

# Organizational Behaviour and Sustainable Development: A Study

**Rupashree Goswami<sup>1</sup>**

<sup>1</sup>Assistant Professor of Psychology, Gangadhar Meher University, Sambalpur, Odisha, India.  
E-mail: goswamirupashree@gmail.com

**Abstract:** This article focuses the “organisational sustainability”, which we refer as the sustainability in an organisational setting. It would be an overstatement to say that the concept of sustainability has not yet been clearly defined in literature. The uncertainty may result from the fact that the sustainability discussion is still in its early stages. In this paper, we seek to reduce the conceptual ambiguity in this area of application and forward the discussion of strategies that can be effective in enhancing the “organisational sustainability”. Such sustainability depends on many factors like good governance, ethical practice, style of management, etc. It is a challenge for the organisation to implement and continue such sustainable practices which can help the organisation to attain growth in long run.

**Keywords:** Sustainability, organisational behaviour, Sustainable development, Ecological development

**JEL Codes:** Q01, Q56, D23

## 1. INTRODUCTION

Sustainability is the power to survive and grow devoid of exhausting natural resources for the coming time. “Sustainable development” was well-defined by the ‘United Nations’ in the Brundtland Report as the progress where present requirements are fulfilled, deprived of negotiating the capacity of upcoming groups to fulfil the personal requirements. It presumes that, the reserves are limited. Hence, the resources must be used conventionally and meticulously. So that, it will be ensured that there is an adequate amount for upcoming groups without diminishing the current condition of living. A workable culture should be communally sensible, concentrating on the ecological security, vigorous steadiness in human beings and natural practices (Alcaraz & Thiruvattal, 2010). So today in each sphere, “sustainability” is most important.

Sustainability has equally short-term and long-term advantages. The ecosystems of earth cannot be preserved, or it will operate as we do if additional sustainable alternatives are not

created. If unsafe practices will be kept with no difference, then so many things will happen like; the fossil fuels will come to an end, there will be extinction of huge numbers of animal species, and there will be irreparable damage of our atmosphere. “Sustainability” has so many benefits like; fresh air and non-hazardous atmospheric environments, development of properties, and water sanitation etc. (Kihombo *et al*, 2022).

The notion of sustainability is comprised of three components (Purvis *et al*, 2019): environmental, social, and economic- familiarly recognized as profits, planet, and people. Environmental safety is the greatest debated component. It is involved with the decline of carbon imprints, marine management, non-analysable packing, and extravagant methods as portion of a stream cable. These processes can normally be cost-efficient, and commercially valuable as good as important for “ecological sustainability”. Social development means to treat communities equally and safeguarding sensible, proper, and environmental management of the society where a company runs. It can be accomplished by further approachable advantages as; well motherhood and fatherhood advantages, adaptable programming, learning and improvement chances. For instance, a company must use ecological employment, where fully-grown up employees are involved, and they can manage in a protected atmosphere. Financial development is the easiest type of sustainability. To be inexpensively viable, a company should be beneficial and make adequate incomes to be maintained. The task of this type of sustainability is attaining a stability. Corporations ought to be attempted to get a reward in conjunction along with more facets of sustainability instead of maximising the profits at all costs. Centring on societal and ecological sustainability in adding to financial operation is an attitude normally mentioned as the “Triple Bottom Line”.

Currently, ‘United Nation’ published the aims of Sustainable Development, as its most important objectives for a hit achievement of a sophisticated and extra supportable future. They survive with the worldwide tough conditions to sustainability. There are 17 aims which entail: supportable financial growth, no scarcity, less deprivation, easy aquatic and cleanliness, less costly and easy energy, liable consumption and creation, and it was anticipated that they will be grasped by 2030.

Sustainability is assessed by evaluating the inclusive presentation of 3 essential standards entirely, and a sensible therapy of these essential standards. These crucial standards of the “Triple Bottom Line” now prepare no extensive suggestion, a size expedient of themselves. Still recent strategies of assessing sustainability have strained to grade the sustainability over them. Nevertheless, the legit normal size of sustainability does not occur, the industry-precise equipment is developed by most of the companies and procedures to choose how societal, eco-friendly, and fiscal standards feature as a fragment of a company.

