

# Sustainability and its role in enhancing the efficiency of human resource management in Iraqi organizations

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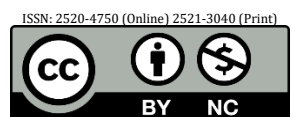
## Abstract

The main challenge faced by the current generation is the need to adopt safe practices in resource management in order to sustain life on earth. This involves utilizing renewable resources exclusively and taking care not to exhaust the limited resources available for environmental development. Developing countries, in particular, are prone to wasting resources, especially human resources, due to their focus on modern technology and production methods. Iraq, in particular, is under pressure to make economic developments that are sustainable. Therefore, it is important to direct efforts towards developing all possible economic resources in Iraq, with a special focus on human resources.



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## **Introduction**

Today, it is certain that the international economic environment that the Arabs will face in the current millennium will be completely different from the world of the eighties and even the nineties. The pace of technological changes at the beginning of the nineties is more rapid, and the importance of research and development has increased in knowledge-based industries as a basis for competition in global markets. With regard to information technology, it has prevailed mixed with human intelligence to replace natural capital as a basic factor in production. In the era of human-made mental ability industries, the distinction between work and capital has become blurred. Skills, knowledge, and human capital can be created by the same investment funds that create natural capital, and the hand is still the scientifically unqualified worker is less and less important in the production process, and knowledge and skills have become today the only source of comparative advantage that can be sustained, and success and failure in this world depend more and more on the ability of the country to make a successful transition to. Industries of the future with human mental capacity and not the size of any activity, sector or investment budget specific (Saleh, 1996). The followers of the new Schumpeterian analyze the general features of the future economy and the industrial division in relation to technology-driven innovations, and look at the current world and future capitalist structures as an intensity of knowledge centered around computer and information technologies and concerned with economies of objectives rather than economies of scale and the preferred type of economic policies from this point of view is strategies Training on the supply side, education, skills improvement, recognition of emerging technologies and encouragement of their dissemination. This activity is closer to the prevailing Western trend today in shaping the features of these policies. companies and universities (Cobbinah, et al., 1995; Al-Hamarneh & Steiner, 2004).

## **Search target**

The research aims to shed light on the social, economic and political returns and returns resulting from the sustainability and development of human resources available in Iraq as a development strategy with guaranteed principles, especially for minds full of talents, privileges, experiences, and mental and intellectual maturity that Iraq abounds with, and the mechanism of benefiting from them and adapting them to serve economic, social and political development.

## **Research problem**

Previous and current generations suffer from a state of lack of sustainability, development, and scientific and intellectual care, and here. It is necessary to stop at this problem after it from serious problems with negative effects on all joints or structures, and drawing up a strategy with a long-term dimension, based on human resources as the basis for growth and development and the process of rehabilitating and sustaining them is one of the necessities that is no less important than sustaining and developing the rest of the natural resources economy in Iraq.

## **Literature review**

### **Research hypothesis**

The human mind is the basis for scientific development and prosperity, and it is the main tributary of modern technology and the mechanism for managing and adapting it to serve development. This is evidenced by the experiences of advanced industrial countries, which lack natural resources, such as Japan and Germany. However, the human mind is a basic resource for any country that needs continuous sustainability. And careful care for the purpose of achieving the desired goals (Cobbinah, et al., 1995; Al-Hamarneh & Steiner, 2004).

### **The problem of the sustainability of the human resource**

Man is unique among all the creatures that God Almighty mentioned in His Holy Qur'an by being honored and preferred over the rest of other creatures, as in the Almighty's saying: And We preferred them over many of those whom We created, and that is because man is unique among all the creatures mentioned in the Qur'an in that he alone has a civilizational dimension. Civilization and this civilizational dimension in the human entity is very important because it is the one that establishes the nation's heritage and consolidates the pillars of its survival throughout the ages. God Almighty owns the earth and teaches him the names. As for the succession in the earth, it means its ages, as in the Almighty's saying: {Then We made you successors in the earth after them, which we might see how you act. Sense that we do not use all the available human capabilities to increase the production of goods and services. The second picture is represented in (wasting people) in the sense of attacking their humanity. Expressing himself through work and depriving him of an essential source of self-respect on this basis, the role of the human element and its sustainability must not be overlooked after the interest in development was limited to maximizing resources and commodities in order to cover the repercussions of structural reform policies in what they lead to. And if honoring man means enjoying him with a number of rights, the most prominent of which is the right to knowledge, and the Qur'an has repeatedly linked the creation of man and attributing knowledge to him. Modern development thought is based on the fact that human beings, who are the makers of development, must be its goal, and that economic growth is achieved in any country. The impact of improving human capabilities on economic growth, and the industrialization strategies approved in development plans have pushed towards focusing on qualifying national technical human resources in countries. Therefore, the content of development focuses on qualifying human resources. While the concept of (sustainability of human resources) is defined as increasing the number of developmental outlets in front of the human resource. In principle, these outlets are without borders and are unstable at a specific time. As for the actual reality, it was found that the developmental outlets are concentrated in three options: that people live a long life free of ailments, that they acquire knowledge, and that they obtain the necessary resources to achieve a decent standard of life. On the other hand, there are two aspects to human sustainability. The first is the formation of human capabilities, such as improving the quality-of-life Health, knowledge and skills the second is the benefit of people from their acquired abilities for productive purposes. It is necessary to distinguish between two forms of wasting human resources. The first image is wasting people. Waste of resources in addition to what is expected to be reaped by privatization policies from the dominance of foreign capital that seeks (Dar, 2004; True, 2010).

