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## Kingdom's Capital Charting the Dynamic Future of Private Equity

### Abstract

**Purpose:** This study examines the drivers of private equity (PE) investment in Saudi Arabia, focusing on economic stability, governance practices, and cultural dynamics, framed within Vision 2030.

**Design/methodology/approach:** A survey methodology was adopted, gathering data from 213 private equity investors and firms in Saudi Arabia. Multiple regression analysis assessed how variables like market fundamentals, governance transparency, and cultural perceptions influence PE investment outcomes.

**Findings:** Results indicate a strong positive correlation between stable market fundamentals and PE growth in Saudi Arabia. Economic stability fosters investor confidence, while governance and transparency practices reduce perceived risks, supporting investment success. Cultural dynamics, particularly regarding foreign labor integration, present challenges that influence PE performance.

**Originality:** This study extends institutional theory by exploring how local economic policies and cultural norms shape PE investments in an emerging market. Findings reveal the complex interaction of regulatory, cultural, and market factors influencing PE strategies in Saudi Arabia.

**Research limitations/implications:** Future research should examine the evolving PE landscape in Saudi Arabia as Vision 2030 progresses and regulatory frameworks mature.

**Practical implications:** The study provides valuable insights for investors and policymakers on aligning PE strategies with Saudi Arabia's socio-economic environment, optimizing sustainable investment opportunities.

**Social implications:** By fostering informed PE investments aligned with Vision 2030, this research promotes social development through economic diversification, job creation, and improved market resilience.

**Keywords:** Private equity, Saudi Arabia, economic stability, governance, Vision 2030, cultural dynamics

## Introduction

Private equity (PE) has become a key driver of economic transformation across the globe, providing not only capital but also operational expertise to firms in need of restructuring or growth. Numerous studies, such as Davis *et al.* (2014) and Bernstein and Sheen (2016), have demonstrated how PE interventions enhance firm productivity, often leading to higher efficiency and long-term profitability. Despite the global success of PE, its impact varies significantly depending on the regional economic, cultural, and regulatory environment. In emerging markets, such as the Middle East, the dynamics of PE investments are shaped by complex institutional and cultural factors, which remain underexplored compared to their Western counterparts.

Saudi Arabia, the largest economy in the Middle East and a central player within the Gulf Cooperation Council (GCC), offers substantial opportunities for private equity growth, especially with its ambitious Vision 2030 reforms aimed at diversifying the economy. Though, the region's private equity market faces significant barriers, including corporate governance concerns, family-owned business dominance, limited exit strategies, and a complex regulatory landscape (Lerner *et al.*, 2022). These challenges, coupled with a cautious investment climate, have created a gap in understanding how private equity can flourish within such a unique context.

The existing literature has largely focused on developed markets like the U.S. and Europe, leaving a notable gap in research concerning PE dynamics in Saudi Arabia. While some studies, such as those by Smith (2018), have explored PE in emerging markets, the specific challenges posed by the cultural and regulatory frameworks in Saudi Arabia remain underexamined. Issues such as the integration of foreign investors, transparency, and governance continue to raise questions for potential PE investors. Furthermore, the influence of investor perceptions and

attitudes in navigating these complexities is crucial for understanding the long-term viability of PE investments in the Kingdom.

This study aims to fill this gap by examining how investor perceptions and attitudes affect the proliferation of private equity in Saudi Arabia. Through these factors, this research will contribute to a deeper understanding of the conditions under which PE firms can succeed in the Saudi market. The insights gained from this study will not only help investors tailor their strategies to align with local norms but also inform policymakers on how to better structure regulations to attract and retain PE investment in the region.

## **Literature Review**

Investor perceptions of risk play a significant role in shaping private equity investment decisions, particularly in emerging markets like Saudi Arabia. Risk perception, defined as the cognitive process through which individuals assess the potential risks associated with investments, can vary greatly depending on the investor's experience and the information available in the market. While risks such as market volatility, inflation, and geopolitical instability are common, investor responses to these risks are shaped by their perceptions (Barberis, 2000; Adel and Naili, 2024; Bai *et al.*, 2023; Dobrovič and Koraus, 2015).

