

**THE RANGE OF AVAILABILITY REQUIREMENTS ORGANIZATIONAL
SUSTAINABILITY
AN OPINION STUDY OF SAMPLING OF MANAGERIAL LEADERSHIP IN NINEVEH
ELECTRIC DISTRIBUTION DIRECTORATE**

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Abstract

This study investigates the range of availability requirements of organizational sustainability in organization of research. the study problems determine question:

Does organization of research has requirements of organizational sustainability in it work of field?

It was hypothesized (not availability of their requirements in organization of research) which represents (achievement of benefits, keeping of production opportunities future, interaction of inventory capitals, continuously of introduce services and ability of insurance conditions system). and the objective of study is description and diagnostic requirements of organization of research as well as covering of theoretical to it.

The researcher depend on questionnaire to collect of data from (32) managerial leaderships from level different of organization of research, this study used many statistical tools to treatment of data for-instance (Frequency, Percentage, means, standard-deviation and clustering analysis). the researcher reached to many conclusions such as:

Availability requirements of organizational sustainability in organization of research, Basis of it introduce many recommendations.

Introduction

Sustainability represents requiring world and strategic objective for states, Organizations and leaderships, are decided in all fields, but may be wishing or dreams day it without contribution of making abilities no meaning of gleam include of Individualism systematic that moving with sociality

Distance, the resources are availability may be useful but it needs investment and put the step to dealing it in order to insurance benefits, opportunities production future are preparing and inventory Capitals are Interaction and the ignore of that may be lead Organization to decline and losing Reinforcement with continuously of services to level of environmental system and Organizational achieved Conditions of building and devoting it health.

depending of that the researcher recruitment Opinions of authors and stimuli of knowledge in a framework have me, depending of introduce to guiding this objective study.

Part one: Study methodology

First: Study problem:

The problem of this study determine with questions

Does Organization of research has requirements of Organizational sustainability in it work of field?

Second: Objectives of study:

This study objectives to recruitment sustainability in Organizational field that helped to perform welfare, rationality in Organization and environment both of it.

Third: Hypothesis

Non availability of requirements Organizational sustainability in Organization of research.

Fourth: Study Model:

The model of this study determine with diagram in sighting of useful from the study of (perman, R., et al., 1998).

