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Antecedents and outcomes of internet usage within organisations in Yemen: An extension of the Unified Theory of Acceptance and Use of Technology (UTAUT) model

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ABSTRACT

In the past few years, the increasing use of the internet in many countries has changed the manner in the people socialise, learn, govern or do their business. However, there are countries such as Yemen which has a very low internet usage rate and sees little economic, social and cultural progress as a result. A significant volume of theoretical studies have already undertaken, seeking to understand ambiguities in technology usage, with a number of models being proposed. In this study, the researcher has focused on extending the UTAUT using an antecedent variable for the actual internet use (i.e., task-technology fit) and 4 outcome variables (i.e., decision quality, communication quality, knowledge acquisition, and user satisfaction). Survey questionnaires were distributed among the employees working in the various Yemeni governmental institutions and ministries, and primary data was collected from 520 different internet users. The data analysis was carried out using 2-stage procedures, wherein a measurement model was initially used, followed by a structural model for the assessment of the data, with the help of the SmartPLS 3.0. The multivariate data analysis yielded 2 results: 1) The different antecedent variables (like effort expectancy, performance expectancy, social influence, and the task-technology fit) positively affected the internet usage, and 2) The outcome variables (decision quality, communication quality, knowledge acquisition, and user satisfaction) were positively affected by internet usage. The proposed model could explain 29% of variance noted in the actual internet use. Finally, the researchers investigated the different practical and theoretical implications of the study.

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1. Introduction

Currently, internet technology is one of the most essential technologies that can be used by individuals, organisations and countries, for increasing their growth and prosperity. This can be seen from the increasing number of internet users today (4,156,932,140) in comparison to those in 1993 (14,161,570) (Internet World Stats, 2018). Though internet usage is recognised as one of the primary requirements in the world, Yemen still lags in

this area, and currently has one of the lowest internet application rates. Furthermore, Yemen still shows a lower internet penetration compared to its Arabic neighbouring countries like UAE (wherein 98.4% of the population uses the internet), Qatar (98.1%), Bahrain (98.0%), Kuwait (97.8%), Lebanon (91.0%), Saudi Arabia (90.2%), Jordan (87.8%), Oman (68.5%), and Palestine (60.5%). Yemen shows a poor internet penetration (24.3%), while the global average was 54.4% (Internet World Stats, 2018). A poor internet penetration affects the economic, social and political development of the country (Oyedemi, 2012), thereby decreasing the overall productivity and performance (Delone & Mclean, 1992; Delone & McLean, 2003; Isaac, Abdullah, Ramayah, & Mutahar, 2017b; Makokha & Ochieng, 2014; Norzaidi & Salwani, 2009).

Currently, Yemen is facing many economic problems and has

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one of the lowest GDP per capita rate in the world (International Monetary Fund, 2015). An increased internet usage could stimulate the economic growth in Yemen, thereby improving the individual performance and the efficiency of the governmental organisations. Many studies showed that the internet use improved the gross national income (Pew Research Centre, 2013), significantly enhanced the individual productivity (Simsim, 2011) and the organisational performance (Chen, 2008; Wang & Hou, 2003). Other studies stated that internet-based learning significantly affected the individual performance (Aldholay et al., 2018a; 2018b, 2018c; Isaac, Abdullah, Ramayah, & Mutahar, 2018).

In the past, many models and theories were proposed for investigating and understanding the characteristics of the internet technology usage. These studies were able to decrease the uncertainties surrounding higher internet usage. Many popular models were also used for answering the doubts related to internet usage, like the Technology Acceptance Model (TAM) (Davis, 1989), the DeLone and McLean Information Systems success Model (DMISM) (Delone & McLean, 1992), the Task-Technology Fit (TTF) (Goodhue, Dale, & ThompsonRonald, 1995), updated DMISM model (Delone & McLean, 2003), and the Unified Theory of Acceptance and Use of Technology (UTAUT) (Venkatesh, Morris, Davis, Davis, & Sam, 2003).

Out of the above technologies, UTAUT, proposed by Venkatesh et al. (2003) was used for understanding internet usage behaviour. The UTAUT model is one of the most popular models and was validated by different empirical studies as a precise model that predicted the system acceptance and usage, for the following reasons:

Firstly, the UTAUT model consists of 8 unified theories and models, as it combined various theoretical concepts and frameworks, like the - Theory of Reasoned Action (TRA) (Ajzen & Fishbein, 1980), Theory of Planned Behaviour (TPB) (Ajzen, 1985, pp. 11–39), Social Cognitive Theory (SCT) (Bandura, 1986), Technology Acceptance Model (TAM) (Davis, 1989), Combined-TAM and TPB (C-TAM-TPB) (Todd & Taylor, 1995), Motivational Model (MM) (Vallerand, 1997), Model of PC Utilization (MPCU) (Chang & Cheung, 2001) and the Diffusion of Innovation Theory (DOI) (Rogers, 2002).

Secondly, scholars obtained empirical support for the UTAUT model across contexts and time as:

- North American (Armida, 2008; Awuah, 2012, pp. 1–186; Cameron, 2006; Keeton, 2008; Marchewka & Kostiwa, 2007; Serbern, 2014):
- South American (Thomas et al., 2014):
- Europe (Brown, Dennis, & Venkatesh, 2010; Sumak, Polancic, & Hericko, 2010; Ney, 2012; Nuq & Aubert, 2013; Escobar-Rodríguez, Carvajal-Trujillo, & Monge-Lozano, 2014):
- Asia (Fang, 2014; Im, Hong, & Kang, 2011; Kripanont, 2007; Lin & Anol, 2008; Moghawemi, Mohd Salleh, Zhao, & Mattila, 2012; Raman & Don, 2013; Raman et al., 2014; Singeh, Abrizah, & Karim, 2013; Thakur & Srivastava, 2013; Toh, 2013; Wiratmadja, Govindaraju, & Athari, 2012; Wu, Tao, & Yang, 2007; Yang, 2013; Zhou, 2008; Zhou, Lu, & Wang, 2010):
- Sub-Saharan Africa (Karuri, Waiganjo, & Manya, 2013; Tibenderana & Ogao, 2008):
- Oceania (Ally & Gardiner, 2012; Casey & Wilson-Evered, 2012):
- The Middle East and North Africa: (AbuShanab & Pearson, 2007; Al-Gahtani, Hubona, & Wang, 2007; Al-Qeisi, 2009; Alharbi, 2014; Alwahaishi & Snášel, 2013; Nassuora, 2013; Yurdakul, Ursavas, & Isciturk, 2014).

Thirdly, there is a diversity of applications which supports the effectiveness of UTAUT to predict user behaviour. These include

Wireless LAN Technology (Anderson & Schwager, 2003), E-Learning System (Fang, 2014; C.-H.; Wang, Liu, Tseng, & Tsai, 2010), Internet Technology (Kripanont, 2007; Sam, Othman, & Nordin, 2005; Touray & Salminen, 2013), smart mobile (Wu et al., 2007; Zhou, 2008), E-government (Alawadhi & Morris, 2008; Awuah, 2012, pp. 1–186), Internet Banking (Al-Qeisi, 2009; Ismail, 2012; Martins, Oliveira, & Popovič, 2014), Mobile Banking (Khraim, Ellyan, Shoubaki, & Khraim, 2011: Oliveira, Faria, Thomas, & Popovič, 2014: Zhou et al., 2010), Virtual Learning Environment (Sumak et al., 2010), eBay Technology (Pahnila, Siponen, & Zheng, 2011), E-Health Technology (Boontarig, Chutimaskul, Chongsuphajaisiddhi, & Papasratorn, 2012; Nug & Aubert, 2013), ERP System (Keong, Ramayah, Kurnia, & Chiun, 2012), Mobile Learning (Almatari, Iahad, & Balaid, 2012; Nassuora, 2013; Yang, 2013), Wikis Technology (Toh, 2013), Cloud Computing Technology (Alharbi, 2014), Facebook and Social Media (Escobar-Rodríguez et al., 2014; Serbern, 2014), Online Games Technology (Xu, 2014), Smart Board Technology (Raman et al., 2014) and Webinars Technology (Khechine, Pascot, & Bytha, 2014).

Fourthly, studies found that UTAUT has successfully explained a wide proportion of variance in IT usage behaviour (Anderson, Schwager, & Kerns, 2006; Venkatesh et al., 2003).

The UTAUT model is a very popular model which has been investigated amongst the various information system researchers, who aimed to study the system acceptance and usage behaviour (Alharbi, 2014; Serbern, 2014). It also combined various characteristics at the individual (performance expectancy and effort expectancy), organisational (facilitating conditions) and social (social influence) levels. On the other hand, this model does not investigate the task-technology fit construct, i.e., the extent to which the system fits the needs and tasks of an individual. With respect to the technology usage in the organisations, the actual internet usage does not present the complete picture, without considering if the technology fits the various individual tasks (Goodhue et al., 1995). This task-technology fit was important for studying the technology usage in the organization (D'Ambra, Wilson, & Akter, 2013).