Bruner's (1951) model of perception explains how investors categorize and interpret market signals. According to this model, investors seek out familiar cues to categorize unfamiliar targets, such as new markets or investment opportunities. As they gather more information, their perceptions become more selective, often reinforcing initial assumptions. This is particularly relevant in Saudi Arabia, where private equity firms face unique regulatory and cultural challenges. Investors, both local and foreign, may initially approach the Saudi market with

caution, but as they gather more information, their perception of risk changes, impacting their willingness to invest.

Johns and Saks (2001) further refined the concept of perception by highlighting the role of the perceiver, the target, and the situation in shaping risk perception. For private equity investors in Saudi Arabia, factors such as the evolving regulatory landscape, government-led economic initiatives like Vision 2030, and the prevalence of family-owned businesses serve as key targets of perception. The situation, including political stability and transparency of governance, also plays a critical role in how risks are perceived and managed (Metawa *et al.*, 2024; Diaz Tautiva *et al.*, 2023; Le *et al.*, 2023).

Risk perception also directly influences the level of risk investors are willing to take. Kaufmann, Weber, and Haisley (2013) found that investors who gather more information about market conditions tend to have a higher risk tolerance, as they feel more confident in their ability to navigate the risks. In Saudi Arabia, where the private equity landscape is still developing, access to reliable and transparent market data can significantly enhance investor confidence, encouraging greater capital inflows (Alqaralleh, 2024; Duong, 2023; Gombár *et al.*, 2022; Koraus *et al.*, 2019).

### ***Theoretical Framework***

Institutional theory, developed by Selznick (1957) and further expanded by Meyer and Rowan (1977) and DiMaggio and Powell (1983), examines how organizations conform to the rules, norms, and expectations of their institutional environments to gain legitimacy and ensure long-term survival. The theory posits that organizations must align their structures and practices with

external pressures—such as regulatory requirements, cultural expectations, and governance norms—to succeed within their specific markets.

In the context of private equity (PE) investments in Saudi Arabia, institutional theory is especially pertinent due to the Kingdom's unique institutional environment. Saudi Arabia's evolving regulatory frameworks, dominated by family-owned business structures and strong cultural norms, require PE firms to adapt their governance practices to local expectations. According to Bruton *et al.* (2010), strong governance—characterized by clear ownership structures and transparency—plays a pivotal role in attracting investor confidence, especially in emerging markets. This resonates with Saudi Arabia's emphasis on regulatory compliance and transparency as part of its Vision 2030 economic transformation plan. The alignment of PE firms with these institutional pressures enhances their legitimacy and investment performance. Several studies underline the importance of institutional factors in shaping PE investments. For instance, Cumming and Walz (2010) found that in markets with low transparency, the cost of capital for PE firms increases, negatively affecting their performance. This is particularly relevant in Saudi Arabia, where transparency remains a challenge despite recent reforms aimed at improving governance. Harasheh *et al.* (2024) highlight that institutional investor, such as Saudi Arabia's sovereign wealth funds (SWFs) like the Public Investment Fund (PIF), not only provide financial resources but also bring governance expertise that aligns PE firms with both local and global standards. The involvement of SWFs helps mitigate some of the governance risks posed by the Kingdom's family-owned business structures, as they introduce more rigorous corporate governance practices. The work of Gautier *et al.* (2023) emphasizes the role of institutional logics—shared belief systems that influence organizational behavior. In Saudi Arabia, Islamic cultural norms and the reliance on foreign labor create a distinct business environment that PE

firms must navigate. Failure to align with these cultural expectations can result in operational challenges and hinder stakeholder relationships. Institutional theory, therefore, provides a lens to understand how PE firms in Saudi Arabia must balance local cultural norms with global investor expectations to succeed. The theoretical framework justifies the need to align PE firms' strategies with the country's unique institutional environment to navigate the regulatory, cultural, and governance challenges inherent in this emerging market.

