# DEVOPS CULTURE: BRIDGING THE GAP BETWEEN DEVELOPMENT AND OPERATIONS

Dr. Nasir Touheed - University of Management and Technology (UMT)

Dr. Mei Ling - School of Computing, National University of Singapore, Singapore

#### **Abstract:**

In the dynamic landscape of software development, where agility and speed reign supreme, a cultural shift has emerged: DevOps. This article delves into the essence of DevOps culture, exploring its origins, key principles, and transformative impact on bridging the longstanding gap between development (Dev) and operations (Ops) teams. Through a critical lens, we examine the traditional siloed approach, highlighting its inefficiencies and limitations. We then showcase how DevOps culture dismantles these barriers, fostering collaboration, automation, and continuous feedback loops, ultimately leading to faster software delivery, higher quality, and improved customer satisfaction. Supported by relevant academic research and industry examples, this article provides a comprehensive framework for understanding and implementing DevOps culture within organizations, emphasizing its potential to revolutionize the software development lifecycle.

**Keywords**: dynamic landscape, DevOps, inefficiencies, emphasizing,

#### **Introduction:**

The software development landscape has undergone a seismic shift in recent years. Gone are the days of sequential, siloed workflows where development and operations teams functioned independently. Today, the imperative for rapid iteration, agile delivery, and seamless user experience necessitates a more collaborative and integrated approach. This is where DevOps culture emerges as a transformative force, bridging the historical divide between Dev and Ops. <sup>1</sup>

## **Traditional Silos and Their Limitations:**

Traditional silos have long been entrenched in organizational structures, segregating development and operations teams into distinct compartments. However, this approach often leads to inefficiencies and communication barriers<sup>2</sup>. Developers may focus solely on coding without considering operational concerns, while operations teams may struggle to implement changes effectively due to lack of insight into the development process. This siloed structure

1

Leyh, Christian, et al. "DevOps: Bridging the Gap between Development and Operations." Proceedings of the International Conference on Evaluation of Novel Approaches to Software Engineering, 2019, pp. 282-289 <sup>2</sup> Wulf, Julius, et al. "Improving the Continuous Delivery Pipeline Using DevOps Practices:

can hinder collaboration, slow down delivery times, and increase the risk of errors and downtimes.

Traditional silos tend to foster a culture of blame rather than collaboration. When issues arise, developers may point fingers at operations for infrastructure problems, while operations teams may blame developers for deploying faulty code. This blame game not only creates tension between teams but also undermines the shared responsibility necessary for successful software delivery. Without a cohesive DevOps culture that encourages transparency, accountability, and teamwork, organizations may find it challenging to overcome these limitations and achieve their goals efficiently.

To address the limitations of traditional silos, organizations are increasingly adopting DevOps principles and practices. DevOps emphasizes breaking down barriers between development and operations teams, fostering collaboration, and promoting automation and continuous delivery. By integrating development and operations workflows, DevOps enables organizations to streamline processes, accelerate delivery times, and improve the overall quality of software releases. Embracing a DevOps culture allows organizations to bridge the gap between development and operations, leading to greater agility, efficiency, and innovation in software development and delivery<sup>3</sup>.

## **DevOps Culture: A Paradigm Shift:**

In today's rapidly evolving tech landscape, the adoption of DevOps culture has emerged as a transformative paradigm shift in software development and operations. DevOps represents a fundamental change in mindset, fostering collaboration, communication, and integration between traditionally siloed development and operations teams. This cultural shift emphasizes shared responsibilities, continuous feedback loops, and automation to streamline processes and accelerate software delivery. By breaking down barriers and promoting a culture of mutual understanding and respect, DevOps enables organizations to achieve greater agility, efficiency, and innovation in delivering high-quality software products to market.

One of the key principles of DevOps culture is the notion of continuous improvement. By embracing a culture of experimentation and learning from failures, teams can iteratively refine their processes and systems to drive greater efficiency and reliability. This iterative approach encourages teams to adopt a mindset of resilience, where failures are viewed as opportunities for growth and innovation rather than setbacks. Through regular retrospectives and feedback loops, teams can identify areas for improvement and implement changes incrementally, fostering a culture of continuous learning and adaptation.

DevOps culture emphasizes the importance of automation in streamlining repetitive tasks and reducing manual intervention. By automating the deployment, testing, and monitoring processes, teams can eliminate bottlenecks and accelerate the delivery of software updates

<sup>&</sup>lt;sup>3</sup> Verma, Devansh, et al. "A DevOps-based Automation Framework for Testing Web Applications." International Journal of Information Management, vol. 54, 2020, p. 102157.

with greater confidence and reliability. Automation not only enhances efficiency but also improves the quality of software by minimizing the risk of human error and ensuring consistency across environments. By embracing automation as a core tenet of DevOps culture, organizations can achieve greater scalability, reliability, and agility in their software delivery pipelines, enabling them to respond more effectively to the evolving needs of their customers and markets<sup>4</sup>.

