


Chapter 6

Eco-Friendly Practices Impact on Organizational Climate: Fostering a Sustainable Work Culture

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ABSTRACT

This chapter looks at how incorporating eco-friendly business practices into daily operations has a significant impact on the internal climate of the company and fosters a sustainable work culture. Prioritizing sustainability raises moral standards, encourages cooperative effort, and orients workers toward a goal. Businesses that place a high priority on environmental stewardship frequently foster a corporate culture that reflects individual beliefs and moral business practices, encouraging honesty and involvement from staff members. Cross-functional cooperation is promoted by sustainability programs, which also foster creativity, transparent communication, and employee empowerment to make significant contributions. Furthermore, linking sustainability initiatives to more general societal objectives improves employee satisfaction and retention. By taking a long-term, sustainable approach, companies can draw in like-minded investors and customers, increasing their ability to withstand changes in the market and in regulations.

1. INTRODUCTION

An organization's dedication to lessening its environmental impact and making a constructive contribution to ecological systems is reflected in environmental sustainability, which has emerged as a crucial component of contemporary commercial operations. In addition to meeting the worldwide demand for environmental preservation, this move toward sustainability also influences workplace cultures and organizational behaviors, or organizational climate. Knowing how sustainability initiatives affect orga-

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nizational climate becomes crucial as companies look for methods to match their operations with social and environmental obligations.

In the business world, environmental sustainability refers to the dedication of organizations to conduct their operations in a way that minimizes environmental harm, conserves natural resources, and reduces waste—all while retaining profitability. It represents a comprehensive strategy in which businesses include environmental considerations into their decision-making procedures in an effort to attain balance between the economy, society, and environment. Businesses must use sustainable practices in areas including energy use, resource management, supply chain operations, and product lifecycle management in order to be environmentally sustainable (Dyllick & Muff, 2016).

Companies that are dedicated to environmental sustainability frequently take part in initiatives like lowering carbon emissions, utilizing renewable energy, embracing the concepts of the circular economy, and promoting biodiversity. These programs are in line with more comprehensive international frameworks like the Sustainable Development Goals (SDGs) of the United Nations, which stress the value of ecological stewardship in addition to social and economic advancement (United Nations, 2015). Since stakeholders and customers are increasingly choosing environmentally conscious businesses, organizations that put sustainability first frequently experience improvements in long-term profitability, regulatory compliance, and brand reputation (Epstein & Buhovac, 2014).

2. LITERATURE REVIEW

2.1. Conceptualizing Organizational Climate: Key Dimensions and their Significance

Employees' collective opinions about the rules, customs, and processes that govern their company are referred to as the organizational climate. It shapes employee attitudes, motivation, and general job satisfaction, making it a crucial component of organizational behavior. Leadership styles, communication methods, organizational structure, innovation, and the general work atmosphere are all examples of elements that are commonly included in the dimensions of organizational climate (Schneider et al, 2013).

From the standpoint of sustainability, organizational climate can also encompass elements like ecological consciousness, corporate social responsibility, and green initiatives that demonstrate a company's dedication to environmental care. The way that workers view their organization's environmental policies can affect their sense of community, drive to support environmental initiatives, and general job satisfaction (Kim et al, 2017).

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