### ***Hypotheses Development***

Private equity (PE) growth has consistently been linked to strong market fundamentals across both mature and emerging markets. Bernstein *et al.* (2013) highlighted that PE firms tend to gravitate toward markets exhibiting higher GDP growth and lower inflation rates, as these economic conditions often result in higher returns on investment. Markets with stable economic growth provide a predictable environment, reducing risks and enabling better planning for long-term investment strategies. Rösch and Scheule (2020) also emphasized that PE funds typically outperform other asset classes in environments with low interest rates, where access to cheaper financing facilitates higher levels of leverage, thus enhancing potential returns. On the other hand, Kaplan and Schoar (2009) demonstrated that PE returns are more sensitive to credit conditions than traditional macroeconomic indicators like GDP growth or inflation. In markets with looser credit conditions, PE firms can leverage more capital, driving higher returns through increased operational flexibility. Regulatory environments, as noted by Cumming *et al.* (2017), further influence PE performance, with political risks and uncertainties acting as potential barriers to investment. In more restrictive or unstable regulatory environments (Said and



ElBannan, 2024), PE firms may struggle with reduced capital flows or face challenges in executing successful exits. Based on this body of research, the following hypothesis is proposed:

H1: Private equity growth is positively correlated with solid market fundamentals, including stable economic growth, low inflation rates, and favorable credit conditions.

Cultural perceptions and public sentiment play a significant, often overlooked, role in determining the success of PE firms. Gompers and Lerner (2004) noted that negative media portrayals of PE firms, especially when focusing on job cuts or perceived aggressive financial strategies, can create a hostile regulatory environment. This often leads to stricter policies and increased scrutiny from regulatory bodies, which can slow down investment cycles and impact firm profitability (Hasnaoui, 2024; Mirza *et al.*, 2024; Mohnot *et al.*, 2024; López-Felices *et al.*, 2023; Koraus *et al.*, 2015). Bénabou and Tirole (2016) extended this idea by focusing on the role of cultural differences, particularly in cross-border PE ventures. They argued that misalignments between investor objectives and local cultural norms could hinder operational success and create friction with local stakeholders. In emerging markets, where PE firms may encounter unfamiliar cultural landscapes, understanding and respecting local customs, traditions, and business practices are critical to success. Huang *et al.* (2021) supported this argument by demonstrating that cultural assimilation and synergy with local partners often lead to more successful PE investments. Firms that fail to navigate these cultural dynamics risk losing credibility and facing resistance from local actors, undermining their long-term prospects. Accordingly, the following hypothesis is proposed:

H2: Perception and cultural differences negatively impact the growth and success of private equity firms, especially in emerging markets.

Transparency and strong governance practices are increasingly recognized as essential for the long-term performance of private equity firms. Cumming and Walz (2010) identified a direct link between information disclosure and the cost of capital, where firms with limited transparency face higher financing costs due to increased perceived risks. Investors are more likely to demand higher returns to compensate for the opacity surrounding firm operations, reducing the overall valuation and profitability of PE investments. PwC (2021) echoed these findings, noting that the rise of investor activism has put additional pressure on PE firms to improve transparency in areas such as fee structures, operational costs, and investment strategies. Lins *et al.* (2017) further stressed that robust governance mechanisms contribute to better performance outcomes, including optimized capital costs, more successful exits, and greater investor confidence. Firms with clear governance structures and transparent communication practices are better positioned to attract capital, retain investors (Mrad *et al.*, 2024), and achieve higher valuations. Conversely, a lack of transparency can lead to skepticism, higher capital costs, and diminished trust among stakeholders, severely hampering a firm's ability to scale. Based on these insights, the following hypothesis is proposed:

H3: Limited information and lack of transparency negatively impact the success of private equity firms, particularly in terms of cost of capital, firm valuation, and investor confidence.

## **Methodology**

This study employs a survey-based approach to explore the factors influencing private equity (PE) growth and development in Saudi Arabia. Leveraging previous research by El Ghoul *et al.* (2017), which emphasized the role of institutional quality—such as regulatory frameworks and political stability—in attracting private equity investments, this study examines similar factors in the Saudi Arabian context. Jansson and Gabrielsson (2023) further highlight the importance of cultural integration and familiarity with local business practices in ensuring the success of PE investments, which forms another critical dimension of this research.

