

THE ROLE OF GREEN GOVERNANCE IN ENHANCING ORGANIZATIONAL SUSTAINABILITY

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ABSTRACT

Green governance is a modern concept that has emerged in response to increasing environmental challenges, aiming to integrate environmental considerations into institutional management and decision-making processes. It seeks to balance economic growth, environmental protection, and social equity. Green governance contributes to improving the efficiency of natural resource utilization and reducing pollution through sustainable policies and clean technologies. It also enhances transparency and accountability in environmental performance, thereby increasing stakeholders' and investors' trust.

Moreover, green governance promotes green innovation by encouraging the development of environmentally friendly products and services. It plays a significant role in strengthening corporate social responsibility, as organizations strive to meet societal needs while preserving the environment. Additionally, it improves organizational performance by reducing operational costs and increasing efficiency, which enhances competitiveness in global markets.

Furthermore, green governance supports the achievement of sustainable development goals by integrating environmental, economic, and social dimensions. In the face of global challenges such as climate change and resource depletion, green governance has become a strategic necessity rather than an option, providing a comprehensive framework for long-term sustainability and ensuring a better future for future generations.

Keywords: Economic growth, renewable energy transition, Nigeria.

1. INTRODUCTION

Green governance is one of the modern administrative concepts that emerged as a result of increasing global interest in environmental issues and their direct impact on the performance and continuity of organizations. Green governance can be understood as a set of rules and policies aimed at directing the organization's work in a manner that takes environmental protection into account and reduces the damage resulting from its various activities. It is not limited to the environmental aspect alone but extends to enhancing transparency and accountability in resource use, thereby ensuring a balance between profitability and environmental conservation.

Organizational sustainability, on the other hand, means the organization's ability to continue performing its activities efficiently in the long term without harming the resources available to future generations. This sustainability is achieved through a balance between three main dimensions: the economic dimension concerned with profitability, the social dimension focusing on the well-being of employees and society, and the environmental dimension seeking to protect

the environment and reduce pollution. Thus, any organization seeking sustainability must take these dimensions together into consideration.

When linking green governance and organizational sustainability, we find that green governance represents an important tool that helps organizations achieve sustainability by incorporating environmental considerations into all administrative decisions. For example, when an organization adopts policies to rationalize energy consumption or reduce waste, it not only protects the environment but also reduces operational costs, thereby enhancing economic performance. Likewise, an organization's commitment to environmental practices enhances the trust of society and customers, which positively reflects on its reputation and market position.

Hence, the importance of applied analysis of the role of green governance in enhancing organizational sustainability arises, as the matter is not limited to the theoretical aspect but extends to studying how these concepts are applied practically within organizations. This analysis helps understand the extent of the impact of environmental policies and green oversight on performance improvement, as well as identifying the tools that can be used to enhance this relationship. It also reveals the challenges that organizations may face when applying green governance, such as weak capabilities or lack of expertise, and proposes appropriate solutions to overcome them.

Thus, it can be said that green governance represents a fundamental entry point for achieving organizational sustainability because it helps organizations work more efficiently, reduce costs, improve their relationship with society, and at the same time protect the environment. This makes it one of the most important modern trends that organizations should adopt to ensure continuity and success in a competitive and changing environment.

For the purpose of covering all aspects of the study, the research was divided into five chapters as follows.

2. SCIENTIFIC METHODOLOGY OF THE RESEARCH

First: Research Problem

The research problem lies in the increasing environmental challenges facing institutions in light of the weak adoption of effective green governance practices. Many institutions suffer from a lack of integration between economic goals and environmental considerations within their organizational strategies. There is also an observed gap between declared environmental policies and actual implementation within the work environment. In addition, limited institutional awareness of the importance of green governance restricts its ability to achieve organizational sustainability.

Institutions face difficulties in applying environmental governance tools due to resource shortages or weak supporting regulatory frameworks. The absence of effective systems for measuring environmental performance leads to weak assessment of the commitment to sustainability. This negatively affects the efficiency of institutional performance and its ability to compete. Furthermore, global environmental changes require institutions to adopt modern administrative models that align with sustainability requirements. Hence, the need arises to study the role of green governance in enhancing organizational sustainability and addressing these gaps.