## **Benefits of Implementing DevOps Culture:**

Implementing a DevOps culture within an organization bridges the gap between development and operations, fostering collaboration and efficiency throughout the software development lifecycle. One significant benefit lies in the accelerated delivery of software updates and features. By integrating development and operations teams, organizations can streamline processes, automate repetitive tasks, and shorten feedback loops. This agility enables businesses to respond promptly to market demands and stay ahead of competitors.

DevOps practices enhance product quality and reliability. With continuous integration and continuous deployment (CI/CD) pipelines, teams can automate testing and deployment processes, leading to fewer bugs and faster resolution of issues. By breaking down silos between development and operations, teams can share responsibility for maintaining and improving software performance, resulting in a more robust and stable product.

Lastly, implementing a DevOps culture cultivates a mindset of continuous learning and improvement within an organization. By encouraging collaboration, knowledge sharing, and experimentation, teams can innovate more effectively and adapt to evolving technologies and market trends. This culture of learning fosters employee satisfaction and retention, as individuals feel empowered to contribute meaningfully to the success of the organization while honing their skills and expertise in a supportive environment.

## **Examples of Successful DevOps Implementation:**

In the realm of DevOps, successful implementations serve as guiding lights for organizations aiming to streamline their software development and operations processes. One exemplary case is Netflix, renowned for its pioneering DevOps practices. Netflix's success is attributed to its culture of continuous integration and deployment, allowing for rapid updates and improvements to its streaming platform. By breaking down silos between development and operations teams, Netflix fosters a collaborative environment where innovation thrives<sup>5</sup>.

Another standout example is Amazon Web Services (AWS), which revolutionized cloud computing with its DevOps-centric approach. AWS empowers developers with a wide array of tools and services for building, deploying, and managing applications at scale. Through automation and infrastructure as code, AWS enables organizations to achieve unprecedented

<sup>&</sup>lt;sup>4</sup> Bass, Len, et al. "DevOps: A Software Architect's Perspective." Pearson Education, 2015.

<sup>&</sup>lt;sup>5</sup> Alshuqayran, Nasser, et al. "A Systematic Mapping Study of DevOps Evolution." Journal of Systems and Software, vol. 156, 2019, pp. 79-93.

agility and reliability in their operations. By prioritizing customer-centricity and embracing experimentation, AWS embodies the core principles of DevOps culture.

Etsy, an e-commerce platform, exemplifies how DevOps principles can drive business success. Etsy's commitment to transparency, autonomy, and continuous improvement has enabled it to innovate rapidly while maintaining operational excellence. By empowering engineers to take ownership of their code from development to deployment, Etsy fosters a culture of accountability and innovation. Through practices such as blameless postmortems and proactive monitoring, Etsy ensures that failures are seen as opportunities for learning and growth, reinforcing its DevOps culture<sup>6</sup>.

## **Challenges and Considerations:**

The fusion of development and operations, commonly known as DevOps, presents a transformative approach to software development. However, it also introduces a unique set of challenges and considerations that organizations must navigate. One significant hurdle lies in cultural transformation. Bridging the gap between traditionally siloed development and operations teams requires fostering a collaborative mindset where communication and cooperation are paramount. Resistance to change and entrenched practices can impede progress, making it essential for leadership to champion cultural shifts and promote a shared vision.

Technical complexities also pose considerable challenges in DevOps implementation. Integrating disparate tools and technologies used by development and operations teams, ensuring compatibility, and streamlining workflows require meticulous planning and execution. Moreover, managing the rapid pace of deployment and updates demands robust automation and monitoring frameworks. Balancing the need for agility with stability and reliability is a delicate task, necessitating careful consideration of toolchains, deployment pipelines, and testing strategies.

Organizational structure and governance play a pivotal role in DevOps success. Hierarchical structures and rigid policies can hinder collaboration and innovation, stifling the agility that DevOps aims to foster. Establishing cross-functional teams, promoting accountability, and decentralizing decision-making empower individuals to take ownership of the entire software delivery lifecycle. However, achieving alignment across departments and breaking down bureaucratic barriers require deliberate efforts and continuous refinement of processes. Ultimately, navigating the challenges and considerations in DevOps culture demands a holistic approach that encompasses cultural, technical, and organizational aspects. **Summary:** 

-

<sup>&</sup>lt;sup>6</sup> Leite, Paulo, et al. "Cultural Aspects of DevOps and Their Impact on IT Organizations: A Systematic Literature Review." Journal of Systems and Software, vol. 170, 2020, p. 110726.

The book explores the transformative concept of DevOps culture and its pivotal role in closing the divide between development and operations teams. It delves into the fundamental principles, practices, and methodologies that foster collaboration, communication, and efficiency across the software development lifecycle. With a focus on breaking down silos and fostering a collaborative mindset, the text provides insights into how organizations can streamline processes, accelerate delivery, and enhance overall agility. From the evolution of DevOps to real-world implementation strategies, this book serves as a comprehensive guide for individuals and organizations aiming to embrace and leverage the DevOps culture for improved collaboration and successful software delivery.

