

The Imperative of Responsible Leadership in Advancing Sustainable Workplace Practices: Analysis of The Pakistani Banking Industry

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Abstract

The current world is marked by global challenges such as social inequalities, climate change, and economic instability (Islam and Winkel, 2017; Green and Healy, 2022; Chancel, et al. 2023). The role of responsible leadership in Nurturing sustainable work practices has emerged as a cornerstone of organisational success (Zhao and Zhou, 2019 James and Priyadarshini, 2021). This paper comprehensively investigates the case study of the Pakistani banking industry and the role its leadership plays in sustainable work practices. The study will draw on extensive empirical data collected from key stakeholders within the Pakistani banking industry. The research examines how leadership strategies and practices contribute towards the development and execution of sustainable work practices. Moreover, the study provides discernment into the opportunities and challenges faced by the Pakistani banking industry in its quest for sustainable work practices. It examines the regulatory, cultural and socio-economic factors that mould leadership practices in the context of sustainable outcomes. For carrying out this study, 36 interviews will be collected using stratified sampling from the senior management, middle management and junior employees across three institutions. The findings of the study aim to contribute towards the academic discourse on sustainability and responsible leadership but also aim to guide leaders and policymakers by providing them with insights and recommendations that can help the banking industry leaders implement sustainable work practices.

Keywords: Responsible leadership, sustainable work practices, opportunities, challenges, recommendations