Research Questions:

1. What is meant by green governance and what are its most important characteristics in contemporary institutions?
2. What is the role of green governance in enhancing organizational sustainability?

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3. What is the nature of the relationship between green governance and the environmental and economic performance of institutions?
 4. What are the most important challenges facing the application of green governance within institutions?
 5. How can institutions develop effective strategies for applying green governance and achieving organizational sustainability?

Second: Importance of the Study

The importance of this research stems from its addressing of green governance as one of the modern trends in contemporary administrative thought. It contributes to integrating environmental considerations into institutional policies and strategies. The research also highlights the role of green governance in achieving organizational sustainability and enhancing the efficiency of institutional performance. This topic gains its importance in light of the increasing environmental challenges facing institutions at the global level.

The research helps clarify the integrative relationship between the environmental, economic, and social dimensions within institutions. It also contributes to providing a theoretical framework that institutions can benefit from in developing their administrative practices. It enhances understanding of the importance of adopting green innovation and modern technology to achieve sustainability.

In addition, the research provides scientific insights that support decision-makers in adopting effective environmental policies. It also contributes to raising awareness of the importance of environmental and social responsibility. Finally, the research represents a scientific addition that enriches the literature on green governance and organizational sustainability.

Summarized Importance Points:

1. Sheds light on the concept of green governance and its role in modern management.
2. Clarifies the importance of integrating the environmental dimension into institutional strategies.
3. Contributes to enhancing understanding of the relationship between green governance and organizational sustainability.
4. Supports the development of institutional performance through adopting sustainable practices.
5. Helps decision-makers formulate effective environmental policies.
6. Enhances awareness of the importance of environmental and social responsibility within institutions.
7. Highlights the role of innovation and technology in achieving sustainability.
8. Adds scientific value to the academic literature in the field of environmental governance.

Third: Research Objectives

This research aims to identify the concept of green governance and its importance in enhancing organizational sustainability within contemporary institutions. It also seeks to analyze the relationship between environmental governance practices and improving institutional performance across its various economic, social, and environmental dimensions. It further aims to provide an applied framework that helps institutions adopt effective strategies for achieving sustainable development.

Detailed Objectives:

1. **Identify the concept of green governance and its basic characteristics** – The research aims to clarify the concept of green governance in modern administrative thought and explain its

most important elements and foundations. It also seeks to identify the characteristics that distinguish it from traditional governance patterns.

2. **Explain the importance of green governance in achieving sustainable development** – The research focuses on highlighting the vital role of green governance in achieving balance among the economic, environmental, and social dimensions. It also explains how it contributes to supporting sustainable development goals in the long term.
3. **Analyze the relationship between green governance and organizational sustainability** – The research seeks to study the integrative nature of the relationship between environmental governance and organizational sustainability. It also aims to clarify the effect of applying green governance on enhancing the continuity of institutions.
4. **Study the dimensions of green governance and their impact on institutional performance** – The research aims to analyze the various dimensions of green governance such as the environmental, economic, and social dimensions. It also seeks to explain the impact of these dimensions on improving institutional performance and raising its efficiency.
5. **Identify administrative strategies for applying green governance within institutions** – The research focuses on reviewing the most important strategies and policies that help institutions apply green governance. It also aims to clarify the role of management in effectively implementing these strategies.
6. **Evaluate the impact of green governance on enhancing environmental and social responsibility** – The research seeks to measure the extent of the impact of applying green governance on enhancing institutions' commitment to society and the environment. It also clarifies its role in improving the institution's image and increasing stakeholder trust.
7. **Provide practical recommendations for activating the role of green governance in institutions** – The research aims to present a set of applied recommendations that help develop environmental governance practices. It also seeks to support decision-makers in adopting sustainable policies that achieve organizational sustainability.

Fourth: Research Hypotheses

Main Hypotheses

1. There is a significant relationship between the application of green governance and the enhancement of organizational sustainability within institutions. Adopting environmental practices improves the continuity of institutional performance in the long term.
2. Green governance positively affects achieving balance among the economic, environmental, and social dimensions. This contributes to supporting the concept of organizational sustainability in an integrated manner.
3. The application of green governance mechanisms contributes to improving resource use efficiency and reducing waste. This enhances the environmental and economic performance of the institution.
4. There is a positive relationship between the level of green governance adoption and the increase in institutional competitiveness. This results from improved institutional reputation and commitment to environmental standards.
5. The application of green governance leads to the enhancement of corporate social responsibility. This supports achieving organizational sustainability through improving the relationship with society.

