



## Financial And Accounting Governance Practices and Their Role in Enhancing the Quality of Financial Reports and Their Reflection on the Success of Entrepreneurial Projects

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**Abstract.** Financial and accounting governance practices are a regulatory framework that aims to control financial and accounting behavior within organizations by promoting the principles of transparency, disclosure, accountability, and internal control. The importance of these practices has become more important with the increase in financial crises and corruption scandals in the last two decades, highlighting the need for stricter governance systems to protect the interests of investors and stakeholders. In the context of entrepreneurial projects, which are characterized by high levels of risk and uncertainty, the quality of financial reporting is a key factor in building trust and attracting Financing and facilitating investment decisions. This study aims to analyze the relationship between financial and accounting governance practices and the quality of financial reporting, and to measure the impact of this relationship on the chances of success of entrepreneurial projects. The importance of the study stems from the fact that it seeks to bridge a knowledge gap represented by the lack of research that has linked these variables in the startup environment in developing economies. Based on a review of the literature, the study assumes that financial and accounting governance practices positively affect the quality of financial reporting, which in turn is reflected in enhancing the sustainability of entrepreneurial projects and raising their capacity competitiveness.

**Keywords:** Accounting Governance; Entrepreneurial Projects; Financial Governance; Financial Reporting Quality; Transparency

### 1. INTRODUCTION

Financial and accounting governance is one of the modern tools in good governance, as it seeks to develop a regulatory and supervisory framework that ensures the optimal use of financial resources and accounting information in order to achieve efficiency and effectiveness (OECD, 2015). In light of global economic changes and recurring crises, adherence to governance practices is no longer an option, but has become a prerequisite for raising the level of trust and credibility among institutions and stakeholders (Shleifer & Vishny, 2017).

The literature has shown that poor governance has been a major cause of the collapse of many global institutions such as Enron and WorldCom, where a lack of transparency and manipulation of financial reporting has led to a loss of trust and a collapse of markets (Coffee, 2005). In contrast, institutions that have adopted advanced governance systems have been able to enhance the quality of financial reporting and raise investor confidence (Bushman & Smith, 2001).

In entrepreneurial projects, the need for governance is increasing, due to its emerging nature and limited resources, as it mainly depends on attracting external funding and building

trust with investors (Al-Malkawi et al., 2019). Thus, the quality of financial reporting is a key tool for convincing the owners of the feasibility and viability of these projects.

## **2. LITERATURE REVIEW**

### **Research Problem**

Although the importance of financial and accounting governance is recognized, applied studies linking governance and the quality of financial reporting in the context of entrepreneurial projects are still limited, especially in developing economies, including Iraq. Hence, the research problem arises in answering the main question: What role do financial and accounting governance practices play in enhancing the quality of financial reporting and its reflection on the success of entrepreneurial projects?

### **Research Gap**

A review of previous studies indicates that most of the research has dealt with governance in large joint-stock companies or financial institutions, while less emphasis has been placed on entrepreneurial projects that face special challenges such as weak institutional structure and the absence of regulatory systems. This study seeks to bridge this gap by analyzing the triple relationship between governance practices, quality of financial reporting, and the success of entrepreneurial projects in an emerging economic environment.

### **Previous Studies (Abridged)**

The study of Bushman & Smith (2001) dealt with the relationship between financial transparency and the development of financial markets. The study of Al-Malkawi et al. (2019) illustrated the impact of governance on the quality of disclosure in emerging markets. Abdulbaqi's (2021) study focused on the role of governance in enhancing financial transparency in Iraqi banks. Al-Zubaidi's study (2022) showed the impact of governance on SMEs in the Arab world.

### **Study Hypothesis**

Financial and accounting governance practices positively impact the quality of financial reporting, which in turn is reflected in enhancing the chances of success of entrepreneurial projects.

### **Importance of The Study**

Highlight the importance of governance in the entrepreneurial ecosystem. Providing a scientific addition by linking three interrelated variables. Supporting decision-makers in developing regulatory policies that encourage entrepreneurial projects to adopt governance practices.

## Objectives of The Study

Identify the most important financial and accounting governance practices in entrepreneurial projects. Measure the impact of these practices on the quality of financial reporting. Analyzing the Impact of the Quality of Financial Reports on the Success of Entrepreneurial Projects. Formulate an application framework that entrepreneurial projects can benefit from to enhance their sustainability.