Moreover, the UTAUT model does not evaluate the technological usage, like the customer satisfaction or the performance effect. Many studies have highlighted the significance of investigating the success of the Information Systems (IS) based on the performance and user satisfaction (Montesdioca & Maçada, 2015). Earlier reports stated that the adoption and usage of the information technology only investigated the actual internet usage as the resultant construct (Cheng, 2014; Cheung & Vogel, 2013; Fatimah, Ahmad, Downe, & Lai, 2011; Fusilier & Durlabhji, 2005; Iqbal & Qureshi, 2012; Joo & Sang, 2013; Lee, Hsieh, & Ma, 2011). Some studies attempted to fill this gap by investigating the connection between the internet usage and the individual/organisational performance (Norzaidi, Chong, Murali, & Salwani, 2007; Norzaidi & Salwani, 2009; Son, Park, Kim, & Chou, 2012). In this paper, the researchers have tried to fill this gap by extending the UTAUT application with one antecedent variable to the internet actual usage (task-technology fit) and the 4 outcome variables (i.e., decision quality, communication quality, knowledge acquisition, and user satisfaction) (Appendix D).

This research aims to fulfil the following objectives: (1) Examine the impact of the social influence, effort expectancy, performance expectancy, facilitating conditions, and the task-technology on the internet actual usage (2) Determining the effect of the actual internet use on the decision quality, communication quality, knowledge acquisition, and user satisfaction. If the study results indicate that the proposed variables significantly affected the actual internet usage, the researchers would make further recommendations on the efficient use of internet technology. This study could guide other important sectors which are associated with internet

technology usage.

2. Literature review

2.1. Performance expectancy

The performance expectancy can be defined as the extent to which the user believes that the use of the system would help them satisfy their job-related objectives (Venkatesh et al., 2003). Many studies have proven that performance expectancy or perceived usefulness factor plays a major role in the context of IS (Alrajawy, Daud, Isaac, & Mutahar, 2016; Ramayah, 2006; Tarhini, Alalwan, Al-Qirim, Algharabat, & Masa'deh, 2018; Venkatesh, Thong, Chan, Hu. & Brown, 2011). Table 1 shows the different indicators that measure the performance expectancy in the context of IS. Several studies claimed that when the performance expectancy increased. the system usage also increased (Al-Oeisi, Dennis, Alamanos, & Jayawardhena, 2014; Faaeq, Alqasa, & Al-Matari, 2014; Wu et al., 2007; Zhou et al., 2010). This is echoed by other results which found a positive relationship between performance expectancy and usage behaviour (Datta, 2011; Lin & Anol, 2008; Moghawemi et al., 2012; Raman & Don, 2013; Raman et al., 2014; Ramayah, Ignatius, & Aafagi, 2005; Wang, Hung, & Chou, 2006). However (Faraliza, Noor, Azmi, & Ramalingam, 2014; Lian, 2015; Singeh et al., 2013; Yueh, Huang, & Chang, 2015), found no relationship between performance expectancy and usage behaviour. As Yemen is one of the lowest countries in per capita income, people are exploring ways to enhance their skills and competence to increase their income and thus if they realize the usefulness of internet technology, they will be motivated to utilize it. Hence, the following hypothesis was proposed:

H1. Performance expectancy positively influence actual usage of internet.

2.2. Effort expectancy

In their study, Venkatesh et al. (2003) described the effort expectancy or the perceived ease of use as the extent of ease related to the system usage. It was considered to be a fundamental antecedent factor related to technology adoption and usage (Ramayah & Lo, 2007 (Pahnila et al., 2011)Mutahar et al., 2016, pp. 884–898;). Table 2 presents the various indicators that could be used for investigating the effort expectancy. Many studies were conducted

for investigating the effect of the effort expectancy on the system usage. One study (Martins et al., 2014) noted a positive correlation between the effort expectancy and internet banking usage. Different studies also highlighted this positive relationship in differing contexts or technological applications (Boonsawat & Naennab, 2014; Escobar-Rodríguez & Carvajal-Trujillo, 2014; Fang, 2014; Hsu, Chen, Lin, Chang, & Hsieh, 2014; Im et al., 2011; Venkatesh et al., 2011). In contrast, there are other studies which found that effort expectancy does not predict usage behaviour (Guo, 2015; Taiwo and Mahmood 2012; Toh, 2013; Yang, 2013; Zhou, 2008; Zhou et al., 2010). In Yemen, studies indicate that students perceived learning through the internet as understandable, clear, and easy to use which could contribute to the expansion of the use of the internet (Aldholay et al., 2018a; 2018b, 2018c). Therefore, the hypothesis is proposed as follows:

H2. Effort expectancy positively influence actual usage of internet.

2.3. Social influence

Social influence was another factor which affected the actual system usage. It can be defined as the extent of user perception regarding the effect of the society on his decision to use the system (Venkatesh et al., 2003). This social influence parameter was important for the technological success (Martins et al., 2014). Table 3 presents the different indicators used in earlier studies that could assess the social influence with respect to the IS usage. Venkatesh, Thong, and Xu (2012) stated that social influence positively affected the system usage behaviour. This fact was also highlighted by earlier studies (Escobar-Rodríguez & Carvajal-Trujillo, 2014; Gonzalez et al., 2012; Hendarman & Tjakraatmadja, 2012; Ifinedo, 2012; Isaac, Abdullah, Ramayah, & Mutahar, 2017a; Martins et al., 2014; Sumak et al., 2010; Wang, Liu, Tseng, & Tsai, 2005). However, some other studies reported the opposite (Addo, 2014; Faaeq et al., 2014; Faraliza et al., 2014; Nassuora, 2013; Nysveen & Pedersen, 2014). According to Hofstede and Minkov (2010), unlike most of the western countries, Yemen has a significantly high power distance and low individualism traits. But rather they tend to respect hierarchical order from top to bottom and have consideration of their society, friends, and relatives. Thus such cultural traits may represent an area of interest when studying the adaption and use of new technology and how it enables/hinder the prescribed process. Hence, the following hypothesis was proposed:

Table 1 Indicators of performance expectancy (perceived usefulness) in the context of IS among previous studies.

Authors/Year	Indicators					
	Accomplish tasks quickly	Accomplish tasks easily	Improves performance	Increases productivity	Enhances effectiveness	Useful in the job
Moghawemi et al. (2012)	✓			√		√
Im et al. (2011)	✓			✓		✓
(Norzaidi, Chong, Murali, & Salwani, 2009) 🗸	✓				✓
Lian (2015)	1	✓	✓	✓		✓
Al-Qeisi (2009)	✓	✓				✓
Venkatesh Viswanath and Morris (2000)			✓	✓	✓	✓
Addo (2014)			✓	✓		✓
Gonzalez, Sharma, and Galletta (2012)	✓			✓		✓
Escobar-Rodríguez et al. (2014)	✓	✓				✓
Escobar-Rodríguez and Carvajal-Trujillo (2014)	✓	/				
Escobar-Rodríguez and Carvajal-Trujillo (2013)	✓	1				
Fuksa (2013)	/	✓		✓		✓
Tan, Chong, and Lin (2013)	✓	✓	✓	✓	✓	✓

 Table 2

 Indicators of effort expectancy (perceived ease of use) in the context of IS among previous studies.

Authors/Year	Indicators					
	Learning to use the system is easy	Easy to use the system to find what I want	Interaction with the system is clear and understandable	The system is flexible to interact with	Easy to become skillful at using the system	In general, the system easy to use
Kim, Park, and Lee (2007)	/	1	✓	1	1	1
Huang (2008)	✓	✓	✓	✓	✓	✓
Burton-Jones and Hubona (2006)	✓	✓	✓	✓	✓	✓
Shih (2004)	✓	✓	✓			✓
Lee and Lehto (2013)		✓	✓	✓		✓
Cheung and Vogel (2013)	✓				✓	✓
Teo, Lim, and Lai (1999)	✓	/			/	/
Cheng, Lam, and Yeung (2006)	✓		✓		/	✓
Fusilier and Durlabhji (2005)		/	✓	/		✓
Porter and Donthu (2006)			/		✓	✓

H3. Social influence positively influence actual usage of internet.

2.4. Facilitating conditions

Here, the researchers defined the facilitating conditions as the extent to which the user believed that the technical and organisational infrastructure was available for supporting their internet usage level (Venkatesh et al., 2003). Table 4 presents the different indicators used in earlier studies that could measure the facilitating conditions. Guo (2015) presented the important facilitating conditions that could affect the individual's system usage. The users must be properly introduced to the system, and also proper back-up must be provided before the organisations expect that their employees use any innovative technology, for ensuring that the system was well-utilised. An earlier report showed that such facilitating conditions positively affected the user behaviour in the context of the learning management software, used in Malaysia (Raman & Don, 2013). This agrees with other studies which found that facilitating conditions predict the usage behaviour (Chang, 2013; Guo, 2015;

Lin & Anol, 2008; Moghawemi et al., 2012; Sánchez, Cortijo, & Javed, 2014; Wu et al., 2007; Yu-Lung, Yu-Hui, & Pei-Chi, 2008). However, contrasting studies have found that facilitating conditions do not influence usage behaviour (Fang, 2014; Lian, 2015; Martins et al., 2014; Singeh et al., 2013; Yueh et al., 2015). Yemen lags behind its neighbours in terms of technological infrastructure (Isaac, Abdullah, Ramayah, & Mutahar, 2017c) which prevents its population from using new technology. This construct is important due to the notion that the Yemeni government is meant to provide the tools and means to use the internet. Hence, the following hypothesis was proposed:

H4. Facilitating conditions positively influence actual usage of internet.