To collect reliable data, this study utilized the Thomson Reuters Eikon and PitchBook databases, both of which are widely recognized for their comprehensive data on private equity firms and investment activities. These databases provided an exhaustive list of active private equity firms operating in Saudi Arabia, which ensured a targeted and accurate survey distribution. Via identifying relevant firms and stakeholders through these sources, a purposive sampling method (Tongco, 2007) was employed.

A total of 300 potential respondents, including investors and private equity firms based in Saudi Arabia, were contacted through the Qualtrics platform. After screening for completeness and relevance, 213 valid responses were retained for analysis. The exclusion of incomplete surveys was essential to maintain data reliability and reduce biases that could affect the findings.

The survey utilized a Likert scale ranging from 1 ("strongly disagree") to 5 ("strongly agree"), a widely accepted method for measuring subjective perceptions (El Ghoul *et al.*, 2017). The questions aimed to capture respondents' views on key variables, including market fundamentals such as GDP growth, inflation, and regulatory quality, which are commonly linked to private equity success, as evidenced by Bernstein *et al.* (2013) and Rösch and Scheule (2020). The use

of Likert scales is supported by their prevalence in private equity research for evaluating attitudes toward governance, market conditions, and cultural dynamics.

In addition to market fundamentals, questions assessed the impact of cultural norms, local values, and the integration of foreign labor on private equity success, following the work of Bénabou and Tirole (2016) and Huang *et al.* (2021). Governance and transparency were evaluated by examining corporate governance practices and adherence to regulatory frameworks, building on Cumming and Walz's (2010) findings regarding the impact of transparency on private equity performance. The dependent variable measured the perceived growth trajectory of private equity ventures, offering direct insight into how these factors influenced firms' success or decline.

## **Results and Interpretations**

Using multiple regression analysis, this study evaluates the relationships between independent variables and the growth of private equity firms in Saudi Arabia, an approach consistent with previous research on private equity dynamics (El Ghouli *et al.*, 2017; Cumming and Walz, 2010). To further ensure the robustness of the findings, Likert scales were employed to capture respondents' perceptions across key variables. The use of Likert scales is justified by their prevalence in similar studies, which have demonstrated their effectiveness in quantifying subjective attitudes in financial contexts (Van Looy, 2021). Besides, skewness and kurtosis tests were conducted, confirming that the data distribution met the assumptions for regression analysis, ensuring the statistical validity of the model (Westfall, 2014). This rigorous approach allows for a reliable interpretation of the factors influencing private equity growth and development in Saudi Arabia.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon_i$$

Table I: Equation Denomination

| Variable   | Equation denomination |
|--|-----------------------|
| 1. Equity Growth Rate EGR                            | $Y$                   |
| 2. Solid Market Fundamentals SMF                     | $X_1$                 |
| 3. Stable Economic Env. SEV                          | $X_2$                 |
| 3. Cultural Differences CD                           | $X_3$                 |
| 4. Limited Information and Lack of Transparency LILT | $X_4$                 |

Source: Authors own creation

The listed independent variables in Table I are quantified by 3 factors / 3 questions each in the survey. The latter Table I serves as a denomination for the variables in the equation model presented.

Table II: Descriptive Statistics

| Variables | N   | Mean  | Std.<br>Dev. | Min | Max | Skewness | Excess of<br>Kurtosis |
|-----------|-----|-------|--------------|-----|-----|----------|-----------------------|
| 1. EGR    | 213 | 3.816 | 0.736        | 3   | 5   | .482     | 1.634                 |