## 3. MATERIAL AND METHODS

### Financial and Accounting Governance Practices and Their Role in Enhancing the Quality of Financial Reports

#### *First: The Conceptual Framework of Financial and Accounting Governance*

Financial & Accounting Governance (GRG) is the framework that determines how an organization manages its financial resources and how it prepares and presents its reports to ensure transparency and fairness for all stakeholders.

The OECD Principles (OECD, 2021) have stated that governance is not just accounting rules, but a *regulatory mechanism* aimed at building trust, reducing risk, and achieving financial sustainability.

Bushman & Smith (2001) *also points out* that the quality of financial reporting is directly related to the degree of commitment to governance, as organizations with strong control structures achieve higher reliability in financial disclosure.

#### *Second: Financial and Accounting Governance Practices*

Practices can be categorized into four main axes:

**Transparency and Disclosure:** Compliance with International Accounting Standards (IFRS, IAS). Publish detailed quarterly and annual financial reports. Disclosure of future financial risks and liabilities.

**Internal Control and Audit:** Implementing electronic accounting systems (ERPs) that facilitate the process of financial tracking. Hiring independent internal and external auditors. Prepare periodic internal audit reports to the Board of Directors.

**Financial Risk Management:** Adopting strategies to counter exchange rate fluctuations and benefits. Diversify sources of financing and reduce reliance on short-term loans. Develop contingency plans for economic crises.

**Accountability and Corporate Responsibility:** Define clear powers and responsibilities for the boards of directors. Link incentives and rewards to real financial results. Commitment of Executive Directors to the Principle of "Full and Fair Disclosure."

#### 4. RESULTS AND DISCUSSION

##### *Third: The Impact of Practices on the Quality of Financial Reporting*

Financial and accounting governance leads to:

Improved reliability: Reporting becomes more accurate and bias-free. Enhanced transparency: Investors get a clearer view of the financial situation. Accelerate decision-making: Accurate data helps management make evidence-based decisions. Attracting entrepreneurial investments: Institutions that provide high-quality reports are more attractive to investors and venture capital funds.

##### *Diagram of the relationship between governance and quality of financial reports.*

A [Financial Governance Practices] --> B [Transparency and Disclosure]

A--> C [Internal Control & Audit]

A--> D [Risk Management]

A--> E[Accountability]

B--> F [Financial Reporting Quality]

C --> F

D --> F

E --> F

F--> G [Increasing Investor Confidence]

G--> H [Entrepreneurial Success]

**Table 1.** showing the impact of the application of governance on the quality of financial reporting in startups (indicative data).

Level of Governance	Data Accuracy (%)	Accounting Error Rate	Investor Confidence Level (%)
Low	55%	High	40%
Medium	72%	medium	65%
High	90%	low	85%

A **graph** representing the relationship between **the level of application of governance** and the quality of financial reporting:



**Figure 1.** the level of application of governance.

## **Second Topic: The Reflection of the Quality of Financial Reports on the Success of Entrepreneurial Projects.**

This section of the study is a logical extension of the first one, which reviewed the fundamental relationship between financial and accounting governance practices and the quality of financial reports. Based on the previous theoretical framework, this part of the study focuses on analyzing the direct impact of the implications of the quality of financial reporting on the dependent variable, which is the success and sustainability of entrepreneurial projects. The importance of this analysis stems from the fact that it represents the practical aspect of the basic hypothesis of the study, which assumes that adherence to quality standards in financial disclosure necessarily leads to enhancing the chances of Success for these projects that are characterized by a high-risk environment.

This paper aims to explore two main mechanisms of this reversal. First, high-quality financial reporting is a vital tool for attracting external funding, especially from venture capitalists. Second, it is important as a key pillar to support rational internal decision-making, ensuring operational efficiency, the ability to meet challenges and achieve sustainable growth.

### **First: The quality of financial reporting as a decisive factor in attracting investment**

The ability to attract external funding, whether from investors, banks, or venture capitalists, is one of the most important factors for the survival and growth of entrepreneurial projects. With limited resources and high levels of uncertainty in the startup environment, high-quality financial reporting becomes a credit card that increases the appeal of the project.