2.5. Task-technology fit

The researchers defined the task-technology fits as the extent to which a system satisfies the needs of its users, matches the user interests and fits with the tasks (Lin & Wang, 2012). Furthermore,

Table 3 Indicators of social influence in the context of IS among previous studies.

Authors/Year	Indicators									
	Important People	Family	Friends	Coworkers	Superiors	Experts	Beliefs	Values	Lifestyle	Needs
Lian (2015)	√		/					_		
Brown, Venkatesh, and Hoehle (2014)			✓	/	1					
Escobar-Rodríguez et al. (2014)	✓									
Rui-jin, Guo-xin, and Ze-zhou (2014)									/	/
Cheng, Liu, Qian, and Song (2013)		/	✓		1					
Escobar-Rodríguez and Carvajal-Trujillo (2013)	✓									
Son et al. (2012)	✓									
Venkatesh et al. (2012)	✓									
Velarde (2012)		/	✓							
Moghawemi et al. (2012)	✓					✓				
Ifinedo (2012)							/	/		/
Pahnila et al. (2011)	✓	/	✓	/						
Cheng (2011)			✓	/	1	/				
Zhou et al. (2010)	✓									
Brown et al. (2010)	✓		✓	/	1					
Gu, Lee, and Suh (2009)	✓									
McGill and Klobas (2009)	✓	/	/							
Lu, Yao, and Yu (2005)	✓		✓							
Cheung, Chang, and Lai (2000)				✓	✓					

Table 4Indicators facilitating conditions in the context of IS among previous studies

Authors/Year	Indicators				
	Resources necessary (Hardware, Software, knowledge)	Training	Technical assistance	Compatible with other technologies	Top Management Support
Lian (2015)	1	_	<u>√</u>	√	
Escobar-Rodríguez et al. (2014)	✓				
Nistor, Lerche, Weinberger, Ceobanu, and Heymann (2014)	✓		1	✓	
Khechine et al. (2014)	✓		/	✓	
Escobar-Rodríguez and Carvajal-Trujillo (2014) ✓				
Martins et al. (2014)	✓			✓	
Escobar-Rodríguez and Carvajal-Trujillo (2013) ✓				
Son et al. (2012)			/		✓
Boontarig et al. (2012)	✓		/	✓	
Gonzalez et al. (2012)	✓		/	✓	
Moghawemi et al. (2012)	✓		✓	✓	
Venkatesh et al. (2012)	✓		✓	✓	
Ifinedo (2012)	✓		✓		✓
Datta (2011)	✓	✓			
Im et al. (2011)	✓				
Venkatesh et al. (2011)	✓		✓		
Pahnila et al. (2011)	✓		✓		✓
Zhou et al. (2010)	✓		✓		
Chan, Brown, Hu, and Tam (2010)	✓		✓		
Gu et al. (2009)	✓		✓		
Al-Gahtani et al. (2007)	✓		✓		✓
Kim et al. (2007)	✓	✓	✓		✓
Cheung et al. (2000)					✓

Lu and Yang (2014) also described it as the extent to which the system helps in completing all tasks and fit, based on the task requirements (Lu & Yang, 2014). The Task-Technology fit construct consisted of different viewpoints about its indicators, as described in Table 5. With regards to the technology usage in the organisations, the actual technology usage and the user satisfaction cannot offer the complete picture without considering the task characteristics, i.e., if the technology fits the task or not (Goodhue et al., 1995). The task-technology fit is vital for the technology usage in the organisations (D'Ambra et al., 2013). Many studies investigated the positive effect of the task-technology fit on the usage behaviour. In their study, Norzaidi and Salwani (2009) investigated the internet technology and noted that the task-technology fit could predict the actual technology usage. Similar results were observed by other studies, wherein they stated that the better the system match with the user interests, the higher is the system usage (Norzaidi et al., 2007; D'Ambra & Wilson, 2011; D'Ambra et al., 2013). Some studies (Tarhini et al., 2014b, 2015, 2014a) stated that it was not likely for the technology used in the developed countries to get adapted in the developing systems unless the system was very important and satisfied their work requirements. Hence, the following hypothesis was proposed:

H5. Task-technology fit positively influence actual usage of internet.

2.6. Actual usage of internet

The actual usage can be described as the actual technology usage frequency along with the usage times (Kim et al., 2007). Several studies have measured the actual IS usage with regards to its usage frequency and duration (Cheung et al., 2000; Shih & Fang, 2004; Porter & Donthu, 2006; Chiu, Chiu, & Chang, 2007; Kim et al., 2007; Mohammadi, 2015; Sun & Mouakket, 2015; Aldholay, Isaac, Abdullah, Abdulsalam, & Al-Shibami, 2018). Table 6 describes the

indicators used for measuring the actual IS usage. The future studies must determine the effect of the system usage on the IS-related success factors like the performance and user satisfaction (Venkatesh et al., 2003). Very few researchers addressed this gap and studied the connection between the actual usage and the total benefits (Hou, 2012; Norzaidi et al., 2007; Norzaidi & Salwani, 2009; Son et al., 2012).

Some studies (Isaac, Abdullah, Ramayah, Mutahar, & Alrajawy, 2016; Makokha & Ochieng, 2014) investigated the effect of the actual IS usage on the total benefit and IS performance, and noted that a higher IS usage increased the net benefit. Similar results were also seen by Norzaidi and Salwani (2009). Yuthas and Young (1998) observed that the IS usage was significantly related to the decision effectiveness and the task performance (Burton-Jones & Straub. 2006). Many studies emphasized that the actual IS usage positively affected the net benefit and the system performance (Lee, Lee, & Kim, 2005; Fan & Fang, 2006; Norzaidi et al., 2007; Wang & Liao, 2008; D'Ambra & Wilson, 2011; Hou, 2012; D'Ambra et al., 2013; Makokha & Ochieng, 2014), while other studies reported an opposite result (Cho et al., 2015; Khayun & Ractham, 2011; Wu & Wang, 2006). Despite these contrasting opinions, this study attempted to assess the outcome variable constructs using factors like the decision quality, communication quality, and knowledge acquisition. Hence, the following hypotheses were proposed:

H6. Actual usage of internet positively influence knowledge acquisition.

H7. Actual usage of internet positively influence communication quality.

H8. Actual usage of internet positively influence decision quality. However, very few studies determined the effect of the actual IS usage on the user satisfaction, whereas some others investigated the opposite relationship (Petter, DeLone, & McLean, 2008). In their study, Norzaidi and Salwani (2009) noted that the actual internet

Table 5 Indicators task-technology fit in the context of IS among previous studies.

Authors/Year	Indicators						
	Fits with the work	Necessary to the work tasks	Meet the work needs	Enough to complete the work tasks	Match with the interests	Appropriate to the job	Available when needed
Lee and Lehto (2013)	1		√		_	_	
Larsen, Sørebø, and Sørebø (2009)	✓		✓				
Lu and Yang (2014)	✓			✓			
Zhou et al. (2010)			✓	1		✓	
Lin and Wang (2012)	✓				✓		
Negahban and Chung (2014)	✓	✓	✓				
Oliveira et al. (2014)				✓		/	
Larsen et al. (2009)	✓						
Vogiatzi (2015)							/
Kim, Suh, Lee, and Choi (2010)		✓				✓	1

Table 6Indicators Actual usage in the context of IS among previous studies.

Authors/Year	Indicators	
	Frequency of usage	Duration of use
Sun and Mouakket (2015)	✓	✓
Mohammadi (2015)	✓	✓
Nistor et al. (2014)	✓	
Zhou et al. (2010)	✓	
Kim et al. (2007)	✓	✓
Chiu et al. (2007)	✓	✓
Porter and Donthu (2006)	✓	✓
Burton-Jones and Hubona (2006)	✓	✓
Shih and Fang (2004)	✓	✓
Cheung et al. (2000)	✓	✓
Teo et al. (1999)	✓	✓

usage positively affected the user satisfaction in Malaysia. Other studies too noted that the actual usage predicted the user satisfaction (Anandarajan, Igbaria, & Anakwe, 2002; Hou, 2012; Khayun & Ractham, 2011). Hence, the following hypothesis was proposed.

H9. Actual usage of internet positively influence user satisfaction.