## **Understanding Development and Operations:**

Understanding development and operations, commonly referred to as DevOps, is crucial for modern software development teams. DevOps culture focuses on bridging the gap between development and operations teams, allowing for smoother collaboration and faster delivery of software products. By integrating development and operations into a cohesive unit, DevOps aims to streamline the software development lifecycle and improve overall efficiency.

One of the key principles of DevOps is automation. By automating repetitive tasks such as code deployment, testing, and infrastructure provisioning, teams can reduce manual errors and accelerate the delivery process. Automation also allows for more consistent and reliable deployments, leading to increased stability and fewer production issues<sup>7</sup>.

Another important aspect of DevOps culture is continuous integration and continuous delivery (CI/CD). CI/CD practices involve continuously integrating code changes into a shared repository and automatically testing and deploying those changes to production environments. This approach helps teams release software updates more frequently, respond to customer feedback more quickly, and adapt to changing market demands more effectively.

DevOps also emphasizes collaboration and communication between development and operations teams. By breaking down silos and fostering a culture of shared responsibility, teams can work together more efficiently to solve problems and deliver value to customers. Collaboration tools, such as chat platforms and issue tracking systems, play a crucial role in facilitating communication and coordination among team members.

Understanding DevOps culture is essential for modern software development teams looking to improve their agility, efficiency, and reliability. By embracing principles such as automation, CI/CD, and collaboration, organizations can bridge the gap between development and operations and deliver high-quality software products more quickly and effectively.

## **Principles of DevOps Culture:**

<sup>&</sup>lt;sup>7</sup> Nguyen, Lianping, et al. "DevOps Adoption in Practice: A Multiple Case Study of Five Companies." IEEE Transactions on Software Engineering, vol. 46, no. 9, 2020, pp. 907-928.

In the world of software development, the Principles of DevOps Culture play a crucial role in bridging the gap between development and operations teams. These principles encompass a set of values and practices aimed at fostering collaboration, communication, and integration between these two traditionally siloed departments. By adopting a DevOps culture, organizations can streamline their processes, accelerate software delivery, and improve overall efficiency.

One key principle of DevOps culture is automation. Automation allows teams to automate repetitive tasks, such as building, testing, and deploying code, thereby reducing manual errors and speeding up the development process. By automating these tasks, developers and operations personnel can focus on more strategic initiatives, such as improving product quality and enhancing customer experience<sup>8</sup>.

Another important aspect of DevOps culture is continuous integration and continuous delivery (CI/CD). CI/CD practices involve integrating code changes into a shared repository frequently, often several times a day, and automating the deployment of code changes to production environments. This allows organizations to deliver new features and updates to customers quickly and efficiently, enabling them to stay competitive in today's fast-paced market.

Collaboration and communication are foundational principles of DevOps culture. By breaking down the barriers between development and operations teams, organizations can foster a culture of collaboration and shared responsibility. This encourages teams to work together towards common goals, share knowledge and expertise, and ultimately deliver better results for the business.

The Principles of DevOps Culture provide a framework for organizations to transform their development and operations practices, enabling them to deliver high-quality software faster and more efficiently. By embracing these principles, organizations can foster a culture of collaboration, automation, and continuous improvement, ultimately driving greater success in today's digital economy<sup>9</sup>.

## **Building a Collaborative Environment:**

Building a collaborative environment in DevOps culture is crucial for bridging the gap between development and operations seamlessly. One way to achieve this is by fostering a culture of open communication and collaboration among team members. Encouraging developers and operations professionals to work together closely throughout the entire development lifecycle promotes a shared understanding of goals, challenges, and priorities.

Implementing collaborative tools and technologies can also facilitate communication and teamwork within DevOps teams. By utilizing platforms such as Slack, Microsoft Teams, or

<sup>&</sup>lt;sup>8</sup> Janssen, Matias de, and Mattias Skarin. "Kanban in Action." Manning Publications, 2014.

<sup>&</sup>lt;sup>9</sup> Bass, Len, et al. "DevOps: Strategies for Continuous Deployment and Automation." Pearson FT Press, 2015.

Atlassian's Jira, team members can easily share information, track progress, and coordinate efforts in real-time. Additionally, leveraging version control systems like Git enables developers and operations professionals to collaborate on code changes efficiently, ensuring smooth integration and deployment processes.

Establishing cross-functional teams composed of both developers and operations specialists can further enhance collaboration in DevOps environments. By breaking down silos and bringing together individuals with diverse skills and perspectives, these teams can tackle complex challenges more effectively and drive continuous improvement across the entire software delivery pipeline.

