

عنوان البحث

The Effects of Collaboration in Fostering Sustainability in the Workplace

آثار التعاون في تعزيز الاستدامة في مكان العمل

إعداد الطالب/

أحمد طه محمود سلام

Ahmed Taha Mahmoud Sallam

إشراف/

د.الفیصل عبد الحمید

د.فايز جراد

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Introduction: مقدمة

في بيئة الأعمال الحالية، يُعد التعاون بين أعضاء الفريق ركيزة أساسية لتحقيق النجاح في إدارة المشاريع. فالتعاون الفعال يضمن توافق القرارات، والاستخدام الأمثل للموارد، وتحقيق الأهداف ضمن الجداول الزمنية المحددة. ومع ذلك، فإن غياب التعاون بشكل ملحوظ يؤدي غالبًا إلى موافقات غير منسقة، وسوء في التواصل، وعدم كفاءة تعيق سير العمل في المشاريع. ويمكن أن تؤثر هذه الاضطرابات سلبيًا على تنفيذ المشاريع وتُعيق الوفاء بالالتزامات التعاقدية خلال دورة حياة المشروع. ومع سعي المؤسسات نحو الاستدامة والتنمية طويلة الأجل، يصبح تعزيز ثقافة العمل التعاونية أمرًا بالغ الأهمية لدعم الإنتاجية، والابتكار، والنمو الاستراتيجي.

In today's business environment, collaboration among team members is a fundamental pillar for achieving success in project management. Effective teamwork ensures that decisions are aligned, resources are optimally utilized, and objectives are met within the set timelines. However, a noticeable lack of collaboration often results in uncoordinated approvals, miscommunication, and inefficiencies that disrupt project workflows. These disruptions can negatively impact the execution of projects and hinder the fulfillment of contractual obligations throughout the project life cycle. As organizations strive for long-term sustainability and development, fostering a collaborative work culture becomes increasingly essential to support productivity, innovation, and strategic growth.

problem of study: مشكلة الدراسة

The core problem addressed in this study is the insufficient collaboration among team members in the workplace, which leads to uncoordinated approvals. This lack of alignment hampers project execution and undermines the organization's ability to meet its contractual obligations. The persistence of this issue indicates a gap in sustainable team collaboration, which, if not addressed, may hinder organizational performance, productivity, and long-term development.

Importance of the study: أهمية الدراسة

- Enhances the literature on sustainable business practices, especially from the perspective of internal collaboration.
- Provides a multidisciplinary bridge between organizational behavior and sustainability management.
- Offers actionable recommendations for corporate leaders, HR professionals, and sustainability managers.
- Can inform training programs, CSR strategies, and employee engagement policies.

Research Aims: أهداف الدراسة

- ☐ Assess the role of team collaboration in promoting sustainable workplace initiatives.
- ☐ Identify specific collaboration techniques that lead to measurable sustainability outcomes.
- ☐ Evaluate how employee engagement influences sustainable workplace behavior.
- ☐ Explore the key challenges and enabling factors affecting collaboration in achieving sustainability goals.

STUDY QUESTIONS : تساؤلات الدراسة :

- ☐ How does team collaboration influence sustainability outcomes in the workplace?
- ☐ What collaborative practices are most effective in driving sustainability initiatives?
- ☐ What role does employee engagement play in fostering sustainable behaviors?
- ☐ What are the common barriers and enablers to collaboration in sustainability efforts?

الدراسات السابقة: Previous Research

- وقد تناولت اريج عقران أثر تحقيق البعد الاجتماعي للتنمية المستدامة في بيئة العمل علي جودة الحياة ، واتضح وجود أن أكثر متغير له تأثيراً علي البعد الاجتماعي هو المستوى التعليمي (2023)¹

- وقد اشارت ابرار حمدي الي تحسين بيئة العمل في المباني الادارية القائمة من خلال تطبيق معايير الاستدامة وفق اشتراطات LEED ، واتضح رغبة الموظفين في التنوع والتجديد في اساليب التصميم وعدم العمل في المباني ذات التصميم التي لها طابع تقليدي²

- Based on Robertson and Barling (2013), pro-environmental behavior at work is strongly influenced by leadership and peer behavior. Employees are more likely to participate in green initiatives when they perceive strong collaboration and shared responsibility³.

- A study by Saks (2006) found a strong correlation between employee engagement and organizational citizenship behaviors, including those related to sustainability. Engaged employees are more likely to take initiative, collaborate effectively, and support long-term organizational goals such as CSR and environmental responsibility.⁴

- Lozano (2015) argues that cross-functional collaboration and inclusive decision-making are essential for integrating sustainability into core business operations. The research highlights that sustainable transformation requires both top-down support and bottom-up collaboration.⁵

¹ اريج عقران، اثر تحقيق البعد الاجتماعي للتنمية المستدامة في بيئة العمل علي جودة الحياة دراسة تطبيقية علي عينة من التعاملات بمراكز التسوق بمدينة جدة - ابها، العدد الرابع - ج 2 / اكتوبر 2023 - ص 413-473

² ابرار حمدي، تحسين بيئة العمل في المباني الادارية القائمة من خلال تطبيق معايير الاستدامة وفق اشتراطات LEED ، العدد الثامن والاربعون شهر (6) 2022.

³ Robertson and Barling (2013), pro-environmental behavior at work is strongly influenced by leadership and peer behavior.

⁴ Saks (2006) found a strong correlation between employee engagement and organizational citizenship behaviors, including those related to sustainability

⁵ - Lozano (2015) argues that cross-functional collaboration and inclusive decision-making are essential for integrating sustainability into core business operations

المنهجية وطرق البحث: Methodology

The Relationship Between Collaboration and Sustainability Can Be Identified

It is assumed that there exists a definable and analyzable relationship between team collaboration and sustainability performance that can be captured using the chosen methodologies.

Research Design

A mixed-methods approach will be employed to gather both quantitative and qualitative data for a comprehensive understanding.

Sampling

- **Company Type:** A mid-to-large-sized consulting firm.
- **Participants:** Employees from HR and sustainability-related departments ($n \approx 50-100$ for surveys; 6–10 for interviews).

Data Collection Methods

- **Surveys:** Using Likert-scale questions to measure perceptions of collaboration, employee engagement, and sustainability behaviors.
- **Semi-Structured Interviews:** Conducted with key personnel to gain in-depth insights into collaboration practices and sustainability challenges.
- **Case Studies:** In-depth analysis of organizations known for successful collaborative sustainability initiatives.

Data Analysis Techniques

- **Quantitative:** Statistical correlation and regression analysis to identify relationships between collaboration and sustainability indicators.
- **Qualitative:** Thematic analysis using coding techniques to identify patterns and themes from interviews.

أدوات الدراسة: Study Tools

1. Questionnaire

2. Semi-Structured Interviews

LIMITATION OF STUDY : حدود الدراسة :

- Sector Focus: Professional services, particularly consulting firms.
- Target Groups: Human Resources (HR), Corporate Social Responsibility (CSR), and Sustainability Teams.
- Geographic Scope: One or more offices within a regional or international consulting company.
- Stakeholders: Employees, team leaders, sustainability officers, and organizational development personnel.

المراجع: References

▪ اريج عقران، اثر تحقيق البعد الاجتماعي للتنمية المستدامة في بيئة العمل علي جودة الحياة دراسة تطبيقية علي عينة من العاملين بمراكز التسوق بمدينة جدة - ابها، العدد الرابع - ج 2 / اكتوبر 2023- ص 413-473

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