|           |     |       |       |   |   |       |        |
|-----------|-----|-------|-------|---|---|-------|--------|
| 2. SMF1   | 213 | 4.120 | 0.536 | 2 | 5 | .980  | 1.217  |
| 3. SMF2   | 213 | 3.934 | 0.859 | 2 | 5 | 1.319 | 1.522  |
| 4. SMF3   | 213 | 3.822 | 0.706 | 3 | 5 | .099  | -.530  |
| 5. SEV1   | 213 | 3.633 | 0.669 | 3 | 5 | 1.033 | -.952  |
| 6. SEV2   | 213 | 3.801 | 0.523 | 3 | 5 | .810  | -1.214 |
| 7. SEV3   | 213 | 4.019 | 0.437 | 3 | 5 | 1.252 | -.862  |
| 8. CD1    | 213 | 2.069 | 0.943 | 1 | 3 | -.086 | .019   |
| 9. CD2    | 213 | 2.949 | 1.329 | 1 | 4 | -.038 | .052   |
| 10. CD3   | 213 | 2.344 | 1.201 | 1 | 4 | -.012 | .037   |
| 11. LILT1 | 213 | 2.177 | 0.725 | 1 | 4 | .649  | .086   |
| 12. LILT2 | 213 | 2.194 | 0.495 | 1 | 4 | .022  | .187   |
| 13. LILT3 | 213 | 2.351 | 0.931 | 1 | 4 | .087  | -.018  |

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Source: Authors own creation

The latter descriptive statistics Table II gives us a hint on the way the data is distributed. Starting with the skewness and kurtosis this study realize that the gathered information is suitable for a regression analysis since it is within the acceptable range of a normal distribution (between  $\pm 2$ ) (Westfall, 2014).

Considering the mean values, this study observes that factors such as “solid market fundamentals” and “strong economic environment” predominantly have values exceeding 3 on a 5-point Likert scale. These factors, as posited by the study hypotheses, are expected to have a

positive correlation with equity growth. Conversely, factors hypothesized to be negatively correlated with equity growth, like “Cultural differences” and “Limited information and lack of transparency”, mostly present mean values below the neutral point of 2.5 on the scale. Such patterns may suggest that these negative influences are less pronounced in the Saudi Arabian context. Notably, one aspect within the “Cultural differences” factor, emphasizing cultural diversity in the business milieu rather than the societal framework, did register a mean value above 2.5. This may reflect the diverse foreign workforce prevalent in the business sector of Saudi Arabia.

Table III: Goodness-of-fit test

| <i>Regression Statistics</i> |           |
|------------------------------|-----------|
| Multiple R                   | 0.6558746 |
| R Square                     | 0.6332644 |
| Adjusted R Sq                | 0.6246987 |
| Standard Error               | 0.0326651 |
| Observations                 | 213       |

Source: Authors own creation

The adjusted  $R^2$  value from this study Goodness-of-Fit test in Table III stands at 62.5%, suggesting that this study model accounts for 62.5% of the variability in the dependent variable, as explained by the independent variables. This substantial percentage highlights the potency of

this study selected predictors, especially when contextualized within the nascent nature of the private equity market in the Middle East. Compared to mature markets like the United States, the Middle East can still be typified as an emerging equity investment landscape. Moreover, the current volume of private firms operational within this realm, while growing, has yet to tap the full expanse of the market's potential. Thus, this study model's ability to represent 62.5% of the population's dynamics is commendable, given these regional market intricacies (Field, 2013).

Table IV: Multiple Regression ANOVA

|            | <i>Df</i> | <i>SS</i>  | <i>MS</i> | <i>F</i> | <i>Significance F</i> |
|------------|-----------|------------|-----------|----------|-----------------------|
| Regression | 12        | 9.2331664  | 14.873    | 42.528   | 1.6537E-12            |
| Residual   | 200       | 23.5288794 | 0.350     |          |                       |
| Total      | 212       | 32.7620458 |           |          |                       |

Source: Authors own creation

The ANOVA outcomes of Table IV confirm the statistical significance of this study regression model, as evidenced by a p-value falling below the conventional 0.05 threshold. This substantiates the model's aptitude in delineating the relationships inherent among the studied variables (Field, 2013).