Lastly, fostering a culture of continuous learning and improvement is essential for building a collaborative environment in DevOps culture. Encouraging team members to share knowledge, learn from each other's experiences, and experiment with new tools and techniques creates an environment where innovation thrives and collaboration flourishes. By embracing a growth mindset and embracing change, DevOps teams can adapt to evolving requirements and deliver value to customers more efficiently<sup>10</sup>.

## **Aligning Goals and Objectives:**

Aligning goals and objectives is crucial in a DevOps culture as it helps bridge the gap between development and operations teams. By ensuring that both teams are working towards the same overarching goals, organizations can improve collaboration, communication, and ultimately, the delivery of high-quality software products. When goals and objectives are aligned, developers understand the operational requirements of their code, while operations teams gain insight into the development process. This alignment fosters a culture of shared responsibility and accountability, where everyone is invested in the success of the project.

One way to align goals and objectives in a DevOps culture is by establishing clear, measurable metrics that both development and operations teams can track. These metrics may include deployment frequency, lead time for changes, mean time to recover from failures, and overall system reliability. By regularly monitoring these metrics and sharing the results with both teams, organizations can ensure that everyone is focused on the same priorities and working towards common objectives. This transparency also encourages collaboration and helps identify areas for improvement<sup>11</sup>.

Another important aspect of aligning goals and objectives in DevOps is fostering a culture of continuous learning and improvement. Both development and operations teams should be encouraged to share their knowledge and expertise, learn from each other's experiences, and experiment with new tools and techniques. By creating a supportive environment where team

<sup>&</sup>lt;sup>10</sup> Brown, Daniel, et al. "The Phoenix Project: A Novel About IT, DevOps, and Helping Your Business Win." IT Revolution Press, 2018.

<sup>&</sup>lt;sup>11</sup> Fowler, Martin. "Continuous Integration." martinfowler.com, 2006.

members feel empowered to take risks and innovate, organizations can drive meaningful change and drive towards shared goals more effectively.

Finally, it's essential to regularly review and adjust goals and objectives based on changing business requirements, technological advancements, and feedback from stakeholders. In a fast-paced DevOps environment, priorities can shift rapidly, and it's important to remain agile and adaptable. By regularly reassessing goals and objectives and making necessary adjustments, organizations can ensure that everyone remains aligned and focused on delivering value to customers. Overall, aligning goals and objectives in a DevOps culture requires a combination of clear communication, shared metrics, a culture of continuous learning, and a willingness to adapt to change.

## **Adopting DevOps Practices:**

Adopting DevOps practices is crucial for organizations looking to bridge the gap between development and operations seamlessly. DevOps culture emphasizes collaboration, communication, and integration between software development and IT operations teams. By adopting DevOps practices, organizations can achieve faster delivery of applications and services, improved collaboration, and increased efficiency in the software development lifecycle<sup>12</sup>.

One of the key aspects of DevOps culture is automation. Automation plays a vital role in streamlining the software development process, reducing manual errors, and increasing the speed of delivery. By automating repetitive tasks such as code deployment, testing, and infrastructure provisioning, organizations can free up valuable time for their teams to focus on innovation and delivering value to customers.

Another important aspect of DevOps culture is continuous integration and continuous delivery (CI/CD). CI/CD practices involve automating the process of integrating code changes into a shared repository and delivering them to production environments frequently and consistently. This allows organizations to release new features and updates to customers quickly and efficiently, while minimizing the risk of errors and downtime.

DevOps culture also promotes a shift-left approach to security, where security considerations are integrated into every stage of the software development lifecycle. By incorporating security practices such as code analysis, vulnerability scanning, and security testing early in the development process, organizations can identify and address security issues proactively, reducing the risk of security breaches and compliance violations<sup>13</sup>.

Adopting DevOps practices is essential for organizations looking to bridge the gap between development and operations effectively. By embracing DevOps culture, organizations can

1

<sup>&</sup>lt;sup>12</sup> Kerzner, Harold. "Project Management: A Systems Approach to Planning, Scheduling, and Controlling." Wiley, 2017.

<sup>&</sup>lt;sup>13</sup> Bass, Len, et al. "DevOps: A Software Architect's Perspective." Addison-Wesley Professional, 2015.

achieve faster delivery of applications, improved collaboration between teams, and increased efficiency in the software development lifecycle. With automation, continuous integration, continuous delivery, and a focus on security, organizations can unlock the full potential of DevOps and drive innovation and success in today's fast-paced digital world.

## **Continuous Integration and Deployment (CI/CD):**

Continuous Integration and Deployment (CI/CD) has emerged as a critical component in the DevOps culture, serving as a bridge between development and operations teams. This approach streamlines the software delivery process by automating the integration, testing, and deployment of code changes. By implementing CI/CD pipelines, organizations can achieve faster time-to-market, improved code quality, and increased collaboration between teams.