2.7. Outcome variables

This study described the outcome variables as the degree to which the IS can contribute to the success of the users, with regards to areas like the knowledge acquisition, decision-making, productivity and communication quality. Many IS studies have investigated the system usage as an outcome construct (Cheng, 2014; Cheung & Vogel, 2013; Fatimah et al., 2011; Fusilier & Durlabhji, 2005; Joo & Sang, 2013; Lee et al., 2011), however, they have not examined the consequences of the actual IS usage based on its effect on the performance or the total benefits (Shih & Chen, 2013), which must be used for measuring the IS success (Montesdioca & Maçada, 2015). Earlier studies focused on the performance or the total benefits as the output variable in the IS (Hou, 2012; Son et al., 2012). This study aims to fill the gap and contribute to the knowledge; by studying the connection between the actual IS usage and the individual net benefits in the organization. This study also examined the outcome variable constructs of decision quality, communication quality, knowledge acquisition, and user satisfaction.

In the case of the IS studies, the outcome variables can be defined and measured using different indicators. For instance, Wu and Wang (2006) described the outcome as the extent to which

the IS can improve the decision-making quality, improve the job efficiency, job performance and communication quality, present many innovative ideas, enhance the job effectiveness, accomplish all the tasks quickly, and also improve the work-life quality. Norzaidi et al. (2007) described the outcome as the extent to which the IS usage helps in accomplishing a task, improves the job performance and work quality, eliminates all errors, helps in controlling the work and also enhances the job efficiency. According to Benedetto, Calantone, and Zhang (2003), the outcome is measured using the following indicators; improve efficiency, enhance effectiveness, and increase productivity and problem identification. Different indicators were used to measure the outcome variables in the IS context as shown in Table 7.

Furthermore, the user satisfaction must be considered when determining the technology usage (Delone & McLean, 2003). IT evaluation through the user satisfaction can be carried out for measuring the IS success (Montesdioca & Maçada, 2015). In this study, the researchers defined the user satisfaction as the extent to which the IS users can be satisfied with their decision to use the internet technology, and whether this usage met their expectations (Roca, Chiu, & Martínez, 2006; Wang & Liao, 2008; Wang, 2008). Various indicators that were used for measuring the user satisfaction in earlier studies were presented in Table 8.

3. Research method

3.1. The proposed research model

This research applied the UTAUT model, proposed by Venkatesh et al. (2003), which included 4 constructs as the antecedent variables that determined the usage behaviour (effort expectancy, performance expectancy, facilitating conditions and the social influence). This model was extended for studying the connection between the actual system usage and the outcome variables (decision quality, communication quality, knowledge acquisition, and user satisfaction), in addition to the task-technology fit as the antecedent variable, which was proposed earlier by Goodhue and Thompson (1995). This proposed extended UTAUT model presented 9 hypotheses, as shown in Fig. 1.

3.2. Development of instrument and data collection

The researchers developed a 30-item questionnaire, based on the current IS literature. They also applied the multi-item Likert scales, which were popularly used in the questionnaire-based perception reports (Lee, Yoon, & Lee, 2009). Unlike the actual

Table 7 Indicators of outcome variables in the context of IS among previous studies.

Authors/Year	Indicators									
	Accomplish tasks quickly	Accomplish tasks easily	Improve decision- making quality	Improve decision-making speed		Improve job effectiveness	Improve communication quality	Acquire new knowledge		Acquire innovative ideas
(Norzaidi et al., 2007)	1				1	1				
Hou (2012)			✓	✓	✓	/				
(Norzaidi et al., 2009)	1				1	1				
Wu and Wang (2006)	1		✓		1	1	✓	✓		1
D'Ambra et al. (2013)	1				1					
McGill and Klobas (2009)	✓	1			1	1				
D'Ambra and Wilson (2011)	1		1		1			✓		
Lee et al. (2005)					✓					
Princely (2014)			/		✓					
Hasim and Salman (2010)	✓				1	1				
Benedetto et al. (2003)					1	1				
Lwoga (2013)	/				/				/	
Khayun and Ractham (2011)	/				1					
Cheng (2011)					/	/				

Source (Isaac et al., 2017b)

Table 8 Indicators of user satisfaction in the context of IS among previous studies.

Authors/Year	Indicators									
	Satisfied with the decision	Satisfied with the experience	Satisfied with the Usage	Satisfied with the Characteristics (Speed, Functions, Format)	Meet the expectations	Overall satisfaction				
Islam and Azad (2015)		√								
Sun and Mouakket (2015))	✓								
Hsu and Lin (2015)			✓							
Hsu and Lin (2014)			✓							
Zhou (2013)			✓							
Lin and Wang (2012)				✓		✓				
Revels, Tojib, and Tsarenko (2010)		✓								
Huang (2008)				✓		✓				
Roca et al. (2006)	✓		✓							
Wu and Wang (2006)					✓	✓				
Wang (2008)					✓	✓				
Lin, Wu, and Tsai (2005)			✓							

system usage that is measured using a 5-point scale, the researchers measured the variables using the 7-point Likert scale, where 7 was 'Strongly Agree' and 1 indicated 'Strongly Disagree'. Since the respondents were mostly Arabic-speakers, the questionnaire had to be translated from English to the Arabic language. This study used a back translation process, which could determine the translation accuracy in the cross-cultural survey (Brislin, 1970). All validated instruments were derived from the earlier studies, and used for measuring the variables described in Appendix A. With regards to the number of items for every construct, the researchers in this study followed the suggestions presented by Hayduk and Littvay (2012), who stated that if there are a few items, generally

2 were adequate, 3 would be occasionally helpful while additional redundant items do not offer any further research benefits.

Here, the researchers asked 25 Yemeni University students to reply to a pre-test, which helped in resolving any ambiguity related to the wording or the measurement. This questionnaire was pilottested for examining the internal consistency. During the time of the study, the targeted sample population was $\approx\!6090$ Yemeni internet users, who worked in the head offices of the 30 governmental ministries, known as the Dwa'win (Appendix C). The adequate sample size for every ministry was chosen according to the employee number.

The study data was collected with the help of self-administered

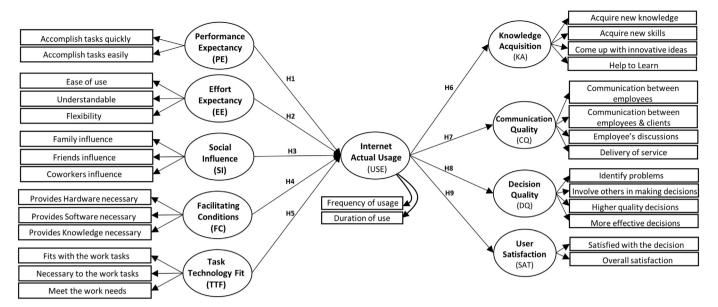


Fig. 1. Proposed extended UTAUT model.

questionnaires that were delivered to the human resource department in each ministry head office. One of human resource department employee with the researcher is responsible for distributing the questionnaires "in-person" to the employees who use the internet during the working hours and collect them directly from them before the end of the official working hours. Around 700 total questionnaires were distributed, out of which 530 were returned, and 508 responses were selected for the data analysis. This sample size was seen to be adequate for further analysis (Kreicie & Morgan, 1970; Tabachnick & Fidell, 2012), and a 76% response rate was good (Baruch & Holtom, 2008) compared to other similar studies published in the literature. In total, 22 questionnaires were deleted, wherein 12 were removed due to missing data for 15% of the questions, while 4 cases were seen to be outliers and 6 involved a straight lining. Table 9 presents the demographic profile of all respondents. The results showed that 412 (81.1%) respondents were male, while 96 (18.9%) were female. Out of all the respondents, 1.4% were <20 y old, while 28.3% respondents were between 20 and 29 y, 53.9% were between 30 and 39, 12.6% were between 40 and 49, and 3.7% > 50 y old. With regards to their educational background, 10.4% possessed a high school certificate, 8.7% were diploma-holders, and 72.2% were graduates while 8.7% were post-graduates.

4. Data analysis and results

The researchers used the Partial Least Squares (PLS) method for analysing the research model with the help of the SmartPLS 3.0 software (Ringle, Wende, & Becker, 2015). After conducting the initial descriptive analysis, the researchers used a 2-stage analytical process (Anderson & Gerbing, 1988; Hair, Hult, Ringle, & Sarstedt, 2017). Initially, the researchers conducted a measurement model assessment (i.e., validity and reliability), which was followed by a structural model assessment (that determined the hypothesized relationships). Some studies (Hair, Black, Babin, & Anderson, 2010; Schumacker & Lomax, 2004) stated that this 2-step assessment, which included the measurement and structural models, was better than a 1-step process. Hair et al. (2017) mentioned that the

Table 9Summary of the demographic profile of respondents.

No	Demographic Item	Categories	Frequency	Percentage
1	Gender	1. Male	412	81.1
		2. Female	96	18.9
2	Age	1. Less than 20 years	7	1.4
		2.20-29 years	144	28.3
		3.30-39 years	274	53.9
		4.40-49 years	64	12.6
		5.50 years and above	19	3.7
3	Education	1. High School	53	10.4
	background	2. Diploma	44	8.7
		3. Bachelor Degree	367	72.2
		4. Master Degree	44	8.7
4	Marital status	1. Single	117	23.0
		2. Married	380	74.8
		3. Divorced	9	1.8
		4. Widowed	2	0.4
5	Department	1. IT department	181	35.6
		2. Not IT department	327	64.4

measurement model describes the manner in which every construct is measured, whereas a structural model indicates how the variables were related to one another.