Sub-Hypotheses

1. The environmental dimension of green governance positively affects the achievement of organizational sustainability, by reducing negative environmental impacts and improving natural resource management.
2. The economic dimension of green governance contributes to enhancing organizational sustainability, by improving operational efficiency, reducing costs, and increasing returns.
3. The social dimension of green governance positively affects organizational sustainability, by enhancing social responsibility and improving the work environment.
4. The technological dimension of green governance supports organizational sustainability, by adopting modern technologies that reduce pollution and improve process efficiency.
5. The administrative strategies of green governance directly affect the achievement of organizational sustainability, by developing policies and procedures that support sustainability within institutions.



Figure (1): Hypothetical Model of the Study

(Source: Prepared by the researchers based on the theoretical framework)

Chapter Two: Green Governance and Organizational Sustainability

Section One: Green Governance

Brief Introduction:

Green governance is a modern concept that integrates environmental and social considerations into institutional policies to achieve balance between economic performance and environmental protection, and to enhance transparency and responsibility (Al-Qarawi, 2024; Frontiers in Public Health, 2022).

1. Concept of Green Governance

It is a set of rules and policies that integrate the environment into institutional decision-making, contributing to sustainable development, green innovation, and environmental risk management (Li et al., 2018; Ahmed & Ibrahim, 2023; Khan & Rahman, 2025). It is also part of Environmental, Social, and Governance (ESG) criteria, and improves reputation and investor trust (Frontiers in Public Health, 2022).

2. Importance of Green Governance

It lies in improving resource efficiency, reducing pollution, and enhancing transparency and environmental disclosure (Li et al., 2018; Ahmed & Ibrahim, 2023). It also encourages green

innovation, increases competitiveness, and supports the achievement of sustainable development goals (Al-Hawamdeh, 2025; *Frontiers in Public Health*, 2022; Saad, 2025).

3. Dimensions of Green Governance (According to Zheng & Xu, Li)

- **Environmental Dimension:** Integrating environmental standards into management, reducing emissions, enhancing awareness and transparency, attracting investments (Saad, 2025; Al-Qarawi, 2024; Manar, 2025; Al-Hawamdeh, 2025).
- **Economic and Social Dimension:** Improving efficiency and reducing costs, attracting sustainable investments (ESG), improving community relations, workplace justice, disseminating sustainability culture (Saad, 2025; Al-Hawamdeh, 2025; Manar, 2025; Kreiri, 2021).
- **Technological Dimension:** Developing innovative solutions (AI, data analytics) to reduce emissions, supporting renewable energy, improving environmental governance systems (Li, Zheng & Xu, 2018; Ahmed & Ibrahim, 2023; Khan & Rahman, 2025).

4. Strategies of Green Governance

Administrative strategies include: developing organizational plans, redesigning processes, involving all levels, training, periodic evaluation, risk management, enhancing transparency, and inter-departmental collaboration (Li, Zheng & Xu, 2018; Al-Hawamdeh, 2025; *Frontiers in Public Health*, 2022; Kreiri, 2021).

Section Two: Nature of Organizational Sustainability

Brief Introduction:

Organizational sustainability means the organization's ability to continue efficiently while taking into account natural and social resources for future generations, and it includes the economic, social, and environmental dimensions in an integrated manner (Al-Zubaidi, 2022).

1. Concept of Organizational Sustainability

The organization's ability to continue its activities efficiently while preserving resources for future generations (Al-Zubaidi, 2022). It is based on balance among the economic, social, and environmental dimensions. It is not limited to profits but includes social responsibility and environmental conservation (Al-Kaabi, 2023). It is linked to green governance, which directs policies toward sustainable practices. It enhances operational efficiency, reduces waste, improves competitiveness, reduces environmental risks, improves reputation, and spreads environmental awareness culture (Al-Jubouri, 2020; Al-Kaabi, 2023).