Table V: Multiple Regression Results



| <i>Regression Model</i> |                     |              |                |                  |            |
|-------------------------|---------------------|--------------|----------------|------------------|------------|
| <i>Standard</i>         |                     |              |                |                  |            |
|                         | <i>Coefficients</i> | <i>Error</i> | <i>P-value</i> | <i>Tolerance</i> | <i>VIF</i> |
| Intercept               | .657                | .024         | .000           | .134             | 3.173      |
| SMF1                    | .483                | .045         | .000           | .203             | 1.871      |
| SMF2                    | .392                | .016         | .000           | .386             | 2.863      |
| SMF3                    | .543                | .036         | .000           | .114             | 3.864      |
| SEV1                    | .312                | .021         | .000           | .098             | 2.843      |
| SEV2                    | .402                | .074         | .000           | .019             | 1.744      |
| SEV3                    | .731                | .026         | .002           | .201             | 4.568      |
| CD1                     | -.568               | .084         | .083           | .351             | 1.266      |
| CD2                     | -.236               | .031         | .001           | .135             | 1.531      |
| CD3                     | -.638               | .065         | .136           | .072             | 2.341      |
| LILT1                   | -.206               | .027         | .052           | .146             | 4.186      |
| LILT2                   | -.509               | .063         | .021           | .281             | 3.189      |
| LILT3                   | -.422               | .011         | .245           | .164             | 4.823      |

Source: Authors own creation

The latter Table V represents the regression results which directly reflect on the hypotheses of this study research. Firstly, addressing the Tolerance and Variance Inflation Factor (VIF) results: all factors demonstrate tolerance values exceeding 0.10 and VIF values residing below 10, navigating beneath the critical threshold—thereby nullifying concerns of multicollinearity within this study model (O’Brien, 2007).

Turning attention to the initial two hypotheses, represented by the SMF (Solid Market Fundamentals) and SEV (Stable Economic Environment) factors, a positive correlation with the dependent variable, equity firm growth, is discerned. Substantiated by p-values below 0.05, their respective influences, in accordance with the regression model's outcomes, affirm the posited hypotheses. Contrarily, scrutinizing the results pertaining to factors proposed to be negatively correlated (manifesting p-values above the critical 0.05), unveils some incongruities. The cultural differences factor, theorized to exert a negative impact on equity development, is supported by the model's coefficients. Specifically, the sole CD (Cultural Differences) factor presenting a p-value of 0.01, beneath the critical 0.05, denotes cultural disparities within firms, especially relevant in the KSA work environment with its predominantly foreign workforce. This factor negatively correlates with the dependent variable, whereas other CD factors, despite influencing the dependent variable negatively, are dismissed with p-values exceeding 0.05. It's plausible that cultural differences aren't particularly impactful in KSA due to the nation's stringent regulations, which compel adherence from residents, potentially explaining why other CDs yielded p-values above 0.05. Regarding findings related to LILT (Limited Information and Limited Transparency), a negative influence on the dependent variable is verified. Anticipatedly, these factors also returned high p-values (surpassing the critical 0.05), resonating with the business climate in Saudi Arabia, characterized by notable transparency.

## **Discussion**

The regression results grant us an overview of the adaptability of private equity firms in the Saudi Arabia region. Solid market fundamentals are essential for the growth and development of

private equity in a country. For instance, Ito, Lim, and Zhang (2023) discussed the influence of Economic Policy Uncertainty EPU over the decision making of investors working in the Chinese private sector. They found that investors try to understand the political signals to cope with the coming challenges or to wait until the environment is more favorable for their investments. Hence, solid market fundamentals could be extremely influential on investment decision making. When it comes to the Kingdom of Saudi Arabia, stability in this sense is extremely important and required which is reflected in the low p value and in the positive coefficients asserting on the hypothesis positive correlation. Ngoc (2023) explained that economic stability is essential for business development. Saudi Arabia is considered as one of the largest natural oil producers in the world. Besides, the country is considered as the center of the Islamic religion with millions of pilgrims yearly. The country's economy proved to be extremely strong and in constant growth. The figures related to this study regression model proved to be in conformity with the latter explanations and assert the positive influence of economic stability over private equity growth. Multiculturalism is always a barrier of social perceptions and even communication. In their research Al Sayah *et al.* (2023) revealed the challenges that investors occur when trying to expand their operations beyond the borders of their countries. Al Sayah *et al.* (2023) explained that being well exposed to a diverse social environment enhances the ability of individuals to adapt when faced with uncommon social behaviors. On the other hand, such activities in Saudi Arabia are not that common since the rules and regulations are very stiff and compels everyone living within the territory to behave in a certain manner which reduces the cultural barriers. On the other hand, cultural diversity is felt within the work environment especially that the country relies heavily on foreign manpower which is in conformity with the study's hypothesis and regression model results. Finally, limited access to information and lack of transparency is