4.1. Descriptive analysis

Table 10 describes the mean and the standard deviation of every variable in this study. The participants were requested to state their opinion regarding their internet usage, using a 7-point scale, which ranged between 1 (strongly disagree) and 7 (strongly agree). The effort expectancy showed the maximum average score of 5.877 out of 7.0, whereas a standard deviation of 1.74 indicated that the participants regarded the internet usage as easy, flexible and understandable. The performance expectancy showed an average score of 5.329 out of 7.0, wherein the standard deviation of 1.545 showed that the participants believed that internet usage helped them accomplish all their tasks easily and quickly. The majority of respondents agree that internet usage improves their knowledge acquisition (mean score 4.408 out of 7.0), communication quality

Table 10Mean, standard deviation, loading, cronbach's Alpha, CR and AVE.

Construct	Item	Loading (>0.5)	M	SD	α (>0.7)	CR (>0.7)	AVE (>0.5)
Performance expectancy (PE)	PE1: Accomplish tasks quickly	0.94	5.329	1.545	0.871	0.939	0.886
	PE2: Accomplish tasks easily	0.94					
Effort expectancy (EE)	EE1: Easy to use	0.83	5.877	1.74	0.838	0.903	0.757
	EE2: Understandable	0.90					
	EE3: Flexible	0.88					
Social influence (SI)	SI1: Family influence	0.86	5.089	1.336	0.824	0.895	0.739
	SI2: Friends influence	0.88					
	SI3: Coworkers influence	0.85					
Facilitating conditions (FC)	FC1: Provides hardware necessary	0.92	4.941	1.051	0.888	0.931	0.817
	FC2: Provides software necessary	0.90					
	FC3: Provides knowledge necessary	0.90					
Task-technology fit (TTF)	TTF1: Fits with the work tasks	0.94	4.858	1.485	0.918	0.948	0.860
	TTF2: Necessary to the work tasks	0.93					
	TTF3: Meet the work needs	0.92					
Internet actual usage (USE)	USE1: Frequency of usage	0.91	3.359	1.012	0.759	0.892	0.805
	USE2: Duration of use	0.88					
Knowledge acquisition (KA)	KA1: Acquire new knowledge	0.91	4.408	1.614	0.930	0.950	0.827
	KA2: Acquire new skills	0.94					
	KA3: Come up with innovative ideas	0.91					
	KA4: Help to learn	0.87					
Communication quality (CQ)	CQ1: Communication between employees	0.89	5.197	1.506	0.916	0.941	0.798
	CQ2: Communication between employees & clients	0.89					
	CQ3: Employee's discussions	0.89					
	CQ4: Delivery of service	0.90					
Decision quality (DQ)	DQ1: Identify problems	0.93	5.585	1.106	0.921	0.944	0.808
	DQ2: Involve others in making decisions	0.87					
	DQ3: Higher quality decisions	0.90					
	DQ4: More effective decisions	0.90					
User satisfaction (SAT)	SAT1: Satisfied with the decision	0.94	5.164	1.271	0.868	0.938	0.883
• •	SAT2: Overall satisfaction	0.94					

Note: M = Mean; SD = Standard Deviation, $\alpha = Cronbach$'s alpha; CR = Composite Reliability, AVE = Average Variance Extracted.

(5.197), and decision quality (5.585), with a standard deviation of 1.614, 1.506, and 1.106, respectively.

4.2. Measurement model assessment

With regards to the construct reliability, the researchers determined the individual Cronbach's alpha coefficient value for measuring the reliability of every core variable used in the measurement model. The model results showed that the individual Cronbach's alpha values for all constructs ranged between 0.759 and 0.930, which were higher than the recommended value of 0.7 (Kannana & Tan, 2005; Nunnally & Bernstein, 1994). Furthermore, the researchers tested the Composite Reliability (CR) value, which ranged between 0.892 and 0.950, and was higher than the recommended 0.7 value (Gefen, Straub, & Boudreau, 2000; Kline, 2010). These results indicate that the CR is fulfilled, as presented in Table 10. Hence, the Cronbach's Alpha and CR values for the constructs were seen to be relatively error-free.

The researchers used the factor loading test for testing the indicator reliability. A high loading of the construct showed that these indicators had many similarities, which was noted by the construct (Hair et al., 2017). A factor loading >0.7 must be considered as significant (Hair et al., 2010). The results showed that the factor loading for all items was higher than 0.7, as presented in Table 10, which fulfilled all the model requirements.

The study used the Average Variance Extracted (AVE) for testing the convergent validity. The results indicated that the AVE values were >0.5, and ranged between 0.739 and 0.886 (Hair et al., 2010). Thus, the convergent validity was fulfilled, as shown in Table 10.

The study determined the discriminant validity (which indicates

the extent to which the items differentiate amongst all constructs or also measure some distinctive concepts) of the measurement model using 3 different criteria like the cross-loadings, Fornell-Larcker and the HeteroTrait- MonoTrait (HTMT) ratio. Hair et al. (2017) stated that the cross-loading is one of the primary techniques used for testing the discriminant validity of all indicators. The results for the cross loading criterion are presented in Appendix B, and it could be seen that this factor fulfilled the model requirements since the outer loadings amongst the constructs of an indicator were higher than the cross-loading values with the other constructs. Table 11 presents the discriminant validity results which were determined using the Fornell-Larcker test. As shown in the Table, the square root values of all AVEs (represented as bold values on the diagonal) were higher than the correlation noted amongst the constructs (the corresponding column and row values). This showed that the constructs were related to their corresponding indicators in comparison to other constructs in the model (Fornell & Larcker, 1981), thereby indicating a good discriminant validity (Hair et al., 2017). Furthermore, the correlation noted between the exogenous constructs was <0.85 (Awang, 2014), which fulfilled the discriminant validity of the constructs.

In the past few years, the Fornell-Larcker criterion faced some criticism, wherein Henseler, Ringle, and Sarstedt (2015) stated that this technique could not accurately detect the absence of discriminant validity in some common research scenarios. Hence, they proposed a different technique wherein they determined the HTMT ratio of the correlations, using the multitrait-multi method matrix. In this study, the researchers assessed the discriminant validity using the HTMT. However, the discriminant validity was inadequate if the HTMT value > HTMT0.90 of 0.90 (Gold, Malhotra, & Segars,

⁻ $CR = (\sum K)^2 / ((\sum K)^2 + (\sum 1 - K^2))$, $AVE = \sum K^2 / n$, where K = factor loading of every item, n = number of item in a model.

Table 11Results of discriminant validity by Fornell-Larcker criterion.

	Factors	1	2	3	4	5	6	7	8	9	10
		USE	CQ	DQ	EE	FC	KA	PE	SI	TTF	SAT
1	USE	0.897									
2	CQ	0.401	0.893								
3	DQ	0.203	0.289	0.899							
4	EE	0.326	0.318	0.332	0.870						
5	FC	0.115	0.259	0.169	0.267	0.904					
6	KA	0.479	0.649	0.33	0.293	0.209	0.909				
7	PE	0.448	0.475	0.347	0.431	0.274	0.553	0.941			
8	SI	0.286	0.315	0.199	0.367	0.254	0.300	0.307	0.859		
9	TTF	0.481	0.485	0.262	0.326	0.178	0.579	0.619	0.317	0.927	
10	SAT	0.355	0.565	0.327	0.377	0.252	0.447	0.576	0.362	0.472	0.940

Note: Diagonals represent the square root of the average variance extracted while the other entries represent the correlations.

Key: PE: performance expectancy, EE: effort expectancy, SI: social influence, FC: facilitating conditions, TTF: task-technology fit, USE: internet actual usage, KA: knowledge acquisition, CQ: communication quality, DQ: decision quality, SAT: user satisfaction.

2001), or > HTMT0.85 of 0.85 (Kline, 2010). Table 12 presents that the HTMT <0.85, which indicated that the discriminant validity was adequate.

4.3. Structural model assessment

Hair et al. (2017) stated that the structural model can be assessed based on the beta (β) , R^2 and corresponding t-values, using the bootstrapping process with a resample size of 5000. They also suggested that the effect sizes (f^2) and the predictive relevance (Q^2) must be reported. Sullivan and Feinn (2012) mentioned that the p-value shows if the effect exists, however, it does not indicate the effect size.

4.3.1. Hypotheses tests

Table 13 and Fig. 2 present the results of the structural model evaluation of all hypotheses. 8 out of 9 hypotheses were supported in this study. The only exception was H4. On the other hand, H1 ($\beta=0.193$, t = 3.139, p < 0.01), H2 ($\beta=0.122$, t = 2.629, p < 0.01), H3 ($\beta=0.100$, t = 2.259, p < 0.05) and H5 ($\beta=0.298$, t = 5.437, p < 0.001) were accepted and satisfied. Thus, effort expectancy, performance expectancy, social influence, and the task-technology fit could significantly affect the internet usage. Furthermore, the internet actual usage was seen to predict the decision quality, communication quality, knowledge acquisition, and user satisfaction. Therefore, the H6 ($\beta=0.479$, t = 13.713, p < 0.001), H7 ($\beta=0.401$, t = 9.757, p < 0.001), H8 ($\beta=0.203$, t = 4.479, p < 0.001), and H9 ($\beta=0.355$, t = 8.461, p < 0.001) were also supported. It must

be noted that the standardized path coefficients highlight the strong relationship between the endogenous and exogenous constructs; hence, the task-technology fit has a stronger effect on the actual internet usage compared to other variables, based on their path coefficient values. Furthermore, the internet usage showed a higher direct effect on the knowledge acquisition compared to the decision quality, communication quality and user satisfaction.