## 2. DISCUSSION

### 2.1. Organizational Behaviour

Organizational behaviour is a pivotal and multi-faceted area that created diverse studies related to several modern-day control and administrative narratives (Cooper *et al*, 2017; Hodgkinson & Healey, 2011; Luthans, 2002). There have been full-size studies on each sustainability and organizational conduct as separate regions of concern. The problems referring to behaviours riding sustainability in terms of numerous tiers of employer are extra evolving. Whereas, there is a smoothed blend of micro and macro-research of structural behaviour in several settings, plenty of fundamental methods which drive research into sustainability has managed to construct its studies round macro-orientation in preference to micro-oriented ecological views (Andersson *et al.*, 2013). The preference in paintings on sustainability brings about a focal point on general objects like, for example, the agencies and moreover, the factors on approaches wherein the sustainability interrelates with huge standards. For example; efficiency, usefulness, and performativity in preference to such as; micro-analyses. This zeitgeist activates the priority and triumphing flows can be susceptible to obstruct an extra complex and collaborative knowledge of the extra micro, individual, political, relational attributes and drivers of sustainability activities, conditions, and settings. To acknowledge this, it can be additionally reasoned and it's miles the inter-meshing of innumerable micro-occasions which paintings to produce macro-conditions and circumstances (Alcaraz & Thiruvattal, 2010; Porritt, 2012). So, there is a developing assist that an awareness of sustainability intrinsically evokes and tries to produce knowledge from an extra multi-degree and multi-systemic views and that is especially pertinent to relocate of interest on organizational behavioural factors of sustainability. While preliminary paintings have been commenced, as these days referred to via way of means of Akhtar *et al* (2017), even though numerous researches have emphasised the linkage among the corporation abilities, systems, and sustainability at organizational degree. The hyperlinks among pinnacle control touchable skills, relationship-primarily based totally on commercial enterprise networks and the environmental sustainability has now no longer been so well-explored at micro-degree.

Hence, the aforementioned background and growing research factor closer to a well-timed cause with which to look at the micro-behavioural elements of sustainability. This unique problem answers to this diagnosed want with the aid of using accumulating an innovative, treasured, and perceptive set of papers which, of their personal methods and precise methods, forged mild at the interplay of organizational conduct with sustainability from several views and organizational and official circumstances. Organizational behavioural problems live on the coronary heart of the improvement of bearable attitudes and postures. It is even though vital to apprehend that conducts underlines and decides all those withinside the shape of pasts to making plans and movements on sustainability.

## 2.2. Organizational Behaviour and Sustainability

The struggles round growing and combining sustainability habits in a corporation absolutely reveal, how essential powerful extrude control and studying is in a success companies. If a corporation's price of studying is not extra than its price of extrude, then it is going to fall in the back of the competition. Personnel in companies, in particular customer support led companies, are continuously fixing troubles, frequently beneath pressure and with very tight deadlines (Bertassini *et al*, 2021). But how the personnel's study and adjust to the brand-new rules in an increasingly converting world, performs an essential position and how successful their corporation is, and the way first it responds to adjustments withinside the intensely aggressive markets in which they operate. When reviewing diverse companies' leaders, we can examine first how short those groups are at adopting extrude, which includes the combination of sustainability, and the studying curve related to that. Managers in companies generally tend to assist their groups with the aid of using and making sure that they paint inside a supportive studying environment and this can imply that the personnel sense assured to invite questions, admit faults, and freely proportion innovative thoughts which can assist the commercial enterprise turn out to be extra green and powerful at the same time as integrating sustainability (Calderon *et al*, 2021). Those talents withinside the management of a corporation imply that the personnel are aware about their position, accountabilities and sense encouraged to take decisions, while being snugged with the very actual dangers which may be gifted withinside the place of business today. So, they can interact withinside the studying procedures and adapt and enforce extrude extra swiftly. It is going without pronouncing that to take this shape, the companies want to be endorsed with the aid of using concrete procedures and strategies which may be extensively communicated and realized with the aid of using the workforce, the important factor is how human beings are engaged (De Matos *et al*, 2013). Employees in a corporation, and those generally, sense pressured to extrude what they do, now no longer due to the fact they may be given an order or a record that shifts their wondering, however virtually due to the fact they may be proven a truth and the relevance and effect associated with that truth which impacts feelings, their wondering and their behaviour. In offering personnel with this awareness, extrude control impacts their dedication and encourages a better stage of engagement (Broekhuis *et al*, 2003). Sustainability to action permits us to socialise our sustainability guidelines and policies.