To find new areas for investment, the classical economic theory was concerned with capital, which was considered the scarcest element, while it assumed that work is abundant and natural resources were considered an inexhaustible resource. The economic meaning of human development is to increase the productivity of the labor component and increase the annual productivity rate, not to increase the average per capita GDP, and this is the focus of competition between the poles of the global economy today . When talking about a society of sufficiency and justice in light of this level of productivity, this means the distribution of poverty. While what is required is to distribute a better standard of living to the widest. Possible population and sustainability need to be increased. Production and productivity to provide the sources that will finance all economic development processes. As for development, it is a process of transformation in society, in its behavior and value, and this matter does not take place by law, nor by changing the constitution, nor by an administrative decision. Development does not take place unless there are people who know what they want because their scientific knowledge is advanced and they work to spread this knowledge in order to

create an enlightened public opinion. Things are not automatic. It is not partial, but it is necessary to create the overall environment suitable for development that makes the interrelationships between the various factors effective and contributing to development. There is also an absolute necessity to rediscover the bright aspects of our heritage and to use them in service. Human sustainability, what is required is a formula that combines openness to the world heritage and our enlightened heritage in order to benefit from it in creating an authentic cultural climate conducive to development. Iraq enjoys huge reserves of non-renewable resources, and these resources must be invested efficiently and prudently while keeping the associated environmental damage to a minimum. Today's generation must not create for future generations a world that is poorer, drier and less generous, and it is not possible to evade a fundamental reorientation of production, distribution and consumption activities. . The key to sustainable development in the future lies in science and technology. It is basic science that will provide the framework for the in-depth research required to shed light on the complex and delicate processes and connections that make up nature. Recent technical innovations will generate more productive, efficient tools and processes. Thus, the challenge of spreading science and technology gained sustainability among people all over the world. At the same time there is a need to encourage the development of all human capacities. That is, innovation, politics, productivity and work skills by enrolling all adolescents and youth in primary and secondary schools in the near future, not to mention vocational schools that provide graduates with useful skills and development courses that increase employee skills and enhance their capabilities to respond to the changing requirements of the labor market. Human resources must also be preserved from by strengthening the health infrastructure, especially primary health care and care in economically viable clinics, and encouraging changes in behavior towards better healthy lifestyles with the aim of raising the health level of the public. Human resources are our basic capital, provided that their knowledge and skills are developed in a sustainable manner, and that these skills are employed in society. The state in our country has made the education of generations free until graduation from the university, but the lack of job opportunities means that the state, society and the national economy will bear the burden of this spending, which does not benefit from it (Cobbinah, et al., 2015; Groves, & Murie, 2016)

### **Principles of human sustainability**

Ten normative categories coalesce to be - together, the basis for the structure of human sustainability in Iraq and its attachment to the twenty-first century through the transformation into a cultural pattern whose center is the human being and from him as a supreme value - that derives its social, economic, political and ethical visions and applications. These principles may be represented as follows:

The current generation faces the challenge of adopting safe practices in resource management to sustain life on earth. This is especially important for developing countries like Iraq, which need to focus on sustainable economic development. Education plays a crucial role in this process, with a philosophy based on respect for human dignity and a focus on modern knowledge and rational problem-solving. It is important to provide equal educational opportunities for all, with special attention given to socially weaker groups and girls. The goals of sustainability should be derived from universal visions of education for the 21st century, linking intellectual growth to scientific principles and preparing young people for an uncertain future. The real wealth of any nation lies in its active human elements, derived from cultural heritage and belief in science, which can secure the building of a sustainable future.

**Natural and human beings abound.**

And that human education is a rational economic investment in the human element, which often results in an increase in the current income of the individual in a way that narrows the internal gap between the groups of society, especially the category of wage workers in exchange for the category of those with reinter incomes. Therefore, investment in the human element in the form of education and development has three main direct effects as follows High growth rate (Wehrey, 2013). Increasing the efficiency of the educational units, the normative efficiency in a way that increases the productivity of the nation and then it raises the level of cultural consumption of the individual and the nation in a way that increases his psychological income and thus the level of cultural consumption his welfare. Reducing the income distribution gap between the rich and the poor by eliminating some of the objective factors (education and experience) affecting the productivity of individuals and their incomes by providing equal education opportunities that each benefit from according to his desire and his inherited and acquired skills.

