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A Paramount Factor in Sustainable Growth at the Workplace for the Worldwide Community

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Abstract
This paper represents the importance of workplace innovation to the sustainable development of the organization. Workplace revamps have been renowned for everything from technical innovation and its significance to intuitive service improvements. It has covered the relationship between workplace productivity, health, safety, and well-being and sustainable development.
Additionally, the author made an effort to compare the three sustainable development pillars to the six sustainable development pillars from the perspective of earlier research. The results of earlier research focused on the economic, social, and environmental aspects of sustainable development, but a recent study added three more dimensions—cultural, political, and technological—that stem from the already-existing aspects. Thus, the purpose of the study is to discuss workplace innovation, its significance, and its effects on global society's ability to develop sustainably.

Keywords- Sustainability, Workplace, Innovation,

I. Introduction

Change has become continuous, and innovation is an essential methodology for the worldwide community, to become or remain economically viable. Enhancing workplace productivity is paramount to surviving in today's fast-paced environments.

The consideration of the concept of sustainability in the management of organisations is a consequence of institutional pressures that have constrained huge changes around here as a component of the drive for social acknowledgment [1]. The term sustainability has various implications relying upon the perspective from which it is examined. The Resource Based View (RBV) inscribes the term in the strategic analysis of business, in relation to competitiveness in economic terms, and from an ecological perspective, in the environmental impact of the activities of different establishments [1].However, the World Commission on Environment and Development (WCED) refers the term sustainability to an organisation's activities and development in such a way that, while meeting the needs of the present, they do not endanger the ability of future generations to meet their own needs.[1-3] The workplace innovation for any organization improvement in productivity and safety of well-being is one of the key variables. This leads the

globe and citizens to sustainable development. Here author shows new focus points where the worldwide community is changing dynamically with outbreaks.

II. How to choose workplace

A workplace refers to a specific location or environment where individuals engage in tasks and responsibilities assigned by their employer or company. Workplace can be related with behaviour, culture, motivation and conflict of organization. Occupational safety and health are some of the most crucial factors and concerns in the workplace. Due to the growing market of employment, the organizational safety and health issue needs to be given serious attention at workplace environment.

Evidently, occupational health and safety is a human welfare concern, nowadays, industrialization and service giving sectors including educational institutes development is accelerating resulting in workplace health problems. Workplace safety and health existence is in line with the sayings that "Health is Wealth" [4, 5]. In various countries, standards for health and safety have become stiffer in the past few years. Hence, pressures from communities have led to the enactment of various safety legislations and safety standards in different countries and regions for different industries

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[6]. Despite the fact that people are working and spending most of their working hours at the workplace, little attention and resources are conferred to health and safety at workplace [7, 8].

In emerging economies, workplace has been overlooked in their industrial development policies and strategies. They are mostly focused on the production volume or profit undermining the latent effect of unsatisfactory working environment. Healthy people are expected to contribute more to productivity and innovation. Productivity loss is a result of workplace accidents and absenteeism [8, 9]. There is a direct correlation between workplace comfort and employee behaviour in an organisation and productivity.

3. Workplace innovation and its importance

Research indicates that Joseph Schumpeter, deemed the "father of innovation" by researchers, introduced innovation for the first time in 1934 [10]. As per the findings of previous studies, innovation has been considered as a phenomenon that only aimed to improve human well-being for centuries [11]. However, innovation is the process of creation, improvement, or adopting new ideas that does not exist in another workplace. It is crucial to consider workplace innovation as a dynamic, reflexive process rather than an end result, one in which all stakeholders are continually engaged in reflecting on, learning about and transforming work processes and employment practices in response to both internal and external drivers. Workplace Innovation is to contribute to sustainable economics, ecological and social change by nurturing the innovative capacity of organizations and individuals.

Workplace safety and health needs to be prior area for productivity, workplace comfort and wellbeing improvement. There are many difficulties at work, including conflict, health problems, safety concerns, performance issues, and grievances. Innovative workplace helps in increasing workers performance, creating bonds among workers and amendment of managements, boost productivity, insuring health and safety of employee, reducing safety cost due to accidents and injuries at work, cultivating organizational culture toward hard work, building the organization to team up in solving innovative problems, reducing conflicts and increasing motivation, enhancing environmental protection and advances technical innovation success.

In solving organization safety and health problems, one of the methods is workplace innovation. It is different from technical innovation in which new end product or a service development process is undertaken, rather than nontechnical innovation. It is defined by Pot [12] as the implementation of new and combined interventions in the fields of work organization, human resource management and supportive technologies. There is a growing importance of nontechnical factors to foster economic growth; implying technological innovation alone is not enough to make renewal of an organization's work. Innovations considered as nontechnical factors are for instance, high performance work systems and new ways of working. Such nontechnical innovations are considered by studies interchangeably as organizational innovation [13, 19], workplace innovation [12, 14], and social innovation in the workplace [15, 16, 20, 21]. Innovation was painstaking and it is the only new idea creation and/or new product development process as discussed under many literature reviews.