## CONCLUSION AND RESEARCH DIRECTIONS

With the weather crisis, there may be a present-day motion toward sustainability as an extra attractive precedence for businesses, as human beings start to stay extra sustainable lives. It is possibly that, withinside the destiny, high quality effect on weather over the whole cost chain developed effect on the atmosphere, human beings and atmosphere, and effective enter

on society may be expectancies for trades. Corporations may be held liable for all elements of business, and any ecological destruction or dangerous emissions should be restrained or eradicated from the effective tactics. It is likewise predicted that bases may be reprocessed to fit the universal boom in public which is usually known as 'round economy'. This alternate could license one man's waste to be every other's resource, in a technique which may knowingly lessen the wastes and create an extra green deliver chain.

There are many crucial research dimensions on sustainability and company behaviour. A pluralist and incorporated view closer to sustainability in destiny studies endeavours is supplied here. First, the destiny studies need consciousness in an inclusive angle on sustainability control. 'Sustainability control' consists of each ecological sustainability and social-financial sustainability. A latest evaluation factor, consists of different traits and diverging assumptions among sustainability and company responsibility (Bansal & Song, 2017). Second, micro-foundations and mechanisms of sustainability for reaching aggressive blessings in global contexts is other crucial location of studies. A shade knowledge of micro-foundations and instruments of sustainability endorse capacity trails to obtain aggressive gain for people and businesses in global settings. This reverberates with the latest fight for mental micro foundations to supply aggressive blessings (Ployhart & Hale Jr, 2014). Third, conventional values and philosophies to forward sustainability, organizational behaviours, and corporation research. Traditional cultures and philosophies may also additionally offer crucial insights for the present-day sustainability control and corporation matters. Organization and control research demand an ethical and social sustaining. The expertise of beyond may also additionally provide the enlightening mind for tackling present day organizational issues.

The micro-foundational paintings additionally allow a changing of sustainability from pictures that are all regularly functionalist, reductionist and performativity (Spicer, 2009) oriented and there may be possibility to become aware of and examine a greater processual understanding of micro-behavioural styles as ladders toward constructing knowledge of the way sustainability problems function in administrative surroundings. Hence, in general, by the above method there may be capability for a sparkling look to be forged over the conceptualisation and knowledge of idea for exercise withinside the sustainability arena (Aragon-Correa, 2013). In chase of this intention, there may be choice to excavate and expand the knowledge of sustainability by micro-foundational paintings and organizational conduct concerning strategies and systems when it comes to, for instance; setting, procedures, appearance, development, and lively abilities to clarify the appearance, results of procedures, feeling, pliability, and competences entrenched in sustainability (Cooper *et al.*, 2013). These human magnitudes, transferring past greater traditional defined and express radical or cause features, may play a main position in growing sustainable arrogances and answers (Bansal *et al.*, 2012). The advent of such a schedule opens out the vista on more than a few sparkling standpoints. For instance, a

greater complicated and profounder micro-foundational knowledge of organizational conduct when it comes to sustainability may also help in integration of many illogicalities and resolution of strains nearby sustainability. A vital difficulty to be discovered right here can be the ancient strains of, for example; the settlement of financial profit-purpose and capitalist motorists with communal necessities and tasks. Furthermore, a wealthy micro-foundational method may re-enter the all-too-not unusual place cognizance on a 'unit of analyses of the firm/structural degree or, similarly, a basic moulding of micro-foundations as a substitute for 'human-being' and as a substitute examines a greater all-inclusive, universal, and lively demonstrating of sustainability throughout those parts, eco-structures, and cooperatives (Christensen *et al.*, 2014). By accepting such stages, a re-agent is supplied with which to project and circulate past the rhetoric and realisms of the behavioural motorists of sustainability. Such an undertaking is becoming and well timed due to the fact sparkling strategies will help corporations in assembly the developing and converting surroundings, behaviours and demanding situations challenging corporations; as they change destiny countryside of labour communal systems and agreements.

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