by a substantial effect size of 0.600 supporting Hypothesis 1. This aligns with the notion that CI activities, such as Six Sigma and Lean methodologies, are instrumental in identifying and addressing inefficiencies within processes, thereby reducing failure-related expenditures and contributing to a reduction in COPQ (Bris et al., 2022; Modhiya & Desai, 2016). By focusing on the elimination of waste and the reduction of process variability, CI strategies directly address the core components of COPQ, leading to a more efficient use of organizational resources.

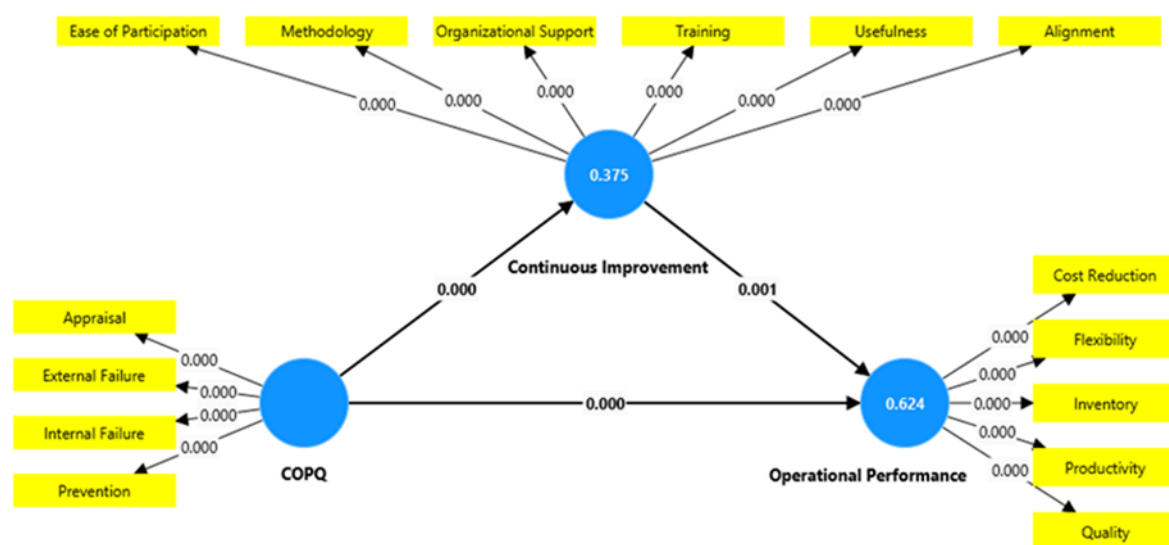


Figure 3: Path Coefficient & Hypothesis Testing

Furthermore, CI plays a critical role in improving operational performance (OP). The study's result indicate that CI has a strong positive impact on OP. The path analysis indicated a statistically significant connection (H2: $\beta = 0.278$, $t = 3.366$, $p = 0.001$). Despite a medium effect size ($f^2 = 0.129$), the results emphasize the significance of CI in improving operational performance. The implementation of CI techniques is closely linked to enhanced operational efficiency, productivity, and overall performance. This is in line with recent studies that has shown a statistically significant impact of CI on OP, emphasizing its importance in driving improvements across key operational indicators such as cost reduction, flexibility, and quality (Jurburg et al., 2015; Inan et al., 2022). CI methodologies not only reduce operational inefficiencies but also foster a culture of continuous learning and improvement, which is crucial for organizations seeking to maintain competitive advantage in dynamic markets. For instance, training programs and employee engagement in CI activities have been shown to enhance self-efficacy and participation in improvement processes, further contributing to positive outcomes in operational performance (Belekoukias et al., 2014; Aida et al., 2023). These efforts, when aligned with organizational goals, optimize resource utilization, streamline processes, and drive long-term operational improvements.