**Globalization and human resource development**

Most of the recent reports touched on the role of globalization on developing countries calling for the removal of barriers to free trade in these countries and the abandonment of the protectionist policies used to maintain the welfare state in order to take advantage of the opportunities offered by globalization in the medium to long term. The process of adaptation involves costs that are not few, but temporarily and in the short term, and on the other hand, it represents new challenges for countries undergoing restructuring. Several Middle Eastern countries have undergone a process of adaptation in order to deal with the realities of the new world. The member countries of the Organization for Economic Cooperation and Development, for example, have been forced to reduce the role of the state in the field of Welfare, created more flexible labor markets in line with changing technical skills requirements, eliminated permanent employment guarantees, and reduced the role of trade unions. These countries are currently working on adapting to the single European currency (the euro), and the process of restructuring their human resources has begun for a period of time after they took control of the institutional and social arrangements that facilitate the process of adjustment, which is almost automatic (similar to the invisible hand of Adam Smith). Arab countries that lack such foundations. Basic structural and institutional reforms are necessary to remove obstacles to the process of adaptation and create an environment that helps labor markets compete in the global economy (Savage, & Caverley, 2017). This is what Egypt and Morocco have tried to implement. However, the impact of international challenges is more difficult for Arab countries than for other developing countries due to the following drawbacks with high rate of illiteracy, high rates of unemployment and unskilled labor, limited industrial skills, insufficient research and development activities, limited private sector participation, ineffective bureaucracies such as large government advertisements for essential goods and services, unrealistic attitudes at work (including preference for managerial positions).

The unfavorable international environment in addition to fluctuations in oil prices. Overcoming these challenges and obstacles depends on the country's ability to choose appropriate reform policies on the possibility of adapting national resources, especially the labor market) and developing the effective human element, and there is no doubt that the labor market will be affected by the effects of globalization, especially the labor force who are able to work) and the following the groups that will be most affected. The surplus labor force that was idle due to restructuring and privatization. Marginal labor associated with small industries and services for which subsidies were withdrawn. Workers unable to adjust due to age or lack of skills and low incomes will suffer from the discontinuation of benefits, liberalization of prices

and inflation. Those who have been unemployed for a long time, as it becomes more difficult to hire them with the passage of

In the current era of globalization and with the information and technology revolution, capital and technology have become the main moving factors of production, while the labor force has become less mobile. In the context of global competition, capital and technology move in pursuit of skilled labor and an effective labor market environment. Thus, the quality of human resources becomes the main element in determining the country's competitiveness in terms of attracting foreign investment necessary for the economies of developing countries that seek to achieve growth. The movement of international capital and in the face of the acceleration of technical and technological development, it is also very necessary for the labor force to acquire the skills necessary for growth (Cobbinah, et al., 1995; Al-Hamarneh & Steiner, 2004).

In general, the population growth in the Arab world is very high, and it is expected that the population will double during the next 25 years, but the growth rate of the labor force will be greater than that, as the current low rate of female participation in the labor force will certainly rise in the future with the increase in the number of educated women, which Employing the unemployed half of society. This reality represents a dual challenge for Arab countries. With high growth rates, how will it be possible to prepare human resources to compete at the international level and involve them in the productive process in the global labor market in the twenty-first century? And the quality of the labor force and job opportunities are the two main factors that will leave a positive or negative multiplier effect for the next generation. By examining the success factors of the economic reality of developed countries, the following matters can be noted by reducing population and labor force growth in the long term, improving health and nutritional standards, increasing international competition in labor-intensive industries, developing a competitive workforce through the provision of basic education distinguished by its level and skills development, creating an environment conducive to the development of investment in human resources.

### **Building human capital**

The ambition for renaissance in Iraq crystallizes in the field of building human capital developed in terms of efficiency and productivity with three objectives

1- full publication of basic education (intermediate and preparatory) with the extension of its compulsory period to ten years

The least and expanding the scope of post-primary education steadily

2- Developing an institutional system for lifelong adult education that is highly flexible and ever-evolving in order to effectively combat illiteracy - in all its forms - on the one hand, and in accordance with the principle of lifelong education for primary school graduates

On the other hand.