The social influence, effort expectancy, performance expectancy, facilitating conditions, and the task-technology fit could explain 29% of the variance noted in the actual internet usage. The actual usage could also explain 23%, 16%, 13% and 4% of the variance noted in factors like knowledge acquisition, communication quality, and user satisfaction and decision quality, respectively. The R2 values acquired an acceptable explanatory power, which indicated that it was an appropriate model (Chin, 1998; Cohen, 1988). In this study, the researchers assessed the effect sizes (f^2), which is described as an exogenous latent variable that can significantly affect the endogenous latent variable (Gefen & Rigdon, 2011). In their study, Hair et al. (2017) stated that any change in the R2 values must be tested. Furthermore, Cohen (1988) proposed a guideline for measuring the magnitude of f2, wherein 0.35, 0.15, and 0.02, represented the large, medium, and small effects, respectively. Table 13 presents the f2 results, wherein all 5 relationships showed a small effect size.

This study used a blindfolding process for examining the predictive relevance of the model. Hair et al. (2017) stated that this process must only be used for the endogenous constructs having a reflective measurement. When the $Q^2 > 0$, the proposed model

Table 12Results of discriminant validity by HTMT.

	Factors	1	2	3	4	5	6	7	8	9	10
		USE	CQ	DQ	EE	FC	KA	PE	SI	TTF	SAT
1	USE										
2	CQ	0.478									
3	DQ	0.241	0.308								
4	EE	0.410	0.360	0.373							
5	FC	0.139	0.286	0.187	0.311						
6	KA	0.561	0.704	0.346	0.325	0.226					
7	PE	0.549	0.530	0.381	0.504	0.312	0.611				
8	SI	0.357	0.361	0.228	0.438	0.296	0.344	0.360			
9	TTF	0.571	0.527	0.279	0.370	0.197	0.620	0.690	0.360		
10	SAT	0.436	0.633	0.362	0.440	0.288	0.493	0.663	0.429	0.529	

Key: PE: performance expectancy, EE: effort expectancy, SI: social influence, FC: facilitating conditions, TTF: task-technology fit, USE: internet actual usage, KA: knowledge acquisition, CQ: communication quality, DQ: decision quality, SAT: user satisfaction.

Table 13 Structural path analysis result.

Hypothesis	Relationship	Std Beta	Std Error	t-value	Decision	\mathbb{R}^2	f^2	Q^2	VIF
H1	PE→USE	0.193	0.062	3.139**	Supported	0.29	0.029	0.218	1.837
H2	$EE \rightarrow USE$	0.122	0.046	2.629**	Supported		0.016		1.352
H3	$SI \rightarrow USE$	0.100	0.044	2.259*	Supported		0.011		1.249
H4	$FC \rightarrow USE$	0.049	0.039	1.267	Not supported		0.003		1.139
H5	$TTF \rightarrow USE$	0.298	0.055	5.437***	Supported		0.075		1.672
H6	$USE \rightarrow KA$	0.479	0.035	13.713***	Supported	0.23		0.176	1.000
H7	$USE \rightarrow CQ$	0.401	0.041	9.757***	Supported	0.16		0.119	
H8	$USE \rightarrow DQ$	0.203	0.045	4.479***	Supported	0.04		0.029	
H9	$USE \rightarrow SAT$	0.355	0.042	8.461***	Supported	0.13		0.106	

^{***}p < 0.001; **p < 0.01; *p < 0.05.

Key: PE: performance expectancy, EE: effort expectancy, SI: social influence, FC: facilitating conditions, TTF: task-technology fit, USE: internet actual usage, KA: knowledge acquisition, CQ: communication quality, DQ: decision quality, SAT: user satisfaction.

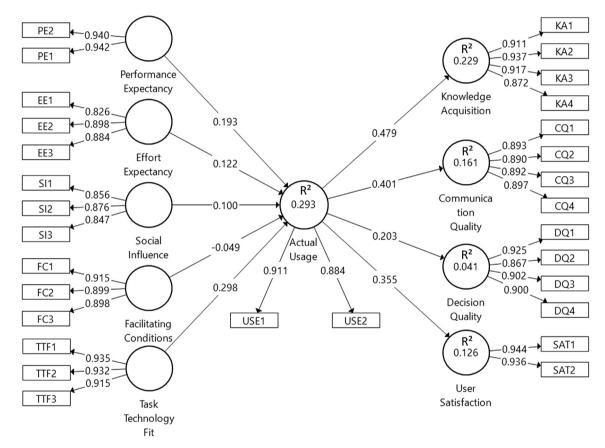


Fig. 2. PLS algorithm results.

showed a predictive relevance for a specific endogenous construct (Fornell & Cha, 1994; Hair et al., 2017). As shown in Table 13, all Q^2 values were higher than 0 and ranged between 0.029 and 0.218, which indicated that the model showed an acceptable predictive relevance. With regards to the Q^2 values, Hair et al. (2017) stated that there were a relative measure of the predictive relevance, and the values of 0.35, 0.15, and 0.02 showed that the exogenous construct had a large, medium, or small predictive relevance for a specific endogenous construct. This study showed that the 2 exogenous constructs had a medium predictive relevance, while other variables displayed a small predictive relevance.

An undesirable multicollinearity issue exists in any study, which indicates that the variance existing in the exogenous constructs can highlight the variance in the endogenous constructs, since they overlap with one another, and cannot explain the unique variances in

the endogenous variables (O'brien, 2007). One study used the Variance Inflation Factor (VIF) for measuring and assessing the degree of multicollinearity (O'brien, 2007). This can be concerning if the VIF value exceeds 10 (Bowerman & O'Connell, 1990; Myers, 1990). Hair, Hult, Ringle, and Sarstedt (2013) stated that the multicollinearity issue existed when the maximal VIF value was more than 5. Table 13 presents the multicollinearity assessment using the VIF, wherein the exogenous constructs used in the study showed no significant multicollinearity since the VIF values < 5. This showed that the variance in the exogenous constructs, explained in the endogenous construct, indicated that they do not overlap one another.

4.3.2. Importance-performance map analysis (IPMA)

Here, this research used a post-hoc IPMA (IPMA) process, wherein the internet usage was considered as an outcome

construct. The IPMA process is based on PLS estimates, wherein the total effects represent the significance of the predecessor constructs in the shaping of the target construct (i.e., actual usage), whereas their mean latent variable score shows their performance. The researchers calculated the index values (i.e., performance scores) after rescaling the latent construct scores so they ranged between 0 (i.e., poor performance) to 100 (i.e., best performance) (Hair et al., 2017). Table 14 presents the results of the importance (i.e., total effects) and performance (i.e., index values) for the IPMA process.

Fig. 3 presents the priority map plot of the total effect scores and the index values. It was seen that the task-technology fit was a vital factor that helped in determining the internet usage amongst the Yemeni government employees since it showed very high importance values in comparison to the other constructs. However, the performance value of the significant factor (i.e., task-technology fit) was lower than the other antecedent parameters (like performance expectancy, effort expectancy, facilitating conditions and the social influence). Hair et al. (2017) stated that the IPMA process must identify the predecessors which showed a higher importance value for the target construct (i.e., with a high total effect) but a lower performance (i.e., low mean latent variable scores). Therefore, the criteria underlying these constructs can be considered as areas that need further improvement. Though the variables like the facilitating conditions showed a relatively moderate performance score, it showed a smaller relevance in its effect on the internet usage. Thus, the management can improve the actual internet usage amongst the Yemeni employees, if they improve the performance of the task-technology fits and the performance expectancy.

5. Discussion

In this empirical study, employee usage of internet technology within public sector organisations in Yemen was analysed. This study developed an extended model of UTAUT by adding task-technology fit as an antecedent variable and knowledge acquisition, communication quality, decision quality, and user satisfaction as outcome variables. One of the major findings is that the UTAUT sufficiently predicts employee internet usage.

The researchers noted that the performance expectancy positively affects the internet usage. This effect was also seen in earlier studies (Datta, 2011; Moghawemi et al., 2012; Raman & Don, 2013; Raman et al., 2014), and was based on the fact that if the employees considered the internet as a useful tool, it would increase the duration and frequency of internet usage. Effort expectancy was found to positively affect actual usage of the internet. The impact is also supported by previous studies (Boonsawat & Naennab, 2014; Fang, 2014; Venkatesh et al., 2011), and the result suggests that the more employees perceive the internet as easy to use, understandable and flexible, the more actual usage of internet (frequency and duration of use). This was in contrast to the results reported earlier (Guo, 2015; Toh, 2013; Zhou, 2008; Zhou et al., 2010), which did not note any relation between the effort expectancy and the system usage. This paradoxical result may suggest that perceived effort expectancy in some contexts is not enough to drive someone to use the internet without the awareness of its usefulness.