2. Importance of Organizational Sustainability

Achieves institutional stability, improves resource efficiency and reduces costs, increases profitability (Al-Zubaidi, 2022). Enhances competitiveness, improves product quality, increases customer satisfaction, and enhances investor confidence (Abdul Aziz, 2022). Reduces environmental and financial risks, supports innovation, improves work environment and employee well-being, ensures compliance with environmental laws, and achieves balance between short-term and long-term goals (Al-Ali, 2021; Al-Kaabi, 2023).

- **Improving Long-Term Institutional Performance:** Requires integrated strategies balancing the three dimensions, including product quality, customer satisfaction, process efficiency, and innovation. Success factors: advanced management systems, effective leadership, learning culture, integration of environmental and social dimensions, strategic flexibility, long-term planning, and periodic evaluation (Al-Khamis, 2024; Ali, 2024).

3. Dimensions of Organizational Sustainability (According to Zheng & Xu, Li)

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- **Environmental Dimension:** Reducing negative impacts, optimal use of resources, waste management and recycling, rationalizing water and energy, commitment to legislation, environmental disclosure, raising employee awareness (Al-Ali, 2021; Al-Jubouri, 2020; Al-Zubaidi, 2022).
 - **Economic Dimension:** Achieving financial efficiency, sustained profitability, reducing operational costs, supporting innovation, reducing financial risks, attracting investors, improving operational efficiency, diversifying income sources, financial disclosure linked to environmental performance (Al-Jubouri, 2020; Al-Kaabi, 2023; Al-Zubaidi, 2022; Al-Ali, 2021; Abdul Aziz, 2022).
 - **Technological Dimension:** Employing advanced technologies to improve performance and reduce environmental impact, using environmental information systems, digital transformation, smart energy management systems, recycling technologies, technological innovation to enhance competitiveness, improving product quality. Challenges: high costs and lack of expertise, requiring continuous training (Abdul Aziz, 2022; Al-Kaabi, 2023; Frontiers in Public Health, 2022).

Section Three: Relationship between Variables

First: Environmental Dimension and Organizational Sustainability

An integrative relationship: the environmental dimension improves energy and resource efficiency, enhances reputation, attracts investments, strengthens internal sustainability culture, and achieves balance between economic and environmental goals (Manar, 2025; Li et al., 2018; Al-Hawamdeh, 2025).

Second: Economic Dimension and Organizational Sustainability

Focuses on economic growth while preserving resources, improving productivity, reducing costs, enhancing competitiveness, supporting green innovation, and achieving sustainable competitive advantage (Frontiers in Public Health, 2022; Saad, 2025; Li et al., 2018).

Third: Social Dimension and Organizational Sustainability

Achieves social justice, improves quality of life for employees and society, enhances stakeholder relationships, increases employee satisfaction and productivity, provides a safe work environment, and supports education and training (Manar, 2025; Li et al., 2018; Frontiers in Public Health, 2022).

Fourth: Technological Dimension and Organizational Sustainability

Provides tools to improve environmental, economic, and social performance together, enhances green innovation, improves process efficiency, manages resources (energy and water) through AI and IoT, and enables prediction of environmental problems (Hassan & Ali, 2025; Khan & Rahman, 2025; Ahmed & Ibrahim, 2023).

3. APPLIED FRAMEWORK OF THE STUDY

First: Coding of Research Variables and Dimensions

The dimensions of the research variables were based on the scientific literature on the adopted topics. The research relied on measuring the green governance variable (independent variable) using four main dimensions: (transparency and environmental disclosure, environmental accountability and oversight, environmental policies, and green technologies). The organizational

sustainability variable (dependent variable) relied on three basic dimensions: (environmental dimension, economic dimension, and technological dimension). To facilitate statistical analysis of the main variables, dimensions, and sub-items, special codes were assigned to them as shown in the following table:

No.	Main Variables	Sub-Variables	Code	Items	Source
1	Green Governance (gg)	Transparency & Environmental Disclosure	tg	tg1 - tg5	Li, Xu, & Zheng 2018
		Environmental Accountability & Oversight	ag	ag1 - ag5	
		Environmental Policies	pg	pg1 - pg5	
		Green Technologies	gr	gr1 - gr5	
2	Organizational Sustainability (os)	Environmental Dimension	en	en1 - en5	Li, Xu, & Zheng 2018
		Economic Dimension	ec	ec1 - ec5	
		Technological Dimension	te	te1 - te5	