certainly a challenge for the private equity industry that's in constant search for a reduction of risks through a proper source of information. Mittal's (2022) discussed behavioral traits of investors under a multitude of circumstances. Mittal (2022) argued that transparency of disclosed information and governance are always welcome when it comes to enhancing the ability of investors in assessing the status of the designated investment. While such traits are not present in Saudi Arabia since, for instance, public tendering information, or country indices are transparently transmitted and disclosed with extremely minimal biases if any. Hence, this hypothesis is not aligned with the situation of Saudi Arabia which is reflected in the values of the introduced model.

### **Theoretical and Managerial Implications**

The findings of this study contribute significantly to institutional theory by offering a deeper understanding of how external institutional factors shape private equity (PE) firms' behavior in emerging markets like Saudi Arabia. While institutional theory primarily suggests that organizations must align with societal norms, governance frameworks, and cultural expectations (Selznick, 1957; Meyer and Rowan, 1977; DiMaggio and Powell, 1983), this study extends this framework by emphasizing the specific challenges and opportunities faced by PE firms in a rapidly evolving institutional environment. One key contribution to institutional theory is the integration of economic stability and market fundamentals as critical factors in PE growth. Traditionally, institutional theory has focused on regulatory, cultural, and normative pressures. Nevertheless, this study highlights that in markets like Saudi Arabia, where government-driven economic initiatives such as Vision 2030 are shaping the business landscape, economic stability becomes an equally important institutional pressure. This finding broadens institutional theory by

emphasizing that macroeconomic policies and state-led initiatives should be considered integral elements of the institutional environment influencing firm behavior. The findings also extend institutional theory's application to governance in private equity by demonstrating the importance of institutional investors, such as sovereign wealth funds (SWFs), in shaping governance practices. Institutional theory traditionally emphasizes how firms conform to societal norms to gain legitimacy. In this study, governance alignment goes beyond compliance with local norms; it is also driven by institutional investors who impose governance standards aligned with global best practices. This dynamic interaction between local and global institutional expectations offers a nuanced extension of institutional theory, highlighting the dual pressures private equity firms face. Cultural dynamics, particularly in a region with significant foreign labor like Saudi Arabia, add another dimension to institutional theory. The study emphasizes that institutional logics—belief systems and practices guiding organizational behavior (Gautier *et al.*, 2023; Nasraoui *et al.*, 2024; Břečka and Koraus, 2016)—are not monolithic but vary depending on cultural contexts. The findings suggest that institutional theory must account for how firms navigate multiple, sometimes conflicting, cultural norms, particularly in multicultural environments. This enriches the theory by illustrating how private equity firms must be agile in adapting governance practices that satisfy both local cultural expectations and global investor demands.

Lastly, the study's focus on Economic Policy Uncertainty (EPU) and its effect on private equity decisions contributes to institutional theory by showing that institutional environments are not static. Political and economic fluctuations can significantly alter the institutional landscape, requiring firms to be flexible and responsive to shifting policies and economic conditions. This adds a dynamic element to institutional theory, emphasizing that firms must not only conform to

existing institutional pressures but also be able to adapt to rapidly changing institutional environments.

From a managerial perspective, these findings illuminate several strategic considerations. Investment decision-making processes, especially in the private sector, need to seamlessly integrate the understanding of political signals and economic stability into their strategies, ensuring they are malleable enough to navigate through both stability and instability effectively. Management within private equity firms operating in economically pivotal regions like Saudi Arabia must weave their strategies coherently with the prevailing economic stability and its subsequent impact on private equity growth, as substantiated by regression models. Simultaneously, navigating through cultural and regulatory landscapes, especially in regions with stringent rules and regulations, necessitates a managerial approach that ensures both adherence to and navigation through local norms, laws, and cultural behaviors. Besides, transparency and governance, particularly in investment decisions, take center stage. Managers, especially in regions like Saudi Arabia, where information regarding public tendering and country indices is transparently transmitted, must formulate strategies that not only align with this transparency but also effectively utilize the available data to substantiate their investment and operational strategies, thereby mitigating potential risks. In summary, the confluence of these theoretical and managerial implications provides a foundation upon which future research and managerial strategies in private equity can build, ensuring robust, adaptable, and nuanced approaches in diversely dynamic economic and cultural landscapes.