The result also found that social influence positively impacts actual internet usage. This is explained by the fact that the more family, friends, and co-workers think that using the Internet is a good idea, the more employees use the internet. This finding is supported by previous studies (Martins et al., 2014; Sumak et al., 2010; Wang et al., 2005). Surprisingly, this study found that facilitating conditions does not influence actual internet usage, although this finding contradicts the result of several previous studies (Chang, 2013; Lin & Anol, 2008; Pahnila et al., 2011; Sánchez et al., 2014), However, it is consistent with other studies (Fang, 2014; Singeh et al., 2013). This result may be because providing an individual with hardware and software to use the internet is not necessary since the majority of individuals in this age of information technology access the internet through their own laptop, smartphone, or similar device. Thus those involved in the studies show more concern about performance expectancy and effort expectancy to determine their internet usage.

The task-technology fit showed a positive effect on internet use because the more the internet matched the employee interests, the higher is the internet usage. This result was also noted in earlier studies (Norzaidi et al., 2007; Norzaidi & Salwani, 2009; D'Ambra & Wilson, 2011; D'Ambra et al., 2013).

The internet usage showed a positive effect on the decision quality, communication quality and knowledge acquisition, which was also seen in earlier studies (Lee et al., 2005; Fan & Fang, 2006; Norzaidi et al., 2007; Wang & Liao, 2008; D'Ambra & Wilson, 2011; Hou, 2012: D'Ambra et al., 2013: Makokha & Ochieng, 2014). This fact was also explained by the fact that if the government employees increased their duration and frequency of internet usage, it could improve their overall performance with regards to the knowledge acquisition (i.e., propose innovative ideas, acquire novel skills and knowledge, are encouraged to learn), the communication quality (i.e., communication between all employees, the clients and employees, the employee discussions and service delivery), or moderately enhanced the decision quality (involving others in better decision-making and identifying problems). Though many researchers noted the positive effect of the internet usage on the performance of the employees, Khayun and Ractham (2011) did not observe any relationship between the performance and the internet usage. Also, Cho et al. (2015) stated that the internet usage did not affect the performance.

This study did not observe a positive effect of the internet usage on the user satisfaction, which was also noted in earlier studies (Anandarajan et al., 2002; Hou, 2012; Khayun & Ractham, 2011; Norzaidi & Salwani, 2009). This could be due to the fact that if internet usage increased amongst the employees, it could improve employee satisfaction.

6. Implications

6.1. Theoretical implications

This study provided strong support that UTAUT predicts internet usage among employees. The findings noted in this study could

Table 14 IPMA for actual usage of internet among Yemeni employees.

Latent Variable	The total effect of the latent variable actual usage of the Internet (Importance)	Index values (Performance)		
Performance expectancy (PE)	0.193	72.17		
Effort expectancy (EE)	0.122	81.36		
Social influence (SI)	0.100	68.13		
Facilitating conditions (FC)	0.049	65.68		
Task-technology fit (TTF)	0.298	64.09		

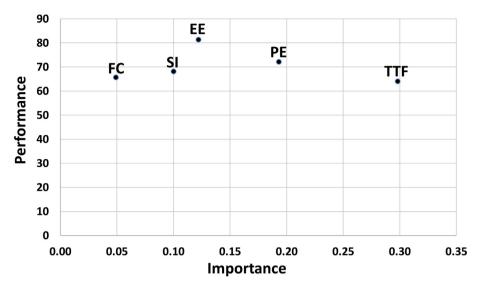


Fig. 3. IPMA (Priority Map) for actual usage of internet among Yemeni employees. Key: PE: performance expectancy, EE: effort expectancy, SI: social influence, FC: facilitating conditions, TTF: task-technology fit.

contribute to the published literature since the researchers extended the UTAUT model and investigated the impact of the system usage on the individual effect. Future studies can apply the proposed model for deriving a better understanding of the internet usage. The extended UTAUT model, which used the usage outcome of decision quality, communication quality, knowledge acquisition, and user satisfaction, could improve the understanding of the IT usage. This would help in all efforts regarding the promotion of the internet usage in the organisations. Furthermore, this task-technology fit model could show that the task-technology fit construct could effectively predict the employee performance. Hence, it could be seen that the prediction offered by the model was based on its ability to define the relationship between the main constructs used in the hypothesized model with regards to the technology usage, i.e., IT services.

According to Agarwal (2000), there are four categories that influence the technology usage. These factors categories are technology, social, organisational, and task characteristics. Most of the previous studies focused on one, two or three factors categories, for instance, Lai and Li (2005); Ramayah and Suki (2006); and J. C. Lin and Chang (2011) focused on technology characteristics, Singh, Fassott, Chao, and Hoffmann (2006) and Iqbal and Qureshi (2012); focused on technology and social characteristics, Kim, Lee, and Law (2008); Lee and Kim (2009); Pai and Huang (2011) Kim (2012) focused on technology and organisational characteristics, Luarn and Lin (2005) focused on technology, organisational and individual characteristics, Son et al. (2012) focused on technology, institutional and social characteristics. In this study, however, the study contributes to the knowledge by including the four factors categories of technology, social, organisational, and task characteristics.

6.2. Practical implications

A long-term strategy has been formulated by the Yemeni government to reform and enhance the performance of its different departments and ministries in order to offer its citizens better public services, besides improving its standing in the world stage for providing an efficient and reliable administration practice.

Nevertheless, the goals of improving governmental functions have yet to be achieved. Therefore, this study's findings can serve in this direction where internet technology was found to enhance individual employee performance in the public sector and the country at large.

All the above-mentioned results helped the practitioners determine the factors which affected the employee performance and satisfaction. These findings were seen to be helpful at the individual and organisational level and highlighted the significance of IT on the work quality. Hence, all data derived from these results could encourage and support the development of the future policy, at the organisational and national level. If the government used these results by developing new strategies that promoted the internet usage, improved the professional practices, work-life quality, personal development, and also encouraged the employees to use IT services in their regular work. This study was considered to be timely and conducted at the right time. It was predicted that the important results and the proposed model would support the national and governmental policies in Yemen, specifically policies related to the increase in the ICT usage in all professions in the organisations and the national e-government policies. Evidence showed that a connection existed between the ICT usage and better productivity and performance (Hou, 2012; Khayun & Ractham, 2011; Son et al., 2012; Xinli, 2015). While Yemen is facing difficulties in many aspects, increased ICT usage such as the internet can lead to social, economic and political development (Oyedemi, 2012), and increased internet usage was a major contributing factor for development, as studies showed that there is a link between internet usage and national income (Pew Research Centre, 2013).

Moreover, Kunniger and Walwyn (2017) indicated that among the obstacles that are faced by developing countries in their efforts to develop an innovation policy is the issue of rapid and pervasive technology diffusion. China can be as an example of the impact of technology utilization on national productivity and capability, where Sawang, Zhou, and Yang (2017) reported that technology policy had a significant impact on the countries productivity. Thus, Yemen can benefit from internet technology as it lags behind in terms of the efficiency and effectiveness of the public organisations.

7. Limitations and suggestions for future work

The first issue is related to the generalisation of all results. In this study, the researcher investigated the Yemeni employees, working in the public sector, which consisted of 3 sections, i.e., the Governmental Agencies, Prime Minister's Department, and Yemeni Ministries. In this study, the researchers focused on the Yemeni employees working in the Yemeni Ministries. Furthermore, this data was also collected by cross-sectional methods and was not longitudinal in nature. Hence, there was ambiguity regarding the fact that this usage was influenced by expectations and vice versa. A third issue was explained by Straub, Limayem, and Karahanna-Evaristo (1995) who stated that biases existed when the researchers used self-reporting measures of the system usage, which could differ from the actual system usage scores.

Future research should aim to apply the proposed extended UTAUT model with other technology applications such as mobile learning, or other sectors such as the private sector. This could improve the model ability to explain the actual internet usage and its result in a IS context. The variable of facilitating conditions could not accurately predict the internet usage in the study, however, this was considered to be an important factor which affected the internet usage in other countries, besides Yemen, like Taiwan (Wu et al., 2007), Korea (Im et al., 2011), China (Pahnila et al., 2011), Malaysia (Raman & Don, 2013), Portugal (Martins et al., 2014), Norway (Nysveen & Pedersen, 2014), Spain (Escobar-Rodríguez & Carvajal-Trujillo, 2014), and Thailand (Boonsawat & Naennab, 2014). Hence, future cross-cultural research must be conducted for investigating the effect of facilitating conditions on the internet usage.