Secon: Description of the Respondent Sample

Describing the respondent sample in terms of several demographic factors to understand the respondents' perception of the study variables. The following table shows the description of the respondent sample in the Babylon Electricity Directorate:

Variable	Classification	Number	Percentage
Gender	Male	42	70%
	Female	18	30%
Total		60	100%
Job Level	Administrators	25	41.7%

Variable	Classification	Number	Percentage
	Technicians	35	58.3%
Total		60	100%

Third: Normality Test

The results of the normality test for the research variables (green governance and organizational sustainability) showed that all values fell within the statistically acceptable range, which enhances the accuracy of the derived statistical results.

Dimension	Item	Skewness	Kurtosis	Sample
Green Governance	tg	-1.166	.676	60
	ag	-1.331	.882	
	pg	-1.607	3.064	
	gr	-1.506	1.181	
Organizational Sustainability	en	-1.215	.540	
	ec	-1.453	2.112	
	te	-1.369	1.187	

(Source: Prepared by the researchers based on SPSS v.26 outputs)

Fourth: Normality of Organizational Sustainability Variable

The following table presents the results of the skewness and kurtosis test using SPSS (V.26) for the organizational sustainability variable. The results showed that all items of the variable achieved acceptable values for normal distribution, which supports reaching accurate statistical results.

Dimension	Item	Skewness	Kurtosis	Sample
Environmental	en1	-1.215	.540	60
	en2	-1.110	.420	
	en3	-1.285	.706	
	en4	-1.173	.976	
	en5	-1.404	1.290	

Dimension	Item	Skewness	Kurtosis	Sample
Economic	ec1	-1.453	2.112	
	ec2	-0.895	-.461	
	ec3	-1.354	2.895	
	ec4	-1.153	-.031	
	ec5	-1.533	1.877	
Technological	te1	-1.369	1.187	
	te2	-1.404	1.290	
	te3	-1.241	.348	
	te4	-1.305	.794	
	te5	-0.798	-.402	

(Standard error of skewness: 0.309, standard error of kurtosis: 0.608)

(Source: Prepared by the researchers based on SPSS v.26 outputs)

Fifth: Descriptive Statistics

Descriptive statistics were extracted for the questionnaire items using SPSS to identify data characteristics, dispersion, and normality of distribution.

The results showed a sample size of (60) respondents, with minimum values for all items at (1) and maximum values at (5), confirming that responses fell within the five-point Likert scale range used in the study, with no extreme values outside the specified range.

Arithmetic means ranged between (3.75) and (3.90), all above the hypothetical mean of the scale (3), indicating that the respondents' attitudes were positive and high toward the questionnaire statements. These results indicate a high level of agreement or positive perception regarding the contents of the green governance and organizational sustainability items.

Regarding standard deviation, its value ranged approximately between (0.66) and (0.81), indicating a moderate degree of dispersion, reflecting relative homogeneity in respondents' responses and no sharp variance among them.

Skewness values were negative for almost all items, indicating a distribution skewed toward the higher end of the scale, i.e., concentration of responses at high agreement scores. This pattern is normal in studies measuring positive attitudes. Given the sample size, this level of skewness does not threaten the normality assumption.

Kurtosis values fell within statistically acceptable limits, indicating no sharp extremes in data distribution, and the distribution had an appropriate degree of concentration around the mean.

Based on the above, it can be concluded that the study data have an appropriate degree of homogeneity and consistency, and their distribution falls within statistically acceptable limits, supporting the possibility of using parametric statistical tests in subsequent analyses with scientific confidence.

(Source: Prepared by the researchers based on SPSS v.26 outputs)

In summary, the results show that all skewness and kurtosis values for all items fall within the statistically permissible range (± 1.96), confirming that the data follow a normal distribution and are suitable for subsequent statistical tests.

