

Impact of Various types of Training Programs on Organizational Sustainability

Dr. Shaik Rehana Banu

Post Doctoral Fellowship,
Department of Business Management
Lincoln University College Malaysia

***Dr. Amarnath Padhi**

Assistant Professor
NIST Institute of Science and Technology (Autonomous)
Berhampur

Dr. Tushar Dhar Shukla

Assistant Professor
Department of Physical Education, UITTR,
Chandigarh University,
Mohali, Punjab.

Dr. Hemalatha Ramakrisnan

Professor
School of Business and Management
Christ (*deemed to be*) University
Bangalore

Dr. S. Thandayuthapani

Assistant Professor
Department of Management Studies
Vel Tech Rangarajan Dr. Sagunthala R&D Institute of Science and Technology, India.

**Corresponding Author: Dr.Amarnath Padhi*

Abstract—Organizational sustainability refers to the ability of an organization to maintain its operations in the long term while meeting the needs of its stakeholders, including customers, employees, shareholders, and the environment. One of the critical factors that impact organizational sustainability is the type of training programs implemented in the organization. Various types of training programs, such as leadership training, technical training, and soft skills training, have a significant impact on organizational sustainability. Leadership training can help managers develop the skills and knowledge necessary to effectively lead and motivate employees, which can contribute to higher employee retention rates and increased productivity. Technical training can help employees stay up-to-date with the latest technologies and processes, which can improve efficiency and reduce costs. Soft skills training, such as communication, teamwork, and problem-solving, can help employees work effectively with others and adapt to changing situations, which can enhance the overall performance of the organization. Moreover, effective training programs can also contribute to creating a learning culture within the organization, which can help employees develop new skills and knowledge over time, and increase their value to the organization. This, in turn, can improve employee engagement and reduce turnover, which can contribute to the long-term sustainability of the organization.

Keywords — Training, Organization, Skills, Performance, Efficiency, Sustainability

I. INTRODUCTION

By bringing together the interests and objectives of individual workers o organization in addition to the labor force, employee training plays a special role in the achievement of corporate goals. Nowadays, in the business world, training and improvement are the most important components. This is because training raises productivity in the workplace and the efficiency of the company as a whole. The origins of the notion of sustainability may be traced back to the fundamental principles that support sustainable development. Organizational sustainability is defined as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs" (World Commission on Environment and Development, 1987 in McIntosh and Arora). This definition comes from the Brundtland report, which was published in 1987. (2020). Sigma used the term "organizational sustainability" to describe an organization's potential to continue operating well into the future. defined sustainability as the "intersection of environmental, social, economic, and political well-being" Foil and Lavenders independently proposed that environmental, social, economic, and political factors interact with one another. Sadly, it seems that organizations are primarily concerned with the economic component of sustainability and are acting within the bounds of the political arena, while the environmental and social components are relegated to the background. As opposed to creating and executing a thorough yearly training plan based on a budget and calendar, it is believed that the training of workers on required radio broadcasting abilities is done in a haphazard way. This is because putting up and launching such a programmed would need a substantial commitment of time and money. (Bura, 2016)

II. OBJECTIVE

The research aimed to fulfill the following objectives:

- Objectives for sustainable growth within the organization
- Organizational Sustainability
- Some outcomes of sustainability training system

III. METHODOLOGY

In today's highly competitive market climate, training and development has emerged as a vibrant and exciting new market segment. The investment in its people is what separates a good company from a great one. In general, organisations that have successful training and development programmes for their human resources staff are more likely to see both short-term and long-term advantages. The purpose of this research is to give a literature evaluation on the significance of staff training and development in relation to the long-term viability of a firm. The study utilises a survey research design in order to accomplish the goal that has been outlined. The data were compiled using both primary and secondary sources of information. The acquired data were examined by utilising simple methods such as percentages and frequency counts. The findings indicate that training and development have an effect on the long-term viability of an organisation, and they also indicate that the training and development of employees leads to an improvement in the productivity of those employees. In order to accomplish this goal, the study suggested that an employee training and development programme should be well designed, comprehensive, all-inclusive, timely, fully financed, and effectively and efficiently administered.