8. Conclusion

In the past few years, the internet has become an essential and pervasive technique, which is being used in daily life, and helps in the transmission of the minds, bodies, ideas, words, pictures, and global experiences, rapidly and cheaply. It was considered to be an important invention of the era (Hypponen, 2013). Yemen shows the lowest internet usage rate, i.e., only 25.1% of its population uses the internet (World Development Indicators, 2016). In this study, the researchers aimed to determine all factors which affect the internet usage amongst the employees in the Yemeni public sector and also investigate the result of the internet usage. The study results indicated that the performance expectancy and the tasktechnology fit were strong determinants of the internet usage amongst all employees, while the effort expectancy and social influence could effectively explain the internet usage. A higher employee internet usage in organisations can improve the decision and communication quality, knowledge acquisition, and increased the user satisfaction. Finally, the results derived from the study could offer the policymakers with insights on developing a successful model for designing and implementing the internet technology-related techniques in the organisations. It would also help the researchers determine techniques that would encourage the senior management to create a better environment, where the employees use the internet technology, which could improve their professionalism, work-life quality and help in their professional development.

Appendix A. Instrument for varibles

Varible	Measure	Source
Performance expectancy	- Internet helps me to accomplish my tasks more quickly.	(Martins et al., 2014; Venkatesh et al., 2012)
(PE)	- Using Internet make it easier to complete my tasks.	
Effort expectancy (EE)	- Learning to use the Internet is easy for me.	(Martins et al., 2014; Venkatesh et al., 2012)
	- My interaction with the Internet is clear & understandable.	
	- I find the Internet to be flexible to interact with.	
Social influence (SI)	- My family thinks that using the Internet is a good idea.	(Cheng, 2011; Pahnila et al., 2011; Venkatesh et al., 2012)
	- My close friends think that using the Internet is a good idea	
	- My coworkers think that using the Internet is a good idea.	
Facilitating conditions	- Organization provides the hardware necessary to use Internet.	(Chan et al., 2010; Escobar-Rodríguez et al., 2014; Venkatesh
(FC)	- Organization provides the software necessary to use Internet.	et al., 2012)
	- Organization provides the knowledge necessary to use the Internet.	
Task-technology fit	- Internet services fits with the way I accomplish my work tasks.	(Larsen et al., 2009; Lee & Lehto, 2013; Lu & Yang, 2014)
(TTF)	- Internet services are necessary to my work tasks.	
A -to1 (LICE)	- Internet services meet my work needs.	Chile and France (2004)
Actual usage (USE)	- USE1 (Frequency): How often do you use the internet?	Shih and Fang (2004)
	□ Don't use □ Once each month □ Once each week □ once each day □ several times in day	I
	- USE2 (Time): How often do you use the internet each time?	
	□ Don't use \square less than 1 h \square 1–2 h \square 3–4 h \square More than 5 h	
knowledge acquisition	- Internet helps me acquire new knowledge	Isaac et al. (2017b)
(KA)	- Internet helps me acquire new kilowedge	isaac et al. (2017b)
(101)	- Internet helps me to come up with innovative ideas.	
	- Internet helps me to learn.	
Communication quality	- The use of Internet improves communication between employees.	Isaac et al. (2017a)
(CQ)	- The use of Internet improves communication between the employees and the	
	clients.	
	- The use of Internet improves employee's discussions.	
	- The use of Internet improves the delivery of service.	
Decision Quality (DQ)	- Internet helps me identify problems.	
	- Internet helps me involve others in making decisions.	
	- Internet helps me make higher quality decisions.	
	- Internet helps me make more effective decisions.	
User satisfaction (SAT)	- My decision to use the Internet was a wise one.	
	- Overall, I am satisfied with the Internet.	

Appendix B. Results of discriminant validity by the cross loading

	CQ	DQ	EE	FC	KA	PE	SAT	SI	TTF	USE
CQ1	0.893	0.287	0.323	0.260	0.536	0.462	0.564	0.292	0.470	0.375
CQ2	0.890	0.228	0.226	0.244	0.552	0.396	0.475	0.262	0.415	0.331
CQ3	0.892	0.237	0.293	0.194	0.607	0.409	0.496	0.268	0.397	0.363
CQ4	0.897	0.276	0.289	0.229	0.626	0.425	0.479	0.301	0.448	0.361
DQ1	0.309	0.925	0.329	0.186	0.340	0.373	0.351	0.212	0.278	0.206
DQ2	0.217	0.867	0.257	0.144	0.227	0.261	0.264	0.181	0.190	0.141
DQ3	0.266	0.902	0.324	0.140	0.347	0.326	0.278	0.143	0.235	0.200
DQ4	0.229	0.900	0.271	0.132	0.245	0.266	0.271	0.181	0.223	0.171
EE1	0.245	0.237	0.826	0.181	0.238	0.349	0.304	0.305	0.282	0.283
EE2	0.332	0.319	0.898	0.245	0.296	0.392	0.369	0.349	0.309	0.291
EE3	0.250	0.310	0.884	0.271	0.228	0.383	0.307	0.302	0.258	0.276
FC1	0.247	0.162	0.276	0.915	0.210	0.291	0.260	0.257	0.192	0.105
FC2	0.202	0.198	0.254	0.899	0.165	0.261	0.238	0.223	0.172	0.098
FC3	0.251	0.102	0.196	0.898	0.189	0.193	0.187	0.208	0.122	0.108
KA1	0.618	0.328	0.338	0.233	0.911	0.547	0.489	0.271	0.612	0.496
KA2	0.578	0.294	0.281	0.177	0.937	0.527	0.391	0.270	0.530	0.442
KA3	0.554	0.295	0.211	0.162	0.917	0.449	0.368	0.289	0.474	0.415
KA4	0.613	0.277	0.219	0.179	0.872	0.478	0.362	0.263	0.473	0.373
PE2	0.415	0.322	0.398	0.239	0.524	0.940	0.502	0.280	0.543	0.419
PE1	0.478	0.331	0.413	0.277	0.517	0.942	0.582	0.297	0.621	0.424
SAT1	0.518	0.299	0.372	0.223	0.402	0.526	0.944	0.358	0.436	0.344
SAT2	0.544	0.316	0.335	0.251	0.440	0.558	0.936	0.322	0.452	0.322
SI1	0.279	0.189	0.360	0.216	0.244	0.293	0.286	0.856	0.308	0.267
SI2	0.283	0.177	0.300	0.202	0.261	0.267	0.331	0.876	0.249	0.222
SI3	0.249	0.146	0.281	0.234	0.270	0.227	0.320	0.847	0.254	0.244
TTF1	0.473	0.299	0.348	0.177	0.545	0.615	0.450	0.300	0.935	0.458
TTF2	0.470	0.237	0.299	0.176	0.587	0.577	0.464	0.313	0.932	0.452
TTF3	0.403	0.188	0.258	0.141	0.477	0.526	0.398	0.265	0.915	0.425
USE1	0.384	0.159	0.282	0.112	0.464	0.417	0.333	0.284	0.482	0.911
USE2	0.334	0.209	0.306	0.093	0.391	0.385	0.303	0.226	0.375	0.884

Key: PE: performance expectancy, EE: effort expectancy, SI: social influence, FC: facilitating conditions, TTF: Task-technology fit, USE: internet actual usage, KA: knowledge acquisition, CQ: communication quality, DQ: decision quality, SAT: user satisfaction.

Appendix C. Study population

# Ministry	Number of Employees	# Ministry	Number of Employees
1 Ministry of Education	3000	16 Ministry of Fisheries	280
2 Ministry of Finance	1703	17 Media Ministry	419
3 Ministry of Defense	2750	18 Ministry of Social Affairs and Labor	404
4 Ministry of the Interior	1750	19 Ministry of Planning and International Cooperation	445
5 Ministry of Justice	6228	20 Ministry of Transportation	130
6 Ministry of Public Health and Population	817	21 Ministry of Communications and Information Technology	108
7 Ministry of Foreign Affairs	644	22 Ministry of Human Rights	137
8 Ministry of Higher Education and Scientific Research	257	23 Ministry of Public Works	1209
9 Ministry of Technical Education and Vocational Training	g 358	24 Ministry of Industry and Trade	511
10 Ministry of Culture	573	25 Ministry of Local Administration	950
11 Ministry of Youth and Sports	481	26 Ministry of Awqaf & Guidance	258
12 Ministry of Agriculture and Irrigation	1543	27 Ministry of Tourism	153
13 Ministry of Water and Environment	129	28 Ministry of Civil Service and Insurance	641
14 Ministry of Electricity and Energy	74	29 Ministry of Legal Affairs	192
15 Ministry of Oil and Minerals	658	30 Ministry of Expatriate Affairs	148
Total	26950	-	
Population: internet users among employees 22.6%	6090		

Source: (Central Statistical Organization Report, 2012).

Appendix D. Theoretical contribution

Theory/Model & Source	Antecedent variab	Actual Behaviour	Outcome variable				
	Technology Characteristics		Organisational Characteristics	Social Characteistics	Task Characteristics	Actual Usage	Performance Impact
	Performance Expectancy	Effort Expectancy	Facilitating Conditions	Social Influence	Task- Technology Fit	•	
Unified Theory of Acceptance and Use of Technology (UTAUT) Venkatesh et al. (2003)	✓	✓	1	1	gap	1	gap
Proposed model for closing the gaps (Theoretical Contribution)	✓	1	✓	✓	✓	✓	✓

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