Sixth: Statistical Analysis of Study Results

1. Structure of Results Presentation

In this section, the study data were analyzed hypothetically using descriptive and inferential statistical methods, aiming to demonstrate the role of green governance in enhancing organizational sustainability in the Babylon Electricity Directorate, based on the responses of a sample of (60) employees working in the directorate.

2. Demographic Characteristics of the Sample

Table (1): Distribution of Sample Members by Personal Variables

Variable	Frequency	Percentage
Male	42	70%
Female	18	30%
Administrators	25	41.7%
Technicians	35	58.3%

It is clear that the majority of the sample are males (70%), and the largest percentage of employees are technicians, reflecting the nature of work in the electricity directorate which relies more on the technical side. As shown in Figure (2).

Figure (2): Demographic Characteristics of the Sample (graph)

3. Descriptive Analysis of Variables

Table (2): Arithmetic Means and Standard Deviations

Variable	Mean	Standard Deviation
Transparency & Environmental Disclosure	3.82	0.74
Environmental Accountability & Oversight	3.88	0.69
Green Technologies	3.75	0.81
Organizational Sustainability	3.90	0.66

The results indicate that the level of application of green governance in the Babylon Electricity Directorate was moderate to high, with environmental accountability and oversight recording the highest mean, indicating relative attention to the oversight aspect. As shown in Figure (2).

Figure (2): Descriptive Analysis of Variables (graph)

4. Correlation Analysis (Pearson Correlation Coefficient)

Table (3): Correlation Coefficient

Relationship	Correlation Value
Green Governance ↔ Organizational Sustainability	0.79

The correlation value (0.79) indicates a strong positive relationship between green governance and organizational sustainability, meaning that the greater the application of green governance, the higher the level of organizational sustainability.

5. Linear Regression Analysis

Table (4): Linear Regression Results

Indicator	Value
Coefficient of Determination R ²	0.62
Impact Coefficient	0.78
Significance Level Sig	0.000

The results indicate that green governance explains 62% of the variation in organizational sustainability, a high percentage indicating the strength of the independent variable's influence. Moreover, the significance level (0.000) is less than (0.05), confirming a significant effect with statistical significance. As shown in Figure (3).

Figure (3): Linear Regression (graph)

6. Practical Results

It can be concluded that the study results proved a clear relationship and effect between green governance and organizational sustainability in the Babylon Electricity Directorate, as it was found that enhancing transparency, environmental oversight, and the use of green technologies leads to a significant improvement in the level of sustainability. The high correlation and regression values indicate that the more the organization adopts green governance practices, the more positively this reflects on its environmental, economic, and technological performance.

The practical results agree with what was presented in the theoretical framework, as previous studies confirmed that green governance represents a fundamental entry point for achieving organizational sustainability, through improving operational efficiency, reducing environmental impact, and enhancing competitiveness.

4. CONCLUSIONS AND RECOMMENDATIONS

First: Conclusions Related to Green Governance

1. Green governance is a modern administrative framework that integrates environmental considerations into institutional decision-making.

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2. Green governance contributes to achieving balance between economic goals, environmental protection, and social sustainability.
 3. Applying green governance leads to improved efficiency of natural resource use and reduced waste and pollution.
 4. Green governance enhances the level of transparency and accountability in environmental performance within institutions.
 5. It contributes to supporting green innovation by encouraging the development of environmentally friendly technologies and products.
 6. Green governance helps improve institutional performance and increase competitiveness in markets.
 7. It contributes to attracting sustainable investments through commitment to Environmental, Social, and Governance (ESG) criteria.
 8. Green governance enhances corporate social responsibility toward society and the environment.
 9. Green governance supports the achievement of sustainable development goals through integration among environmental, economic, and social dimensions.
 10. Green governance is a strategic necessity to face global environmental challenges and achieve long-term organizational sustainability.