IV. OBJECTIVES FOR SUSTAINABLE GROWTH WITHIN THE ORGANIZATION

Organizations are coming up with fantastic ideas that implement sustainable development objectives inside their firm as the public becomes more aware of the significance of corporate social behavior as organizations strive towards building a sustainable business. In order to remain competitive in the long run, corporations are increasingly focusing on achieving social and economic objectives such as universal health care, free and equal education for everyone, an end to poverty, increased productivity, new technologies, and improved infrastructure. In order to further their sustainability objectives, most companies host a number of CSR (Corporate Social Responsibility) events. They hope that their staff will be inspired to do something kind for the community, the people, and the environment at these events. Each year,

businesses engage in corporate social responsibility (CSR) activities including providing education to the underprivileged, planting trees, and volunteering at shelters for the elderly and children. As a result, they may improve their social reputation while also doing their part for the environment and society. (Seldom, 2016) Achieving these long-term objectives will need a concerted group effort, and that can only happen if the values of the businesses people work for are shared by those employees. Organizations can't impose their philosophy on their staff about CSR activities or sustainability since everyone has their own opinion on the matter. So, it is crucial for the company to set clear expectations for how workers should collaborate with the company to ensure its long-term viability. In order for the company's policies and initiatives to promote sustainability to hit home with the staff, training is required. The overall objective of the business is to become more sustainable, thus these training programmes will help staff get the knowledge and key-skills they need to contribute to that end. Organizations should put effort into creating training programmes for their staff, with the purpose of helping them better grasp the company's sustainability mission and the steps necessary to attain it. The courses would instruct participants on a variety of methods that may be used to improve society at large. The significance of sustainability to the company's success will be emphasized, and staff members will get training on the importance of achieving these targets. Employee ideas and comments may be used to design the appropriate actions that will aid the company in reaching its sustainability objective. In order for businesses to endure, whether for financial or humanitarian reasons, training is essential. Without a dedicated and enthusiastic workforce, a business will not be successful. (Wang et al., 2018)

The Triple Bottom Line is a method that companies use to evaluate how profitable their corporate social responsibility initiatives are. This method is used by enterprises. When a company assesses its operations in line with the Triple Bottom Line, they get insight into the degree to which their business is sustainable as well as the revenues that are made as a result of

these environmentally conscious operations. The triple bottom line may be broken down into its three individual parts. (Schneider & Mullins, 2020)

Their constituent parts are –

Social Sustainability: This metric assesses the level of participation that the company has with the community in which it operates as well as its social interaction with the labor force in the market. One such element that may be used as a gauge is the effect that the organization's commercial endeavors have on the economy of the surrounding area. When evaluating the social sustainability of an organization or a business, some of the questions that should be asked include whether or not the employees are able to give back to the society and community in some way, (2020) whether or not the business involves the local communities, and whether or not the business supports local initiatives that have an impact on the overall sustainability of the region.

Economic Viability: This metric assesses the viability of the company from an economic point of view by determining the value that the company adds to the economy. The existence of an economically sustainable economy is not just dependent on corporate wealth. Additional elements, such as the participation of local suppliers or vendors to enhance the local economy, the management of economic development, and the spending by workers, play a significant role in the economy's capacity to remain sustainable. (Shin & Enoh, 2020) If the pay policy of the businesses is scaled down to a greater level, this will have an effect on the workers' capacity to spend money, which will, in turn, have an effect on the economy's ability to remain stable.