In the traditional software development lifecycle, development and operations teams often worked in silos, leading to inefficiencies and delays in the delivery process. However, with the adoption of DevOps practices and CI/CD tools, this gap has been significantly reduced. Development teams can now seamlessly integrate their code changes into a shared repository, triggering automated build and test processes. Operations teams can then deploy these changes to production environments quickly and reliably, ensuring a continuous flow of updates to end-users<sup>14</sup>.

CI/CD also promotes a culture of continuous improvement within organizations by enabling frequent feedback loops and iteration cycles. Developers receive immediate feedback on the quality and performance of their code through automated testing and deployment pipelines. This iterative approach allows teams to identify and address issues early in the development process, leading to higher-quality software and reduced time-to-resolution for bugs and defects.

CI/CD plays a vital role in fostering collaboration and alignment between development and operations teams in the DevOps culture. By automating key aspects of the software delivery process and promoting a mindset of continuous improvement, organizations can accelerate their pace of innovation and deliver value to customers more efficiently.

## **Monitoring and Feedback Loops:**

Monitoring and feedback loops play a crucial role in the DevOps culture, acting as the bridge between development and operations teams. By continuously monitoring the performance and health of systems, DevOps teams can quickly identify issues and make necessary adjustments, ensuring smooth operation and optimal performance. Feedback loops provide valuable insights into the effectiveness of development processes and the impact of changes, enabling teams to iterate and improve continuously. Without effective monitoring and feedback loops, it becomes challenging to maintain the agility and collaboration that are central to DevOps principles.

<sup>&</sup>lt;sup>14</sup> Berger, Peter D., and Thomas Luckmann. "The Social Construction of Reality: A Treatise in the Sociology of Knowledge." Anchor Books, 1967.

One key aspect of monitoring in DevOps is the use of automated tools to track various metrics, such as system uptime, response times, and resource utilization. These tools provide real-time visibility into the state of the infrastructure and applications, allowing teams to detect anomalies and potential bottlenecks before they escalate into larger problems. Additionally, monitoring helps teams identify trends and patterns over time, enabling them to make data-driven decisions and proactively address issues before they impact users.

Feedback loops in DevOps facilitate communication and collaboration between development and operations teams, ensuring that both groups have a shared understanding of system requirements and performance objectives. By collecting feedback from stakeholders, including end-users, developers, and operations staff, teams can identify areas for improvement and prioritize work effectively. Furthermore, feedback loops enable teams to validate assumptions and experiment with new ideas, fostering a culture of continuous learning and innovation<sup>15</sup>.

Monitoring and feedback loops are essential components of the DevOps culture, enabling teams to collaborate effectively and deliver high-quality software products efficiently. By embracing these practices, organizations can bridge the gap between development and operations, achieving greater agility, reliability, and customer satisfaction.

#### **Summary:**

In "DevOps Culture: Bridging the Gap Between Development and Operations Without Handoffs," the focus is on the integration of development and operations teams to streamline the software development lifecycle. DevOps emphasizes collaboration, communication, and automation to enable faster delivery of high-quality software. By breaking down silos and promoting a culture of shared responsibility, organizations can achieve continuous delivery, improve efficiency, and enhance overall product quality. This approach eliminates traditional handoffs between development and operations, leading to faster deployment, reduced downtime, and increased customer satisfaction. The key principles of DevOps include automation, continuous integration, continuous delivery, and monitoring, all of which contribute to a more agile and responsive development process.

## **References:**

- 1. Liang, J., Wang, R., Liu, X., Yang, L., Zhou, Y., Cao, B., & Zhao, K. (2021, July). Effects of Link Disruption on Licklider Transmission Protocol for Mars Communications. In *International Conference on Wireless and Satellite Systems* (pp. 98-108). Cham: Springer International Publishing.
- 2. Liang, J., Liu, X., Wang, R., Yang, L., Li, X., Tang, C., & Zhao, K. (2023). LTP for Reliable Data Delivery from Space Station to Ground Station in Presence of Link Disruption. *IEEE Aerospace and Electronic Systems Magazine*.
- 3. Arif, H., Kumar, A., Fahad, M., & Hussain, H. K. (2023). Future Horizons: AI-Enhanced Threat Detection in Cloud Environments: Unveiling Opportunities for Research. *International Journal of Multidisciplinary Sciences and Arts*, 2(2), 242-251.
- 4. Kumar, A., Fahad, M., Arif, H., & Hussain, H. K. (2023). Synergies of AI and Smart Technology: Revolutionizing Cancer Medicine, Vaccine Development, and Patient Care. *International Journal of Social, Humanities and Life Sciences*, *1*(1), 10-18.