3-Finding means within all stages of education to ensure the upgrading of the quality of education, leading to the crystallization of a path of modernity, excellence and creativity as an entry point for grasping the corner of knowledge and the latest culture in Arab societies. There is no hope for the continuation of the sectorial view that narrows the scope of interest in education and efforts to develop it. After all, education is a societal effort based on the work of one or more ministries. In other words, it must education and development of the efficiency of human resources becomes a concern for the whole society, government institutions, all state agencies, the business sector and civil society, especially at the level of local communities, and the importance of this collaboration is increasing. In universities and technical and technical institutes. The described societal solidarity ensures that the educational system (inputs, structure, and outputs) is compatible with the needs of production development and society's

progress. In addition to finding efficient solutions to the problems of financing education, for example, this community partnership can be relied upon, especially if it is effective in facing the structural crisis in the relationship between the education system and the needs of the world of work and production (Wehrey, 2013).

### **Education and work. Providing opportunities for human resources who are disabled from work**

It was logical that the series of wars and international conflicts created negative effects on society represented by a significant number of individuals with physical or psychological disabilities. The industrial and technological developments and the accidents resulting from them led to this growing increase, in addition to the inventions and scientific discoveries, which are a double-edged sword: the first is its service to economic development with its advanced data, and the second is the chemical and physical waste harmful to the environment and affecting human health. Leaving some of them in a state of partial or total disability, so the individual in this case becomes a burden on society. However, this disabled group can be exploited and employed in some administrative, intellectual or technical positions. Many researches indicated that the physically disabled are able to perform their work and achieve high level productivity. Like other normal people if they are provided with the appropriate opportunities for the condition of each of them at work and the necessary facilities such as their own devices and machines. In a study conducted on (1452) disabled workers, the results indicated that 96% of them were achieving better results than those without disabilities in occupational security and safety procedures, 97% were moderately regular, and 91% of them were good at work. Employing this increasing number of disabled people from work is a social and economic necessity, in addition to that isolating this group from society leads to a lot of damage and psychological reactions affecting society. It has a negative impact on society represented in the emergence of many social problems such as delinquency, crime and bad practices. That is, this category does not constitute a burden on society unless it is neglected and does not take into account its basic needs in work and social participation. As for individuals who suffer from psychological disabilities, it is possible to employ them through creating appropriate educational and training programs for them (Qudah, et al., 2013).

### **Conclusions**

Theories of human resource development focus on people as a means, not an end, and these theories only concern themselves in addition to supply, i.e. in considering human beings as necessary tools for the process of commodities production, and they are the most active production factors, and they are the primary goal of the production process. That the improvement in the elements of human development is the result of the fruits of successful comprehensive development, and that taking into account the impact of building projects and plans in raising the level of human development is a direct indication of the efficiency of the schedule of those projects and plans, which requires giving this effect the required attention. The need to diversify sources of national income. Investment in human capital is one of the basic components of national income with unlimited return, if it can be optimally exploited as an inexhaustible national resource. The need to inform the national labor in Iraq of the latest production methods and methods and advanced innovations. It is possible to train young people working in the productive sectors on the production methods of the companies operating in the free zones and to benefit from the inputs of foreign direct investments in them. There is an urgent need to establish a broad agreement among the Arab countries, in a spirit of economic cooperation and integration, to consider the employment of expatriate workers from other countries of the Arab region when it is necessary to employ non-nationals local. The continuity and sustainability of life in a land rich in resources remains a priority. Hence, the

main challenge that presents to current generations emerges, which is the possibility of adopting proper behavior in resource management, i. National resources, especially in developing countries, but this phenomenon has become increasing recently, especially with regard to human resources, thanks to the growing trend towards modern technology and technical means of production. From this point of view, and because of the contemporary international pressures on all developing countries and Iraq in particular, it was necessary to direct attention towards activating all available economic resources in Iraq as a developmental direction, along with other developmental trends and strategies, in particular the sustainability and activation of human resources.

### **Recommendations**

The basis for the sustainability of human resources must first and foremost be education and training that develops skills and meets the needs of the market. Improving the educational system and intensifying vocational training for both males and females. Giving the required attention to the phenomenon of students dropping out from the various educational stages, especially the primary stages, and developing programs that ensure the reduction of this phenomenon within the plans for educational planning. Benefiting from social studies that stand on the causes of delinquency and crime in order to develop policies and procedures to reduce them. Encouraging the use of computers by exempting them from fees and promoting their use among students at an early age. Mobilizing all national economic resources and benefiting from them in industrial investments for the purpose of absorbing unemployment, especially for university graduates. The instructions for working in the free zones must include the need to employ at least 50% of the national workforce, along with foreign labor, as a condition for approving investment in the free zones. For the purpose of absorbing unemployment first and for the purpose of acquainting with the technological and scientific methods. Encouraging delegations abroad to learn about the methods of developing and sustaining human intelligence according to the latest methods of mental adaptation to benefit from the experiences of developed countries. Enhancing the environmental dimensions in development processes, considering the costs of protecting and preserving the environment from pollution as one of the cost elements in this process, and working to include the environmental impact within the sustainable human development index, while studying the redistribution of the weights of the components of the human development index.

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