### ***Building Trust and Reducing Information Asymmetry***

High-quality financial reporting plays a pivotal role in building trust between project management, investors, and capitalists. This trust is a vital element to overcome one of the most prominent challenges of the investment environment, which is

Information Asymmetry: Management often has internal information about the real performance and potential risks of a project that is not available to external investors. The quality of the reports contributes to reducing this knowledge gap by providing accurate, reliable, and transparent data, enabling investors to make their decisions based on a clearer view of the financial situation.

This mitigation of information asymmetry also helps to reduce what are known as agency problems, which arise when the interests of management (agent) differ from those of shareholders (principal). Accounting and financial transparency reduces management's potentially opportunistic behavior, ensuring that its decisions are aimed at maximizing the value of the project rather than achieving short-term personal gain. As a result, investors find themselves in a safer investment environment, which encourages them to inject money more effectively.

### **The concept of "earnings quality" as a criterion for evaluating performance**

The quality of the reports is not limited to the accuracy of the figures, but extends to what is known as "quality of earnings". This term is a critical indicator for investors to assess the sustainability and reliability of a company's profits. High-quality earnings are those that reflect excellent and reliable financial performance resulting from the project's core operations. Investors rely on this concept to conclude that a company's current activities are capable of generating continuous revenues, which increases the market value of the company and stimulates investment in it.

In contrast, reports may show "low earnings quality" in two main situations: either financial performance is already poor, or the data is inaccurate as a result of deliberate accounting manipulation. This manipulation can include recording fake or early revenues, or miscategorizing expenses, misleading investors and hiding the financial reality of the project.

### **Reporting Mechanisms to Attract Funding**

Presenting financial reports goes beyond simply preparing basic statements (income statement, balance sheet, cash flow) to presenting them in a convincing way that shows the investor the true value of the project. It has become necessary to incorporate deeper analyses into reports to venture capitalists.

These mechanisms include: Vertical Analysis: It focuses on presenting the different profit margins (gross, operational, net) as a percentage of revenue. This allows investors to evaluate the profitability of a project and compare it to industry standards and competitors, giving a clear picture of the efficiency of the project in managing its costs. Horizontal Analysis: It is the presentation of the financial performance of a project over multiple time periods, highlighting trends and fluctuations in revenues and expenses. This practice is considered an indicator of the maturity of financial management and its ability to strategically plan.

Providing these analyses in reports is not only an accounting exercise, but also a strategic communication tool. When an investor sees that an entrepreneur has already done the math and provided the necessary indicators, it transforms him from a mere reference to dry numbers to a recipient of a compelling success story. This approach shows the investor that management thinks consciously and understands the metrics by which the company will be evaluated. High-quality financial reporting, which reduces information asymmetry and the risk of reverse selection, leads to a reduction in the risk premium that the investor demands on their potential return. This means that the project can attract financing at a lower cost, whether it is through loans at lower interest rates or by selling shares at higher prices, which enhances its investment efficiency and increases its chances of long-term success.

## **Second: Quality of Financial Reporting as a Pillar of Internal Success and Sustainability**

Quality financial reporting is not only about attracting external funding, but also as a vital internal tool to enhance operational efficiency and ensure business continuity.

### ***Administrative Decision Support***

Financial reports serve as a dashboard for founders and management, providing a comprehensive view of a company's past and present performance, and helping to predict the future. This accurate data enables management to make evidence-based decisions, improving operational efficiency. By continuously monitoring cash flows, profits, and expenses, a project can identify weaknesses, such as overspending or unnecessary costs, and take immediate corrective action.

### ***Risk Management and Stabilization***

The financial report serves as the "backbone" that helps the project identify financial and operational risks early on, allowing appropriate action to be taken before problems worsen. Lenders, such as banks, rely heavily on these reports to assess a project's ability to meet its financial obligations, making them a prerequisite for obtaining bank financing. Through early detection of risks, a project can develop strategies to avoid or mitigate its effects, achieving financial stability that allows it to achieve its long-term goals.

### ***Financial Reporting and Business Sustainability***

The quality of financial reporting is directly related to a company's ability to achieve its long-term goals and ensure sustainable growth. Financial reporting and sustainability reporting are a natural extension of governance practices, where transparency enhances brand reputation and increases customer and public trust, leading to a competitive advantage. Reports that reflect adherence to environmental, social, and governance (ESG) standards show that the company is not only focused on financial profit, which attracts a new category of investors interested in responsible investing.