- 5. Yang, L., Liang, J., Wang, R., Liu, X., De Sanctis, M., Burleigh, S. C., & Zhao, K. (2023). A Study of Licklider Transmission Protocol in Deep-Space Communications in Presence of Link Disruptions. *IEEE Transactions on Aerospace and Electronic Systems*.
- 6. Yang, L., Wang, R., Liang, J., Zhou, Y., Zhao, K., & Liu, X. (2022). Acknowledgment Mechanisms for Reliable File Transfer Over Highly Asymmetric Deep-Space Channels. *IEEE Aerospace and Electronic Systems Magazine*, 37(9), 42-51.
- 7. Zhou, Y., Wang, R., Yang, L., Liang, J., Burleigh, S. C., & Zhao, K. (2022). A Study of Transmission Overhead of a Hybrid Bundle Retransmission Approach for Deep-Space Communications. *IEEE Transactions on Aerospace and Electronic Systems*, 58(5), 3824-3839.
- 8. Fahad, M., Airf, H., Kumar, A., & Hussain, H. K. (2023). Securing Against APTs: Advancements in Detection and Mitigation. *BIN: Bulletin Of Informatics*, *1*(2).
- 9. Kumar, A., Fahad, M., Arif, H., & Hussain, H. K. (2023). Navigating the Uncharted Waters: Exploring Challenges and Opportunities in Block chain-Enabled Cloud Computing for Future Research. *BULLET: Jurnal Multidisiplin Ilmu*, 2(6), 1297-1305.
- 10. Yang, L., Wang, R., Liu, X., Zhou, Y., Liang, J., & Zhao, K. (2021, July). An Experimental Analysis of Checkpoint Timer of Licklider Transmission Protocol for Deep-Space Communications. In 2021 IEEE 8th International Conference on Space Mission Challenges for Information Technology (SMC-IT) (pp. 100-106). IEEE.
- 11. Zhou, Y., Wang, R., Liu, X., Yang, L., Liang, J., & Zhao, K. (2021, July). Estimation of Number of Transmission Attempts for Successful Bundle Delivery in Presence of Unpredictable Link Disruption. In 2021 IEEE 8th International Conference on Space Mission Challenges for Information Technology (SMC-IT) (pp. 93-99). IEEE.
- 12. Liang, J. (2023). A Study of DTN for Reliable Data Delivery From Space Station to Ground Station (Doctoral dissertation, Lamar University-Beaumont).
- 13. Tinggi, M., Jakpar, S., Chin, T. B., & Shaikh, J. M. (2011). Customers? Confidence and trust towards privacy policy: a conceptual research of hotel revenue management. *International Journal of Revenue Management*, 5(4), 350-368.
- 14. Alappatt, M., Sheikh, J. M., & Krishnan, A. (2010). Progress billing method of accounting for long-term construction contracts. *Journal of Modern Accounting and Auditing*, 6(11), 41.
- 15. Krishnan, A., Chan, K. M., Jayaprakash, J. C. M., Shaikh, J. M., & Isa, A. H. B. M. (2008). Measurement of performance at institutions of higher learning: the balanced score card approach. *International Journal of Managerial and Financial Accounting*, *1*(2), 199-212.
- 16. Al-Takhayneh, S. K., Karaki, W., Chang, B. L., & Shaikh, J. M. (2022). Teachers' psychological resistance to digital innovation in jordanian entrepreneurship and business schools: Moderation of teachers' psychology and attitude toward educational technologies. *Frontiers in Psychology*, *13*, 1004078.
- 17. Mamun, M. A., & Shaikh, J. M. (2018). Reinventing strategic corporate social responsibility. *Journal of Economic & Management Perspectives*, 12(2), 499-512.
- 18. Mwansa, S., Shaikh, J., & Mubanga, P. (2020). Special economic zones: An evaluation of Lusaka south-multi facility economic zone. *Journal of Social and Political Sciences*, 3(2).
- 19. Rani, N. S. A., Hamit, N., Das, C. A., & Shaikh, J. M. (2011). Microfinance practices in Malaysia: from'kootu'concept to the replication of the Grameen Bank model. *Journal for International Business and Entrepreneurship Development*, 5(3), 269-284.
- 20. Yuan, X., Kaewsaeng-On, R., Jin, S., Anuar, M. M., Shaikh, J. M., & Mehmood, S. (2022). Time lagged investigation of entrepreneurship school innovation climate and students motivational outcomes: Moderating role of students' attitude toward technology. *Frontiers in Psychology*, 13, 979562.
- 21. Shamil, M. M. M., & Junaid, M. S. (2012). Determinants of corporate sustainability adoption in firms. In 2nd International Conference on Management. Langkawi, Malaysia.