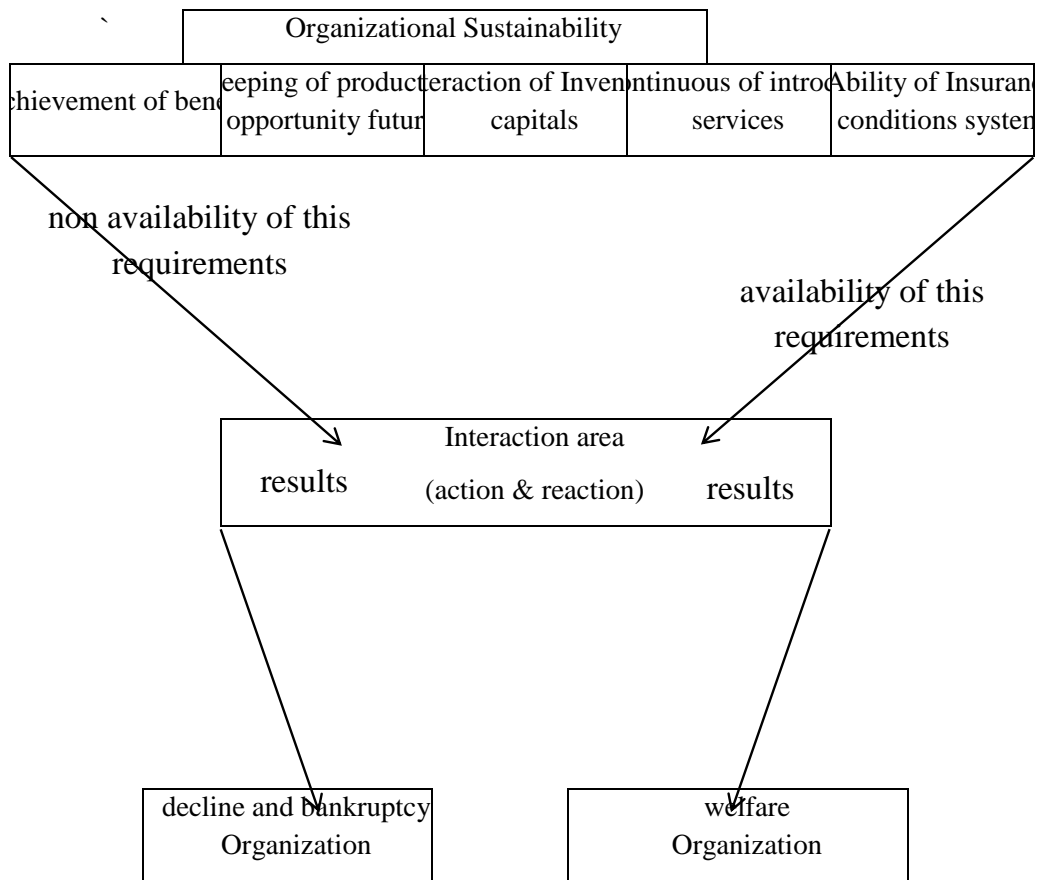


Diagram (1) study model

preparing of researcher*

Fifth: Sample of study

The sample comprised of (32) managerial leaderships working in different level of Organization of research as well as questionnaire is a tool of collect data after distributed and obtained respondents.

Sixth: measuring Instruments

Five measure were utilized to assess the requirements of Organizational sustainability in this study. it was developed for the aims of it.

- A. achievement of benefits in Organization of research was measured by 5- item (x₁, x₂, x₃, x₄, x₅).
- B. keeping of opportunity production future was assessed through the 5- item (x₆, x₇, x₈, x₉, x₁₀).

C. Interaction of Inventory capitals a 5- item interaction of inventory capitals questionnaire was (x_{11} , x_{12} , x_{13} , x_{14} , x_{15}).

D. Continuously of introduce service was assessed through the 5 – item include of (x_{16} , x_{17} , x_{18} , x_{19} , x_{20}).

E. Ability of insurance conditions system was assessed through the 5- item determined with (x_{21} , x_{22} , x_{23} , x_{24} , x_{25}).

The researcher depend on Spss (version 22) to carry out items analysis for all five measures to confirm whether the instrument was consistent with regard to measure of the specific scale in question.

Part two: Background

In this section we briefly describe for required theoretical background for our work.

1. Organizational sustainability (concept and importance)

The terminology of sustainability at the last of eighties age and that is development after specific define from committee world of united states which it refer to sustainability is concept expression of continuous development materials and maintenance of it in order to confrontation any needs which it connected with future also there are many definitions of sustainability for instance:

(preston, 2001, 26) define sustainability is improvement of life quality that insurance ability of reinforcement environmental, as well as kotler & Armestrong, 2007, 34) are describe sustainability strategies improvement in order to competitive advantage sustain ability that make of Organization maintenance their stats.

(Pezzey, 1992, 323) define sustainability is benefits which it didn't low to society members through for next one thousand years coming also of that (Barbier, E. B. & Markandaya, 1990, 659) say to it sum of economic activities which keeping on level of quality environment that confirm with policy objective of quality environment increasing in net benefits of economics development an basis of maintenance of services and natural resources quality on along range of time and UNISCO ORGANIZATION define sustainability any generate leave back resources pure are not pollution as the state which it reached earth, depending of that the researcher see a sustainability is alert importance from author's are foxed on environmental attitude but the study of sustainability on Organizational level is abstract and narrow this state motivated researcher to study this phenomenon as analytical perspective through acquired opinions from author's to service study, basis of it we say Organizational sustainability refer to range of vital which character of Organization that could to introduce benefits of employees and external costumer's through investment of opportunities. this required are depending to inventory capitals of Organization without materials only but interaction between capitals which having Organization such as (psychological ethical, emotion, natural, material, intellectual) which it

contributed of sustainability. This state declare the importance of interaction of it in order to guaranty of requirements of Organizational sustainability. Organization are poor if these requirements did not availability in it that could not working of marketing competitive and did n't precedency analogy of others because it did not put constants for their works as well as no moving their abilities to services of future attitudes, depending on that we can see it (Organization) near to decline and it did not form system, on basis of that, Organization which could n't have conditions system that's could not know obligation arts.

The importance of Organizational sustainability reflex the level of communicated between who are finding and who must could in organizations concerned with production, benefits, services and interaction between capitals in order to achievement of system and regulating added of that Organizational sustainability helped to adopt of visions with managerial leadership and employees as well as it helped to creative climate between different levels of Organization from one level to the last level that means Organizational sustainability didn't determine with narrow field but it is penetration any determinants.

Organizational sustainability refer to Organization sustainability in order Organization by Organization.