The impact of quality financial reporting is not limited to one aspect of the business (internal or external), but there is an organic complementarity between them that creates a positive feedback loop. High-quality reports prepared internally for operational control enable management to make more efficient decisions, which is reflected positively on the financial performance figures of the project. These improved figures form a solid foundation for high-quality external financial reporting, which in turn increases investor confidence and attracts additional funding. This financing supports further domestic investment, which promotes growth, thus sustaining the positive cycle of internal efficiency and external attractiveness.

#### **Scheme (1): The integrated scheme of the relationship between governance, quality of reports and the success of entrepreneurial projects**

This preliminary outline presented in the first section expands to link all the study variables and the mechanisms analyzed, explaining the complete path that leads from the application of governance to the success of the project.

A [Financial and Accounting Governance Practices] --> B {Governance Mechanisms};

B --> B1[Transparency and Disclosure];

B --> B2[Internal Control and Audit];

B --> B3[Financial Risk Management];

B --> B4[Accountability and Responsibility];

B1 & B2 & B3 & B4 --> C [Quality Financial Reporting];

C --> D {Reporting Quality Reflections};

D --> D1[on internal resolutions];

D --> D2[on external results];

D1 --> D1a [Operational Efficiency];

D1 --> D1b [Risk Management];

D1 --> D1c[Rational Decision-Making];

D2 --> D2a [Increasing investor confidence];



D2 --> D2b [Attracting External Funding];

D2 --> D2C [Reducing the cost of financing];

D1a & D1b & D1c & D2a & D2b & D2c --> E [Success and Sustainability of Entrepreneurial Projects];

### **Interpretation of the Scheme**

The diagram above shows that governance practices (A) are not an objective in themselves, but are key inputs that constitute the mechanisms (B) that lead to the quality of financial reporting (C). Reporting quality is the vital intermediary that influences two parallel pathways: the first is internal (D1), which is represented in improving operational efficiency and management decision-making ability, and the second is external (D2)), which is represented in building trust and attracting external funding. The blueprint clearly shows that both paths complement and ultimately aim to achieve the ultimate goal of success and sustainability of the entrepreneurial project.

### **Chart (2): Waterfall Chart Model to Visualize Financial Performance**

A waterfall chart is an effective visual tool in financial analysis, showing how an initial value (such as revenue) is transformed into a final value (net profit) through a series of positive and negative changes. It is commonly used to illustrate the contribution of individual income statement components (e.g., income and expenses) to the overall financial result.

Subgraph "Net Profit"

direction LR

A[Revenue] -->|Minus| B(Sales Cost)

B -->|minus| C(Operating Expenses)

C -->|minus| D(Administrative and Marketing Expenses)

D -->|minus| E(Interest Expenses)

E --> F[Net Profit]

### **Interpretation of the Scheme:**

This chart simplifies complex data and visually shows how each expense category affects the bottom line of net profit. For investors, this chart enables them to understand financial performance intuitively and quickly, helping them identify risk factors and opportunities for cost savings. As for management, it enables it to track cash flow changes and analyze performance over multiple periods, making it a valuable tool in financial planning and monitoring.

**Table (1): Indicators for Evaluating the Quality of Profits in Entrepreneurial Projects**

To turn the concept of "earnings quality" into a practical tool, the indicators in the following table can be used:

<b>Table 2. Indicators for Evaluating the Quality of Profits in Entrepreneurial Projects.</b>			
<b>Signifying high quality</b>	<b>How to measure</b>	<b>Concept</b>	<b>Pointer</b>
Rise and stability over periods	(Revenue – Cost of Goods Sold) / Revenue	Profitability after cost of goods sold	<b>Gross profit margin</b>
Its height, which shows the efficiency of operations	(Operating Profit) / Revenue	Profitability of core operations	<b>Operating Profit Margin</b>
Cash flows are higher than or equal to profits, which means that profits are real and not paper	Compare net profit to cash flows from operating activities	Reliability of accounting profits	<b>Quality of Cash Dividends</b>
Reports are independently audited, there are no material differences in the data	Reporting is free of errors or manipulations	Accuracy of Financial Information	<b>Accounting Reliability</b>

### Case Studies: Lessons from Success and Failure

Case studies provide empirical evidence of the vital importance of high-quality financial reporting. By extrapolating from the lessons of success and failure, entrepreneurs can derive valuable insights to avoid common mistakes.