Environment Sustainability: This metric determines how much of an influence the company has on the surrounding natural environment. (2020) It is often assumed that a company will be able to remain in business for a longer period of time if they reduce the number of natural resources and dangerous products that they utilize. The company has to place a primary emphasis on cutting down on waste and doing as

much as it can to encourage the recycling of items. This will help them generate higher earnings and reduce the expenses associated with their packaging at the same time. Training on Sustainability The requirement for sustainability training emerges when the workers in the company need to understand how their contribution affects the organization's potential to be sustainable. (Metz et al., 2020) It is pointless for the company to strive towards accomplishing the sustainability target they have set for themselves before the workers are motivated and understand what it means to be sustainable as well as the prerequisites for doing so. Because of this, it is even more important to provide sustainability training programmed for the staff so that they may improve their knowledge, skills, talents, and attitudes towards the sustainability programmed. If the workers in the company are confused about the purpose of the new initiatives being implemented, they won't be able to commit their full efforts to accomplishing the goal, which will result in financial losses for the company. (Al Qudrah et al., 2018)

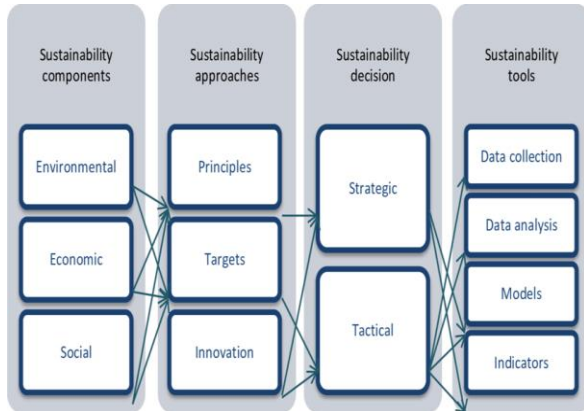


FIGURE 1: ORGANIZATIONAL SUSTAINABILITY

V. ORGANIZATIONAL SUSTAINABILITY

Organizational sustainability can be defined as the capacity of companies to leverage their economic, social, and environmental capital for the purpose of contributing to sustainable development within the political domain. Organizational sustainability is the ability for a group of people to endure the internal and external pressures of a culture, through change and innovation, as they endeavor to deliver specific products. (Win it et al., 2023)

Organizational sustainability may also be seen as the pursuit of a state of equilibrium that strikes a balance between what is socially acceptable, what is economically feasible, and what is environmentally sustainable. It is essential for organizations to focus their attention on the economic, social, and environmental realms in order to go forward with their sustainability plan.

- a) Economic issues consist of things like making a profit (or income), cutting costs, fostering economic growth, and conducting research and development.
- b) Give some thought to social concerns such as the level of life, education, the community, and opportunities for everyone.
- c) Political, which includes a response to laws and regulations, involvement in decision making, the framework of the administration of public goods, and the democratic character of these areas.

Therefore, the disposition of any organization in maintaining safe and healthy environmental practices, in its efforts to meet its economic motives and social concerns within the confines of the law and regulations to the benefit of all stakeholders not only in the short-term but also in the foreseeable future is what we mean when we talk about organizational sustainability.

Objective of Sustainability Training:

Connection between Different Capabilities Training and ensuring the continued viability of the organization A skill is an ability to accomplish something well, that is, to use information as well as one's own particular aptitudes and dispositions in professional settings. It has been shown that increasing the amount of money invested in training lessens the likelihood of a company going out of business. This means that skills may be acquired during training programmed and then gradually enhanced when participants frequently use a new style of behavior. Companies need to fight the urge to reduce their investment in employee education in order to save money.

The goal of sustainability training is to help employees understand that gaining a competitive advantage for a company involves more than just making a profit; it also involves fulfilling social responsibilities towards the environment, making commitments to provide a sustainable business, and working towards the improvement of society. (Yu & Moon, 2021) To construct simulated programmed in order to shed light on the future of the resources that are accessible to the people for their consumption and the pace at which these resources are being depleted in order to provide workers with clarity on these matters. The actual events may be replicated in a computer simulation, and staff members can undergo training based on the simulation in order to get a deeper comprehension of the need of sustainability.