This study defined how workplace safety and health is influenced by workplace innovation, and how workplace innovation contributes to workplace overall improvements. The systematic review has summarized the recent scientific evidence on the effectiveness of the innovation impact on workplace safety and health. The study also examined the connections between innovation and factors that contribute to OSH problems [14]. The conclusion drawn by the researchers was that workplace layout, attractiveness and employee fulfilment could all be influenced by organisational innovation.

Workplace innovations have generally been found to be important in reducing workforce and raising productivity; global competitiveness and knowledge-based economy [1]. Innovation in the workplace assists human resource management, policy issues, working life quality, and workplace performance. It improves workplace condition and employee's moral. The process needs to have cyclical check at each stage of improvement. The approach creates workplace innovation with positive effects. These benefits include increased well-being, productivity, organisational efficacy, better utilisation and development of human potential, and higher economic levels related to businesses, employees, and society at large.

4. Significance of sustainable development and pillars

Sustainable development is the vital aspect of the global society to overcome all the challenges of the citizen's health, safety, wellbeing and overall productivity performance. Sustainable can be defined as foundation of the citizens economic, social and environmental set up continuous existence and transition after generation to generation without major change from now onward in the future. Sustainable development depends on the three dimensions or pillars which are economic, social and environmental according to Mirland [22] and Tawiah [23].

The one that make this definition to most of the researchers common is the intersecting points at each

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dimension in providing a clear picture to their sustainability dimension. For instance, the common area between economic and social dimension is social equity and the common point of economic and environmental dimension is results in sustainable economy of the citizen. The social and environmental intersection ends up with healthy environment that is not polluted and convenient to all life on the earth. The economic dimension includes the jobs, employment, capital assets, investment, creation of worth & prosperity; the environmental dimensions include climate, water, natural resources and biodiversity while that of social dimension encompasses the elements such as health and safety, skilled work force, knowledge workers, community development, inclusion and cohesion.

The previous studies showed that there are three pillars of sustainable development as economic, environment and society. The studies have unnoticed three new pillars as stated by the researcher. Author tried to include three new dimensions to sustainable development such as culture, technology and political dimensions.

How culture affect sustainable development of workplace can be described in short. Culture of workplace involvement induces positive or negative effect on productivity, safety and health of the organization. The culture of safety practice and workplace comfort to employees is the one as a dimension. We can say social dimension can consolidate culture but the culture of workplace safety and health improvement to ward productivity improvement was summered by other social factors. For that purpose, culture of workplace safety and health is demanded to stand as individual dimension. The other dimension which is not considered boldly was technological change. The technological development and introduction of new advanced systems enforced the globe to enhance workplace improvement. The technological dimension also considered as a pillar since the chronological changes are bringing to the globe different technological usage and utilization. But the uses and impact of technology was not considered as sustainable development pillar as it was not boldly shown in the researches and practice. The third new dimension introduced as pillar of sustainable development is political dimension. The globe is swaying by the different political challenges. It has not been considered as the one of the dimensions that affects sustainable development. The evidences and analysis of these newly introduced factors can be seen in the article cited in [24]. The six pillars introduced and the existing once is indicated in below figure.
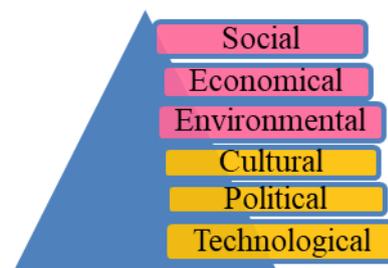

Fig. Pillars of sustainable development and approaches to organisational safety and health

The impact of human behavior (culture) on nature gives increasing rise to public and governmental concern [25]. A learning culture, defined as set of shared beliefs, values and attitudes favourable to learning can be seen as an essential part of the organizational context within which specific organizational design principles and types of work organization are successfully implemented [12].

5. Conclusion

We conclude that this paper has given the workplace innovation for sustainable development putting ignition toward in-depth research works by several researchers. Sustainable development dimensions are conferred from the point of three pillars and six pillars with their differences. The dimensions in the previous study mentioned are environmental, social, and economic dimensions. The new three introduced in addition to these are cultural, political, and technological dimensions. Prospective studies must concentrate on these areas in order to examine each one in detail and determine its own benefits and drawbacks. The workplace innovation contribution is also discussed with respect to workplace safety and health, social corporate, and importance in industrial development. Even though more research is needed, the contributions and variations between workplace and technical innovation have been subject to consideration.

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