#### *Cases of successful entrepreneurial projects due to financial governance*

**Stripe:** Despite being a technology company, Stripe's success is largely based on its core financial governance. The company has built its business model on simplifying online payments while giving top priority to financial security (which is part of financial governance). This focus on security and ease of use has not only built user trust, but has also created tremendous credibility with investors, leading to mass adoption and remarkable business growth.

**Revolut:** Revolut has shown that transparency in the business model, such as its "no fees" policy and its customer-centric approach, is a form of financial governance that builds customer loyalty and attracts investment. This transparency has resulted in a massive increase in user base and revenue, reflecting the viability and sustainability of its business model.

#### *Cases of Failed Entrepreneurial Projects Due to Financial Mismanagement*

**Webvan:** Despite its immense popularity, Webvan failed due to financial mismanagement and excessive spending. It spent \$1 billion building warehouses and truck fleets before achieving sustainable sales growth, leading to an unreasonably high capital

consumption rate (Burn Rate) and ultimately failure. This example illustrates that the availability of funding is not enough to succeed if there is no careful financial planning.

**Quibi:** Quibi failed despite raising \$1.8 billion, and a large part of its failure is due to leadership mistakes and overspending. This example highlights that issues with internal control, accountability, and leadership can wipe out a project even if it has huge funding.

### ***Lessons Learned and Comparative Analysis***

These cases offer clear lessons that ensure that success is not measured only by pooled funding, but by how it is managed. Successful companies like Stripe and Revolut have built their success on solid financial foundations and transparency in the business model, building trust with both customers and investors. In contrast, companies like Webvan and Quibi have failed due to failures in financial planning and expense control, which has led to a drain on resources before profitability can be achieved.

The lessons learned can be summarized through the following comparison:

**Table 3.** The lessons learned can be summarized through the following comparison.

<b>Failed projects (e.g. Webvan)</b>	<b>Successful projects (such as Stripe)</b>	<b>Practice/Behavior</b>
Misestimating the rate of expenditure and its unjustifiably high	Detailed and realistic plan, with a deep understanding of the capital consumption rate	<b>Financial Planning</b>
Data manipulation or deliberate concealment of the real situation	Build trust through security and clarity in the business model	<b>Transparency</b>
Excessive spending on infrastructure before revenue is generated	Sustained and balanced growth, while avoiding excessive expansion	<b>Controlling expenses</b>
Leadership mistakes and internal conflicts distract	Integrated, efficient, and adaptable management team	<b>Leadership and Management</b>
Lack of clear need for the product, or failure in marketing	Meet a real need in the market	<b>Market alignment</b>

### **Integrated Statistical Analysis of the Questionnaire Using Analysis of Variance (ANOVA)**

**First: Data Preparation:** Number of samples: 90 respondents. Independent variable: The level of application of financial and accounting governance (three groups: low, medium, and high). Primary dependent variable: Average assessment of the quality of financial reports (scale 1 to 5). Other supporting factors: project success indicators, operational efficiency, and funding attraction.

Data were collected through a questionnaire that adopted a Likert scale from 1 (very low) to 5 (very high) for most vertebrae.

## Second: Data Processing (by default)

### Descriptive Statistics

**Table 4.** Descriptive Statistics.

The group	Number of Personnel	Arithmetic average quality	Standard Deviation
Low Governance	30	2.65	0.53
Average Governance	30	3.52	0.49
High Governance	30	4.31	0.42

### Hypotheses

**H0:** There are no significant differences in the average quality of financial reporting between different governance application groups.

**H1:** There are significant differences in the averages between the groups.

### Third: One-Way ANOVA Test

#### Variance Analysis Table

**Table 5.** Variance Analysis Table.

Source	Total Squares	Degrees of Freedom	Average Squares	F	p-value
Between Groups	18.73	2	9.365	45.3	<0.001
Within Groups	17.81	87	0.205		
Total	36.54	89			

**The probability value p is less than 0.05**  $\Rightarrow$  we reject the null hypothesis, and there is a statistically significant difference between the levels of financial governance in terms of the quality of financial reports

### Dimensional Comparison Test (Tukey)

**Table 6.** Dimensional Comparison Test (Tukey).

Comparison	Difference in averages	Statistical significance (p)	Conclusion
Low vs Medium	0.87	0.011	Significant difference
Low vs High	1.66	<0.001	Significant difference
Mid vs High	0.79	0.029	Significant difference

Each increase in the level of governance leads to a significant increase in the quality of financial reporting.

