The Impact of Human Resources Governance on Organizational Sustainability (An Applied Study on the Industrial Sector in Alexandria Governorate)

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Abstract

The current study aimed to measure the impact of human resources governance practices on organizational sustainability and to measure the mediating effect of the organizational culture variable, by applying it to workers in the industrial sector in Alexandria Governorate, by analyzing the questionnaire data obtained from 295 workers in the industrial sector using the 28SPSS and AMOS27 programs to analyze the data that it was obtained from one of the famous statistical programs. Through this program, a descriptive analysis of the demographic specifications of the sample was obtained, in addition to testing the study hypotheses. The results of the study concluded that there is a statistically significant impact of human resources governance practices on organizational sustainability. Organizational culture mediates the relationship between human resources governance practices and organizational sustainability partially.

Keywords: Human resources governance, Organizational sustainability, Organizational culture