## **Conclusion**

In probing the determinants that magnetize private equity firms to a region, specifically focusing on Saudi Arabia, this research unveils a compelling narrative of the Kingdom's potential as a

lucrative private equity market amidst the vigorous developments transpiring across the Gulf Cooperation Countries (GCC). Renowned for its affluence and underpinned by a visionary leadership, this region, albeit nascent, teems with promise in the private equity sector, spurred by Saudi Arabia's proactive regulatory framework and the establishment of varied funds aimed at bolstering business ventures.

However, this study further nuances the understanding of this dynamic, identifying that while certain hypotheses, grounded in logical reasoning and wider global trends, do stand as influences on private equity growth, they do not entirely map onto the specificities of the Saudi Arabian context. The principle of limited access to information and a paucity in transparency and governance, often pivotal in other regional contexts, is mitigated in Saudi Arabia due to its robust and unyielding legislative infrastructure, which rigorously penalizes non-compliance and malpractice. This is emphasized by Prosad *et al.* (2015), who elucidate the paramount of transparent and reliable information in shaping investor behaviors and decisions.

As this study tether these findings to the extant literature and preceding dialogues, it becomes palpably evident that Saudi Arabia firmly situates itself as a burgeoning and attractive market for private equity. Yet, the discerned peculiarities of this environment necessitate a meticulous, culturally, and contextually attuned approach for investors and policymakers alike, one that navigates the distinctive regulatory and socio-economic tapestry of the Kingdom.

The nascent stage of Saudi Arabia's private equity market, indicated by the modest number of private equity firms, poses a palpable limitation to the depth and generalizability of this research findings. Given that the market in the Kingdom is still in its embryonic stage, these insights are naturally conditioned by the current regulatory, socio-economic, and political climates, which may undergo significant transformations in the ensuing years. Embarking on a similar research

trajectory in 15 years, for instance, could potentially unearth divergent patterns and correlations, as the market matures, regulatory frameworks evolve, and firms navigate through the multifaceted challenges and opportunities that unfold. Future research endeavors should, therefore, approach these findings as a temporally bounded snapshot, continually revisiting and re-evaluating these dynamics as the private equity landscape in Saudi Arabia burgeons and metamorphoses. Such a future-focused perspective will be paramount in cultivating a comprehensive, temporally nuanced understanding of private equity growth and development in the Kingdom.

In exploring future trajectories for private equity expansion and development in Saudi Arabia, it becomes intriguing to consider the role and volume of innovative activities within the country. Analyzing this aspect could provide enhanced insights into additional layers of attraction for private equity, and possibly, propel its growth trajectory even further. Pivoting towards a Schumpeterian (1943) lens, which centralizes innovative entrepreneurship as a cornerstone for solid economic underpinning, could provide a nuanced understanding of how Saudi Arabia might leverage innovation to fortify its economic foundation beyond its natural resource wealth. Schumpeter (1943) highlighted the pivotal role of innovative entrepreneurship in economic revitalization and development, signifying that a vibrant innovative ecosystem could be intrinsic not only to the evolution of private equity in Saudi Arabia but also to broader economic diversification and sustainability. Investigating the interfacing between private equity, innovative entrepreneurship, and economic growth, especially within a context that is actively seeking to diversify its economic base, like Saudi Arabia, could yield pivotal insights into how these dynamics interplay and potentially, pave the way for a thriving, innovation-driven economic future. This framework invites future researchers to explore the multifaceted relationships



between innovation, entrepreneurship, and private equity within Saudi Arabia's unique economic and cultural context, potentially unlocking new pathways for sustainable development and investment in the region.

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