To make students aware of the different consequences that climate change is having on the environment, as well as the ways in which they may work towards lessening the influence that they personally have on climate change, and to do so in a way that is sustainable. Because of the nature of these training programmed, workers are given the opportunity to engage in independent creative problem-solving and the generation of novel concepts and approaches for the organization's pursuit of its sustainability objective. (Seldom, 2016) To conduct seminar training for the employees, where a well-known person who has implemented sustainability in their organization or who has worked in line with the sustainability guidelines will be beneficial for the employees. The goal of this training is to help the employees become more environmentally conscious. Talks should be given by workers of the company to their fellow employees who have already adopted sustainable practices or are working towards achieving sustainability. The ability of the trainees' peers to connect with the speaker on a personal level and feel that he or she is one of them is one of the most important aspects of these types of training talk sessions. This instills in people the mindset that they can readily adjust to sustainable practices. To educate the workers about the rivals in the industry and how well they are doing in terms of sustainability. To educate the employees about the sustainability efforts of the competitors. To

teach them on how to create modest sustainability objectives, first on an individual level and subsequently on an organizational one. (Bura, 2016) To educate them on how to set small sustainability goals. After going through such trainings, the personnel will provide results that are beneficial not just to the firm but also to the surrounding environment. In the next section, a few of the results of training on sustainability are mentioned.

The Following Are Some Outcomes Of Sustainability Training:

Workers begin to think for themselves about the kind of society and environment they want to leave to their children and grandchildren in the future. Because of this, they are able to make further efforts to strive towards the sustainability objectives. Workers are aware that sustainability is a real concept and that it will be too late for them to make progress towards achieving it in the future if they do not begin working towards it now. Their self-confidence will increase, and they will be better able to determine the organization's long-term objectives, if they work towards the individual goals, they have set for achieving sustainability. Joyce. (Schneider & Mullins, 2020) The workers are now aware of the significance and requirement of contributing their thoughts and support to the organization's objectives, which makes it much simpler for them to do so. As a result of participating in training programmed, workers become more motivated, and as a result, they become nimbler in terms of contributing towards the environment and holding themselves accountable for bringing about change in the society. Because every level of management in the organization goes through this training, the organization cultivates a large number of "greenies" in the organization at every level of management, including the lowest, the middle, and the highest levels. These "greenies" are now working together to make their company more environmentally friendly and sustainable than it has ever been. (Shin & Enoh, 2020)



Figure 2: Sustainability

CONCLUSION

To remain competitive over the course of a significant amount of time, it is essential for any company to establish objectives for sustainable growth. The environment, economic viability, and social justice are sometimes referred to as the "three E's," which also stand for the three pillars of sustainability. The key to achieving sustainability in any enterprise is to strike a balance between these three elements of sustainability. In order for the groups to accomplish these aims of sustainability, they organize a variety of events, participate in training programmed, and do what they can, towards the greater good of society. The achievement of these sustainability objectives will be significantly aided by the practice of corporate social responsibility. In order to prepare its workers and managers to meet the overarching objective of running sustainable businesses, the companies participate in a number of specialized trainings programmed for those groups. The purpose of this study is to get an understanding of the significance of training in companies so that those businesses may begin their path towards being more successful and sustainable. In this day and age, when there is so much attention being paid to the preservation of the natural world, businesses and other organizations need to recognize that it is their duty to strive towards the same goal. It is not difficult for a company to establish objectives related to sustainability; nevertheless, it may be challenging to put those goals into action in a way

that gets all of the workers involved and working in the same direction. Educating and training workers on the many sustainability issues, as well as the significance and advantages of sustainability, is the first step that businesses need to take in order to build a sustainable business model. When every member of the workforce at the organization begins to take an active role in the implementation of this project, the company is guaranteed to reach its sustainability goals much more quickly. Hence, training is the first step in accomplishing this far-reaching yet critically crucial objective of sustainability.

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