2. Requirements of Organizational sustainability

This requirements determined in the framework of this study is: Perman, R., et al., 1998,56.

A. Achievements of Benefits

The process of acquired benefits are forming one required which needs Individuals, Organizations and societies. through integrity transparency that's don't mean of achievement which on determine paths of all Organizational level because of difference abilities, variance of directions and multiple visions.

B. keeping of production opportunities

Future Insurance of keeping of production opportunities future that's giving strategic analysis in order to measure opportunities and threats as well as attention of strength and weakness which demonstrate in future and reflect impact on this process, depending on that (Solow, R. M., 1986, 14) resources management which state to keeping of production opportunities future.

C. interaction Inventory capitals

Organizations have Capitals and working of investments that could be achieve of targets cross of many approaches to reaching Organizational sustainability through the state of synergy between it. material capitals used to service natural capital as perspective rationality of ethical trait, certainly there are many difference between capitals concerned with finding location, representation, value, operations, factor time and natural uses of it. Omer, Mamer, 2011, 5.

D. Continuously of introduce service

Organizations make to face any challenge with it preface in order to fixed Identity and a certain of finding, finally continuously of customers service that state is tangible but another is forming dilemma this connect of core abilities which are having, Insight of that, stay of saving could investment of Organizations as prefer of Interactions.

E. Ability of insurance conditions system

The case of insurance conditions system in Organization are foundations which are preparing, containing and deciding that's condition could not omission. This means the insurance condition on level of Organization are certainly on survival and communicate of growth in environment Organizations supported environment at the same time environment service Organization this means find a relationship between of them as well as the base of sustainability is system and continuously which means communications at the present and future (Tariq, 2011, 11)

Part Three: Application Framework

Application Framework is determine with the study results, which include discussion two paragraph which it represent:

one: Description and diagnostic requirement of Organizational sustainability in Organization of research.

The requirements of Organizational sustainability in Organization of research is positive concerned of achievement of benefits are agreement percentage (90) and mean (2.91) standard deviation (0.296) as well as keeping of opportunity production future is agreement percentage (75) and mean (2.72) standard deviation (0.523) this measure lead me to say the opportunity conditions help empowerment Organization of research to performance production of future through interaction of inventory of capitals, the respondents (n= 14) depending of it there is a good attitude between quested concerned with items of their requirements, the continuously of introduce service in Organization of research is finding with agreement between quested percentage (65.6) and the ability of insurance conditions system is medium grade between respondents (n=21) percentage (65.6) mean (2.63) standard deviation (0.0554)

This results sure many things such as (requirements of Organizational sustainability are finding of location study through items interpretation with it as well as finding of linkage between it

Table (1) Description and diagnostic requirements of Organizational sustainability in Nineveh electric distribution directorate.

Requirements	Agreement		uncertainly		Non agreement		mean	St.d deviatio
	requer	%	frequency	%	frequency	%		

Achievement of Benefit	x ₁	29	90.6	3	9.4	---	---	2.91	0.296
	x ₂	20	62.5	9	28.1	3	9.4	2.53	0.671
	x ₃	21	65.6	7	21.9	4	12.5	2.53	0.710
	x ₄	28	87.5	4	12.5	---	---	2.87	0.336
	x ₅	23	71.8	7	21.9	2	6.3	2.88	0.602
Keeping of production opportunities in the future	x ₆	24	75	7	21.9	1	3.1	2.72	0.523
	x ₇	19	59.4	11	34.4	2	6.2	2.53	0.621
	x ₈	21	65.6	9	28.1	2	6.2	2.59	0.615
	x ₉	18	56.2	10	31.3	4	12.5	2.44	0.716
	x ₁₀	19	59.4	9	28.1	4	12.5	2.47	0.718
Interaction of Inventory capitals	x ₁₁	14.	43.7	11	34.4	7	21.9	2.22	0.782
	x ₁₂	12	37.5	12	37.5	8	25	2.13	0.793
	x ₁₃	18	56.3	9	28.1	5	15.6	2.41	0.756
	x ₁₄	16	50	10	31.3	6	18.7	2.31	0.780
	x ₁₅	15	46.9	12	37.5	5	15.6	2.31	0.738
Continuously of Introduce services	x ₁₆	21	65.6	9	28.1	2	6.3	2.59	0.615
	x ₁₇	20	52.5	9	26.1	3	9.4	2.53	0.671
	x ₁₈	19	58.4	11	34.4	2	6.3	2.53	0.621
	x ₁₉	17	53.1	14	43.8	1	3.1	2.50	0.568
	x ₂₀	20	62.5	11	34.4	1	3.1	2.59	0.560
Ability of insurance conditions system	x ₂₁	41	65.6	10	31.3	1	3.1	2.63	0.554
	x ₂₂	20	62.5	10	31.3	2	6.3	2.56	0.619
	x ₂₃	18	56.3	12	37.5	2	6.3	2.50	0.622
	x ₂₄	18	56.3	12	37.5	2	6.3	2.50	0.622
	x ₂₅	17	53.1	7	21.9	8	25	2.28	0.851