The mediating role of Continuous Improvement (CI) in the relationship between Cost of Poor Quality (COPQ) and Operational Performance (OP) is a critical area of organizational research that uncovers how quality-related costs can be mitigated through systematic, ongoing efforts to improve processes. COPQ, which includes prevention, appraisal, internal failure, and external failure costs, presents a substantial financial burden for organizations. When these

costs are high, they not only detract from profitability but also limit an organization's capacity to achieve operational excellence. However, CI, encompassing methodologies like Lean, Six Sigma, and Total Quality Management (TQM), offers organizations a powerful mechanism to address these inefficiencies. CI strategies focus on reducing waste, eliminating defects, and enhancing process reliability. By doing so, CI directly reduces the components of COPQ, which in turn alleviates the negative impacts on OP (Bris et al., 2022; Modhiya & Desai, 2016). CI functions as a bridge that mediates the detrimental effects of COPQ on OP by fostering a culture of continual process evaluation and improvement. Empirical studies support the notion that organizations with elevated COPQ levels are motivated to implement CI initiatives to mitigate these costs (Bhushi et al., 2023; Khan et al., 2019). CI enables organizations to proactively identify the root causes of inefficiencies and quality issues, addressing them before they escalate into significant problems. For instance, through Six Sigma's focus on reducing process variability and Lean's emphasis on eliminating waste, organizations can reduce internal and external failure costs—two major components of COPQ (Saleh et al., 2018). As CI initiatives progressively enhance quality, the reduction in COPQ directly translates to improved resource allocation, better cost control, and increased operational efficiency, all of which contribute to improved OP.

Moreover, CI contributes to OP improvement by embedding a mindset of continuous learning and engagement across all organizational levels. As CI activities are implemented, employees at all levels are encouraged to participate in improvement efforts, which helps identify areas where operational performance can be optimized. The role of employee involvement in CI initiatives is crucial in this context; studies show that when employees are actively engaged in CI processes, they are more likely to identify inefficiencies and propose solutions that contribute to long-term improvements (Jurburg et al., 2015; Belekoukias et al., 2014). In this way, CI not only mitigates COPQ but also enhances employee engagement, which in turn positively affects OP. Additionally, when organizations invest in training programs to equip their workforce with the skills needed to identify quality issues and implement improvement measures, they create a more capable and efficient workforce, directly influencing OP (Inan et al., 2022; Aída et al., 2023). The mediating effect of CI thus underscores the strategic role it plays in transforming the impact of COPQ into a driver for operational excellence. By addressing and reducing COPQ through continuous improvement efforts, organizations create a feedback loop where operational performance is continuously optimized. The combination of reducing costs associated with poor quality and fostering a culture of continuous improvement generates long-term benefits, including higher productivity, reduced operational costs, improved product quality, and better customer satisfaction (Cunha et al., 2023; Janee Ali et al., 2013). The research further corroborates this mediating function, as findings show that CI not only directly improves OP but also acts as a mechanism through which the negative impacts of COPQ are alleviated (Antony et al., 2021). Organizations that integrate CI methodologies into their strategic framework are better positioned to leverage the full potential of their operations, translating the reduction in COPQ into sustained improvements in performance across key operational metrics.

Limitation and Future Research Directions

While this study offers new insights into the relationship between COPQ, CI and OP in the context of turbine generator manufacturing industry, it has some limitations that provide opportunities for future research on COPQ-CI-OP nexus. The unique nature of this industry limits the generalizability of the results to other sectors. Therefore, future research could

replicate this study in different manufacturing sectors within developing countries to further investigate the tested relationships. Additionally, future studies could revisit the relationships examined in this research using a longitudinal design to capture the changes in operational performance over a longer period. Moreover, this study gathered data only from turbine generator manufacturing field surveys employees, excluding the perspectives of customers and stakeholders. Future research could replicate this study by triangulating the results with inputs from customers and stakeholders to assess the level of operational performance improvements.

Practically, the study provides a validated framework and measurement model that organizations can adopt to systematically identify, quantify, and mitigate COPQ through targeted CI initiatives, thereby enhancing operational efficiency, competitiveness, and sustainability. The findings are particularly valuable for practitioners and policymakers seeking to integrate quality management and continuous improvement strategies, offering actionable insights that can inform the design of robust quality systems and foster a culture of ongoing enhancement. Ultimately, this research sets a foundation for future studies to explore the integration of digital technologies, organizational culture, and human factors in optimizing quality and operational outcomes in diverse industrial contexts.

Lastly, there is a need for future studies to include moderating variables such as financial strength and the availability of related quality method such as lean and kaizen, to explore their impact on the relationship between COPQ, CI and operational performance.

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