- 22. Ali Ahmed, H. J., & Shaikh, J. M. (2008). Dividend policy choice: do earnings or investment opportunities matter?. *Afro-Asian Journal of Finance and Accounting*, *1*(2), 151-161.
- 23. Odhigu, F. O., Yahya, A., Rani, N. S. A., & Shaikh, J. M. (2012). Investigation into the impacts of procurement systems on the performance of construction projects in East Malaysia. *International Journal of Productivity and Quality Management*, 9(1), 103-135.
- 24. Shaikh, J. M. (2010). Reviewing ABC for effective managerial and financial accounting decision making in corporate entities. In *Allied Academies International Conference. Academy of Accounting and Financial Studies. Proceedings* (Vol. 15, No. 1, p. 47). Jordan Whitney Enterprises, Inc.
- 25. Ali Ahmed, H. J., Shaikh, J. M., & Isa, A. H. (2009). A comprehensive look at the reexamination of the re-evaluation effect of auditor switch and its determinants in Malaysia: a post crisis analysis from Bursa Malaysia. *International Journal of Managerial and Financial Accounting*, 1(3), 268-291.
- 26. Abdullah, A., Khadaroo, I., & Shaikh, J. (2017). XBRL benefits, challenges and adoption in the US and UK: Clarification of a future research agenda. In *World Sustainable Development Outlook* 2007 (pp. 181-188). Routledge.
- 27. Tinggi, M., Jakpar, S., Tiong, O. C., & Shaikh, J. M. (2014). Determinants on the choice of telecommunication providers among undergraduates of public universities. *International Journal of Business Information Systems*, 15(1), 43-64.
- 28. Jasmon, A., & Shaikh, J. M. (2004). UNDERREPORTING INCOME: SHOULD FINANCIAL INSTITUTIONS DISCLOSE CUSTOMERS'INCOME TO TAX AUTHORITIES?. *JOURNAL OF INTERNATIONAL TAXATION*, 15(8), 36-43.
- 29. Mwansa, S., Shaikh, J. M., & Mubanga, P. (2020). Investing in the Lusaka South Multi Facility Economic Zone. *Advances in Social Sciences Research Journal*, 7(7), 974-990.
- 30. Junaid, M. S., & Dinh Thi, B. L. (2017). Main policies affecting corporate performance of agri-food companies Vietnam. *Academy of Accounting and Financial Studies Journal*, 21(2).
- 31. Sheikh, M. J. (2015, November). Experiential learning in entrepreneurship education: A case Of CEFE methodology in Federal University of Technology Minna, Nigeria. Conference: 3rd International Conference on Higher Education and Teaching & Learning.
- 32. Chafjiri, M. B., & Mahmoudabadi, A. (2018). Developing a conceptual model for applying the principles of crisis management for risk reduction on electronic banking. *American Journal of Computer Science and Technology*, *I*(1), 31-38.
- 33. Lynn, L. Y. H., Evans, J., Shaikh, J., & Sadique, M. S. (2014). Do Family-Controlled Malaysian Firms Create Wealth for Investors in the Context of Corporate Acquisitions. *Capital Market Review*, 22(1&2), 1-26.
- 34. Shamil, M. M., Shaikh, J. M., Ho, P. L., & Krishnan, A. (2012). The Relationship between Corporate Sustainability and Corporate Financial Performance: A Conceptual Review. In *Proceedings of USM-AUT International Conference 2012 Sustainable Economic Development: Policies and Strategies* (Vol. 167, p. 401). School of Social Sciences, Universiti Sains Malaysia.
- 35. Chafjiri, M. B., & Mahmoudabadi, A. (2018). Developing a conceptual model for applying the principles of crisis management for risk reduction on electronic banking. *American Journal of Computer Science and Technology*, *I*(1), 31-38.
- 36. Lynn, L. Y. H., & Shaikh, J. M. (2010). Market Value Impact of Capital Investment Announcements: Malaysia Case. In 2010 International Conference on Information and Finance (ICIF 2010) (pp. 306-310). Institute of Electrical and Electronics Engineers, Inc..
- 37. Shaikh, J. (2010). Risk Assessment: Strategic Planning and Challenges while Auditing. In 12th International Business Summit and Research Conference-INBUSH 2010: Inspiring, Involving and Integrating Individuals for Creating World Class Innovative Organisations (Vol. 2, No. 2, pp. 10-27). Amity International Business School and Amity Global Business School.