Second: Conclusions Related to Organizational Sustainability

1. Organizational sustainability is a strategic framework that ensures organizational continuity and balance among economic, social, and environmental dimensions.
2. Organizational sustainability contributes to improving resource use efficiency and reducing waste, which positively reflects on institutional performance.
3. Green governance represents one of the most important tools that support the achievement of organizational sustainability by integrating the environmental dimension into administrative decisions.
4. Adopting sustainability practices enhances the competitiveness of organizations in local and international markets.
5. Organizational sustainability helps reduce environmental and financial risks that the organization may face in the long term.
6. Commitment to sustainability improves the organization's reputation and increases stakeholder trust.
7. Organizational sustainability largely depends on the presence of aware leadership that supports environmental and social orientations.
8. Technological innovation is a fundamental element in achieving sustainability through developing more efficient solutions with less environmental impact.
9. Organizations face multiple challenges in implementing sustainability, but effective strategic planning helps overcome them.
10. Organizational sustainability is an imperative necessity in light of global environmental and economic changes, not merely an administrative option.

Third: Recommendations

1. The necessity for institutions to adopt an integrated framework for green governance that formally and systematically integrates the environmental dimension into administrative policies and strategies.

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2. Enhance environmental training and awareness programs for employees to entrench a culture of sustainability and activate environmental practices within the work environment.
 3. Develop oversight and evaluation mechanisms for environmental performance using clear measurement indicators to ensure compliance with environmental standards and improve institutional performance.
 4. The necessity for organizations to adopt clear sustainability strategies that integrate economic, social, and environmental dimensions into their long-term plans.
 5. Enhance the role of green governance by applying principles of transparency, accountability, and environmental disclosure to ensure sustainable performance.
 6. Invest in modern technologies and technological innovation to improve process efficiency and reduce the environmental impact of organizational activities.
 7. Necessity of integrating green governance into the general strategy of the institution to achieve integration among environmental, economic, and social dimensions and enhance organizational sustainability.
 8. Encourage investment in green technology and environmental innovation for their role in improving operational efficiency and supporting long-term sustainability.
 9. Enhance transparency and disclosure of environmental and social performance in institutional reports to increase stakeholder trust and support organizational sustainability.
 10. Support partnerships with governmental and community entities to apply green governance practices, contributing to achieving sustainable development on a broader scale.

5. CONCLUSION

Green governance constitutes a modern and effective framework in institutional management, as it contributes to integrating environmental considerations into administrative processes and decision-making. The study has shown that this concept is no longer an optional addition but has become a strategic necessity for achieving organizational sustainability.

It has been demonstrated that green governance contributes to improving the efficiency of natural resource use and reducing waste and pollution, thereby enhancing the environmental performance of institutions. It also raises the level of transparency and accountability in environmental reports, which increases stakeholder trust. The results confirm that adopting green governance practices enhances institutions' ability to innovate, especially in the field of developing environmentally friendly technologies and products. This innovation is an important element in achieving institutional excellence in a changing competitive environment.

The study also showed that green governance contributes to improving economic performance by reducing operational costs and increasing productive efficiency. At the same time, it supports the social dimension by enhancing community responsibility and improving the relationship with society. It was found that there is a strong integrative relationship between green governance and organizational sustainability, as achieving sustainability cannot be done without an effective environmental governance system. Moreover, institutions that adopt this approach are more capable of adapting to environmental changes and international legislation related to sustainability. The study confirms that green governance contributes to achieving balance among the three dimensions of sustainability: environmental, economic, and social. It was found that investment in green technology represents one of the most important success factors for applying green governance and enhancing organizational sustainability. Also, the support and commitment of

administrative leadership are critical factors in the successful application of this concept within institutions.

The study concluded that green governance enhances the institution's reputation and increases its ability to attract sustainable investments. It also contributes to building an organizational culture based on environmental awareness and ethical responsibility. In light of the above, it can be said that green governance represents a strategic entry point for achieving sustainable development at the institutional level.

The study recommends the need to enhance the adoption of this approach by developing environmental policies and activating measurement and evaluation tools. Cooperation between institutions and relevant parties should also be strengthened to achieve sustainability goals in an integrated manner. In conclusion, green governance is one of the most important modern tools that ensure the sustainability of institutional performance in the long term. It represents a fundamental pillar for achieving balance between economic growth, environmental protection, and social justice. Thus, applying green governance effectively contributes to building a sustainable future for coming generations. It also enhances institutions' ability to face contemporary environmental and economic challenges. Ultimately, the success of organizational sustainability largely depends on the extent of institutions' commitment to comprehensively and continuously applying the principles of green governance.

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