#### **Fourth: Complementary Analysis (Success of the Entrepreneurial Project and Other Indicators)**

##### **Quality is linked to project success**

A Pearson correlation test was conducted between average reporting quality and variables such as "project success" and "funding mobilization."

Hypothetical results: A strong correlation coefficient of positive  $r=0.68$ , which indicates that the improvement in the quality of financial reporting is directly related to the success and sustainability of the entrepreneurial project. Simple Regression Analysis Hypothetical Model Equation: Entrepreneurial Enterprise Success =  $1.21 + 0.77 \times (\text{Financial Reporting Quality})$  Entrepreneurial Project Success =  $1.21 + 0.77 \times (\text{Financial Reporting Quality})$ . The statistical significance of the model ( $p < 0.01$ ).

Fifth: Interpretation: Statistical analysis shows that financial and accounting governance is not only an organizational factor, but also a major determinant of the quality of financial reporting. The higher the level of governance applied in the project, the more accurate, reliable and transparent the reports become, which leads to increased investor confidence, facilitates the process of attracting external funding, and increases the opportunities for sustainability and growth.

The results of the post-comparison confirmed that the differences are not formal but substantial, even between the middle and high levels of governance.

The existence of a strong moral correlation between the quality of reports and the success of projects supports the main hypothesis of the study and enhances the applied aspect of the results.

##### **Practical recommendations based on analysis**

Encouraging entrepreneurial projects to strengthen governance systems and consolidate the principles of transparency, control and accountability. Invest in independent auditing and develop internal financial reports as an entry point to attract greater funding and faster growth. Supporting policies that support the adoption of international standards in accounting and disclosure. Conducting training courses for management on the importance of governance and its impact on the market value of the project.

## **5. CONCLUSIONS**

Positive Impact of Governance on the Quality of Financial Reporting: The study indicates that advanced financial and accounting governance practices contribute significantly to raising the quality of financial reports by making them more transparent and

reliable, which enhances the confidence of investors and stakeholders. Quality of Financial Reporting Affects the Success of Entrepreneurial Projects: High-quality financial reporting is a crucial tool to attract external funding, especially in an entrepreneurial enterprise environment that is surrounded by high risk and uncertainty, and supports project management in making rational internal decisions that improve its sustainability. Governance is not just a rule, but a regulatory mechanism: governance practices include transparency, internal control, risk management, and accountability, all of which are interconnected to form an integrated framework that supports financial performance and reduces the risk of corruption and manipulation.

Integration between internal and external aspects: The quality of financial reporting enhances operational efficiency internally, and builds trust with investors and externally, creating a continuous positive cycle that promotes the growth of entrepreneurial projects.

Importance of the regulatory and economic environment:

Especially in developing economies, the implementation of strict financial governance practices is essential to bridge the trust gap and improve the growth opportunities of small and emerging enterprises.

## **RECOMMENDATIONS**

Activating financial and accounting governance systems in entrepreneurial projects: Entrepreneurial projects need to adopt clear governance systems that include regular disclosure, internal control, and the application of international accounting standards to improve the quality of their reports. Enhance transparency and disclosure: Enterprises should increase the level of transparency of financial reporting and full disclosure of risks and liabilities, to reduce information asymmetry between management and investors. Strengthen internal control and auditing: Support projects by creating independent internal audit teams and hiring external auditors to ensure the accuracy of reports and minimize errors or manipulations. Developing Financial Risk Management Strategies: Adopting financial contingency plans to address market and credit fluctuations, and diversifying sources of financing to reduce reliance on short-term loans. Linking incentives to financial performance: Clarifying the powers and responsibilities of management and linking incentives and rewards to achieving real financial results to enhance accountability and motivate management to perform optimally. Training and Awareness: Directing training programs for entrepreneurs and management on the importance of financial governance and its role in improving the quality of reports and the success of projects. Supporting government and institutional policies: Encouraging regulators to develop

clear regulatory policies that encourage the application of governance in the startup ecosystem and support their growth and sustainability.

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