

Sustainability in Organisations: A Key to Well Being

12

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Sustainable Organisations endeavour to balance economic social an environmental demands. The goal has always been to create long term value for the society and the environment. Sustainable organisations are always characterised by a model which lay emphasis on transparency and accountability Such organisations are innovative. Such organisations are able to adapt to dynamic environment.

Corporate Social Responsibility and Sustainability

Corporate Social Responsibility for the companies means commitment to embrace environmental and social sustainability. The goal of corporate social responsibility is to go beyond earning profits for shareholders and contributing to Social and overall well being of stakeholders. It's concerned with protecting the interest of all these stakeholders such as employees customers suppliers workforce and the entire community in which business operate. Sustainability enables to live a life that protects the natural resources such as forest wetlands. As world population increases it becomes imperative to do long term planning So that future generations can lead a happy life. Many organisations embrace corporate social responsibility in order to boost their reputation. Some organisations also embrace CSR as moral obligation to Society.

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Sustainable organisations always prioritise actions and policies. Corporate social responsibility has become imperative as employees and customers demand That organisations should align with their values and contribute to overall well being of society.

Corporate Sustainability is a new corporate management model which falls under the environmental social governance. Corporate Sustainability focuses on growth and profitability through business practises in diverse areas of society the goal is to provide long term value for stakeholders without compromising people and planet. The three pillars of corporate sustainability are environmental social and economic pillar. Social and Economic Pillar.

The environmental pillar encompasses various actions companies take to reduce environmental impact including reducing packaging waste, recycling material and using sustainable energy sources. The social pillar Is about dedication of taking good care of people inside and outside the business. Social pillar includes eradicating child labour offering maternity leave and giving back to society. The economic pillar incorporates implementing such business practises that boost profitability of the organisation a company can't Bring about positive changes in the environment if it's not profitable. The economic pillar makes it feasible for companies to evolve new strategies. Only those organizations can thrive which integrate sustainability into their strategies. These organizations can emerge successful only if they learn to strike a balance between the economic goals and environment

DEI Diversity equity and inclusion model for organisations

Diversity equity and inclusion are imperative for creating healthy work environment. Workforce from diverse backgrounds is indispensable for positive work culture. Equity means to have impartial treatment at workplace. Inclusion means a sense of belongingness for the organization where one feels valued and accepted.

Implementation of DEI

- Create a workforce consisting of people from diverse backgrounds.

Social Issues: Trends and Analysis

- Imparting training to employees so they become aware of deeply ingrained prejudices and biases
- Ensuring people are treated with dignity and respect. Also ensuring people are getting remuneration according to their calibre.
- Rewards should be tailored according to the needs and values of the employees.
- Build employee networks. Employees should be given opportunity to socialize that would enable them to develop a sense of belongingness.

In a dynamic environment characterised by a rapid change incorporating diversity equity and inclusion is indispensable for growth sustainability and resilience. DEI makes the organization more robust resilient and flexible. The more diversity in workforce facilitates exchange of creative ideas and innovative solutions. A body of research suggests that there is a strong correlation between workforce diversity and profitability. Organisations can embrace diversity by evolving effective strategies. They can encourage employees to pursue jobs according to their strength and weaknesses. Diverse workforce is always an asset for the company. Organization can discover techniques of engaging employees in problem solving. Organizations have to learn to change their perception about diversity. In the workplace diversity can mean a different way of solving a problem.

Sustainable human resource management has potential for improving well being and eliminating undesirable behaviour at workplace. Sustainable human resource management considers the impact of the policies in the environment. The interactions at workplace strongly impact physical as well as mental health of employees. If an employee feels connected he is more likely to deliver positive outcomes. Employers can boost health and morale of workers by imparting training with the help of HR professionals. Employees should be given access to psychological counseling, therapy and other psychological resources.

Employers can meliorate employee wellbeing through six techniques

- Social interaction: If an employee has a sense of belongingness it leads to better outcomes, creative ideas and effective problem solving.
- Cognition: Positive thoughts at workplace lead to better health outcomes. Employees who are confident about themselves are more resilient and can adapt well to changing work environment.
- Meaningful engagement: Participating in meaningful work or any activity has been associated with more positive outcomes such as greater happiness and psychological well-being
- Stress: Optimal level of stress can motivate employees to work harder. The employers should ensure that employees are motivated and do not feel drained by work place demands.
- Economic security: Employers must ensure that compensation covers basic needs of employees.
- Sleep: Employers can reward employees who prioritize sleep. They should limit the online work of employees.

Positive impact of sustainability in organisation

1.Sense of Purpose and Meaning

Sustainable practices often align with employees' personal values, particularly those related to environmental and social responsibility. Employees feel a greater sense of purpose when they know their work is able to bring sea change in the world This sense of purpose can boost morale and make employees feel more confident and happy.

2. Positive Work Environment

Sustainable organizations tend to prioritize employee well-being, offering initiatives that support mental and physical health.

Practices like flexible work arrangements, green initiatives (e.g., improving indoor air quality, promoting cycling to work), and a focus on work-life balance can create a more positive and supportive work environment.

This can lead to reduced stress, improved morale, and increased happiness among employees.

3. Enhanced Job Satisfaction and Engagement

Employees in sustainable organizations often report higher levels of job satisfaction due to the alignment of their values and the positive impact of their work. This satisfaction translates into increased engagement, with employees feeling more connected to their work and the organization.

Engaged employees are more likely to be productive, innovative, and committed to the organization's success.

4. Attracting and Retaining Talent

Sustainability is increasingly important to job seekers, particularly younger generations. Companies with strong sustainability initiatives are more attractive to top talent and can improve their ability to attract and retain employees. This can lead to a more stable and engaged workforce.

5. Melioration in company performance

Happy and engaged employees exhibit improved outcomes and contribute to overall productivity of the organisation. Sustainable practices can also lead to cost savings, increased efficiency, and improved brand reputation.

Ultimately, a focus on sustainability can make the organisation thrive and flourish. In essence, when organizations prioritize sustainability, they pave the way for employee well-being, improved mental health, and greater productivity.

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