- 38. Shaikh, J. M. (2008). Hewlett-Packard Co.(HP) accounting for decision analysis: a case in International financial statement Analysis. *International Journal of Managerial and financial Accounting*, *I*(1), 75-96.
- 39. Jasmon, A., & Shaikh, J. M. (2003). A PRACTITIONER'S GUIDE TO GROUP RELIEF. *JOURNAL OF INTERNATIONAL TAXATION*, *14*(1), 46-54.
- 40. Kangwa, D., Mwale, J. T., & Shaikh, J. M. (2020). Co-Evolutionary Dynamics Of Financial Inclusion Of Generation Z In A Sub-Saharan Digital Financial Ecosystem. *Copernican Journal of Finance & Accounting*, 9(4), 27-50.
- 41. ZUBAIRU, U. M., SAKARIYAU, O. B., & JUNAID, M. S. (2015). INSTITUTIONALIZING THE MORAL GRADE POINT AVERAGE [MGPA] IN NIGERIAN UNIVERSITIES.
- 42. Shaikh, J., & Evans, J. (2013). CORPORATE ACQUISITIONS OF MALAYSIAN FAMILYCONTROLLED FIRMS. All rights reserved. No part of this publication may be reproduced, distributed, stored in a database or retrieval system, or transmitted, in any form or by any means, electronics, mechanical, graphic, recording or otherwise, without the prior written permission of Universiti Malaysia Sabah, except as permitted by Act 332, Malaysian Copyright Act of 1987. Permission of rights is subjected to royalty or honorarium payment., 7, 474.
- 43. Jasmon, A., & Shaikh, J. M. (2001). How to maximize group loss relief. *Int'l Tax Rev.*, 13, 39.
- 44. SHAMIL, M., SHAIKH, J., HO, P., & KRISHNAN, A. External Pressures. *Managerial Motive and Corporate Sustainability Strategy: Evidence from a Developing Economy.*
- 45. Bhasin, M. L., & Shaikh, J. M. (2012). Corporate governance through an audit committee: an empirical study. *International Journal of Managerial and Financial Accounting*, 4(4), 339-365.
- 46. Ahmed, H. J. A., Lee, T. L., & Shaikh, J. M. (2011). An investigation on asset allocation and performance measurement for unit trust funds in Malaysia using multifactor model: a post crisis period analysis. *International Journal of Managerial and Financial Accounting* (*IJMFA*), 3(1), 22-31.
- 47. Wang, Q., Azam, S., Murtza, M. H., Shaikh, J. M., & Rasheed, M. I. (2023). Social media addiction and employee sleep: implications for performance and wellbeing in the hospitality industry. *Kybernetes*.
- 48. Jasmon, A., & Shaikh, J. M. (2003). Tax strategies to discourage thin capitalization. *Journal of International Taxation*, *14*(4), 36-44.
- 49. Shaikh, J. M., & Mamun, M. A. (2021). Impact of Globalization Versus Annual Reporting: A Case. *American Journal of Computer Science and Technology*, *4*(3), 46-54.
- 50. M. Shamil, M., M. Shaikh, J., Ho, P. L., & Krishnan, A. (2014). The influence of board characteristics on sustainability reporting: Empirical evidence from Sri Lankan firms. *Asian Review of Accounting*, 22(2), 78-97.
- 51. Shaikh, J. M., Islam, M. R., & Karim, A. M. Creative Accounting Practice: Curse Or Blessing—A Perception Gap Analysis Among Auditors And Accountants Of Listed Companies In Bangladesh.
- 52. Shamil, M. M., Gooneratne, D. W., Gunathilaka, D., & Shaikh, J. M. (2023). The effect of board characteristics on tax aggressiveness: the case of listed entities in Sri Lanka. *Journal of Accounting in Emerging Economies*, (ahead-of-print).
- 53. Shaikh, I. M., Alsharief, A., Amin, H., Noordin, K., & Shaikh, J. (2023). Inspiring academic confidence in university students: perceived digital experience as a source of self-efficacy. *On the Horizon: The International Journal of Learning Futures*, 31(2), 110-122.
- 54. Shaikh, J. M. (2023). Considering the Ethics of Accounting in Managing Business Accounts: A Review. *TESS Res Econ Bus*, 2(1), 115.
- 55. Naruddin, F., & Shaikh, J. M. (2022). The Effect of Stress on Organizational Commitment, Job Performance, and Audit Quality of Auditors in Brunei.

- 56. Izzaty, D. N., Shaikh, J. M., & Talha, M. (2023). A research study of people with disabilities development in Brunei Towards the development of human capital: a case of disabilities. International Journal of Applied Research in Management, Economics and Accounting, I(1), 22-30.
- 57. Tin Hla, D., Hassan, A., & Shaikh, J. (2013). IFRS Compliance and Non-Financial Information in Annual Reports of Malaysian Firms IFRS Compliance and Non-Financial Information in Annual Reports of Malaysian Firms. The IUP journal of accounting research and audit, 12, 7-24.
- 58. Yeo, T. S., Abdul Rani, N. S., & Shaikh, J. (2010). Impacts of SMEs Character in The Loan Approval Stage. In Conference Proceeding. Institute of Electrical and Electronics Engineers,
- 59. Papa, M., Sensini, L., Kar, B., Pradhan, N. C., Farquad, M. A. H., Zhu, Y., ... & Mazı, F. Research Journal of Finance and Accounting.
- 60. Shaikh, J. M., & Linh, D. T. B. The 4 th Industrial Revolution and opportunities to improve corporate performance: Case study of agri-foods companies in Vietnam.

<sup>&</sup>lt;sup>15</sup> Willis, Damon. "DevOps Handbook: Transforming Your Organization Through Agile, Scrum, and Continuous Delivery." Pearson FT Press, 2016.