Two: Clustering analysis of variables study.

The variables (requirements) of Organizational sustainability formed clustering, items (x₁, x₄, x₆) united with (x₇, x₉, x₂₀, x₂₄) which connected and formed another clustering of (x₇, x₂₂, x₁₉) this means the achievements must recruitment assets interesting of Organizational objectives and introduce of Insurance of satisfaction employees.

The benefits of employees are precedence in the field of objective, item (x₇, x₂₂, x₁₉) are formed cluster's which correlations with item (x₁, x₄, x₆, x₁₇, x₁₈, x₂₀, x₂₄) this items referred to finding of effective method quietly work through following complex change in order to service employees in the framework of norms protection that discipline of system in Organization. item (x₈, x₂₃, x₃) connected with items (x₅, x₂₁) that formed cluster with another item when we observation it's discovering relationship between these items. employees devoted their efforts and assets of Organization in order to get better future to it and putting points to differentiate between Organized and disorganized.

items (x9, x10) and items (x13, x2, x25) are forming clustering with (x14, x25, x12) and (x11) this clusters are interpretations many things, such as acquiring opportunities from challenges and preparing really also moving of availability of capitals in order to achieve Organizational aims that make of decided Organizational sustainability that clustering associated with concerned of contents of ethical capital directed to another capitals and creative synergy between capitals in Organization.

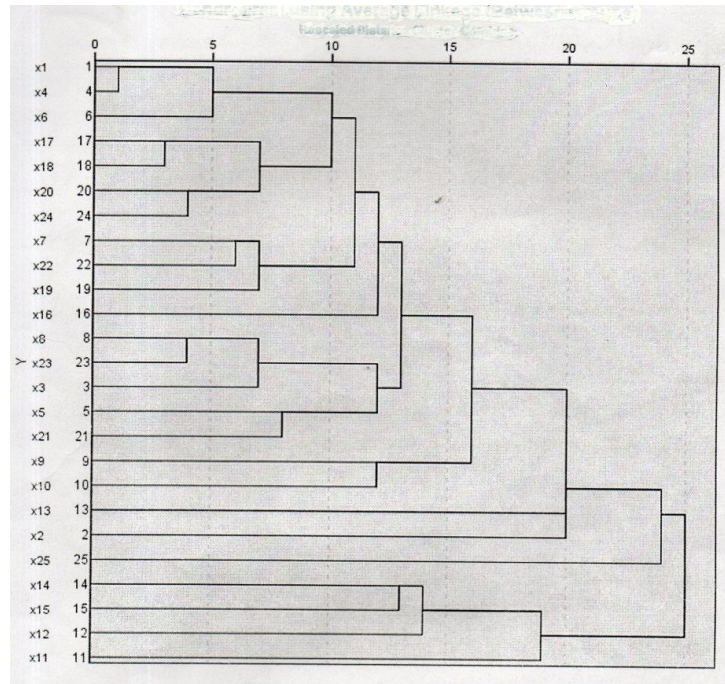


Fig : Clustering of analysis

Conclusions

We reached many conclusions for this study such as:

1. The achievement of Organizational sustainability required interaction many variables that reflect on level of it in Organization of research.
2. There are difference in respondents with sampling employees concerned with requirements of Organizational sustainability.
3. Achievement of benefits are high level in Organization of research comparison with another requirements.
4. Requirements of Organizational sustainability are forming clusters with another which means correlation through interaction with many sub variables of it.

Recommendations

Basis on conclusions the study proposed many recommendation for instance:

1. working of make Organizational sustainability strategic goal must obligated to achievement.
2. Preparing many requirements that reinforcement from reaching to a sustainability on many levels of Organization
3. Giving managerial leaderships in Organization of research effective roles concerned with sustainability.
4. Review of view point's difference around of Organizational sustainability requirements and numbering approaches to insurance of the future.

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