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Green Training and its Impact on the Sustainability of the Health Organization

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Abstract

The main objective of this research is to build a sustainable health organization and to develop sustainability business through green training. To achieve this objective, the researchers surveyed the opinions of a number of employees who work at Najaf Health Directorate headquarter. The research community is (250) employees. The sample of the study is (155) analyzable valid responses. The researcher analyzed the data collected using tests and statistical methods powered by the (SPSS v.24) program. The study adopted one main hypothesis and three sub-hypotheses, which are the influence relationship among the variables of research. The hypotheses are to review the sustainability dimensions of the health organization, and the extent to which green training affect these dimensions. Finally, the research came up with a set of conclusions, the most important being that sustainability in the health organization is inevitable and not voluntary actions to engage the community's concerns and environmental concerns, as the lack of sustainability of the health organization means transforming it from an organization that tries to relieve the burden and pain of members of society to a bomb time-threatening ecological health. The recommendations touch the needs of the Directorate. The most important recommendation is to increase the number of the green training programs in a way that promotes the sustainability of the health organization. In addition, the research recommends adopting this concept (the green training) in the annual training plans.

Keywords: Green Training, Sustainable Health Organization, ecological health.

1. Introduction

The health organization is the cornerstone of a country's development, through which a healthy society is created with the capacity to produce and work. The health organization has witnessed a rapid development in the light of technological progress, and its work has expanded and its activities have been complicated, as people perceive it as a safe haven for restoring wellness and a bulwark against various diseases. Building on

the global approach of the World Health Organization (WHO) in the area of sustainability, to reduce and minimize the environmental burden of the Organization's internal processes and to complement its vital role as an active organization in society, it must reach its sustainable objectives. The health service lacks a framework for the process of making sustainability initiatives and many recent publications have expressed the need for better ways to identify sustainable health care practices (Unger et al., 2016:134). Thus, the researchers started to identify the problem of research in the seriousness of some of the work of the Health Organization discussed (Najaf Health Directorate headquarter) if it is not sustainable. A proposal for a practical and realistic training programme that will help to achieve the sustainability of the health Organization, namely green training, is suggested. The objective of this research was to help the organization's health management to take more informed paths about the sustainability of their organizations.

2. Research Methodology

2.1. Research Problem

The hidden aspect of the health organization's general clientele and even some of its employees is the seriousness of its internal operations if those operations are not sustainable and go beyond their gravity to reach the external environment. In line with the objectives set by the United Nations (Sustainable development objectives for the years 2015-2030), the World Health Organization (WHO), the world's primary sponsor of health, has identified several sustainable areas that require countries (including Iraq) and the international community to set its priorities for significant progress towards the new sustainable development objectives (WHO, 2015, p:4.). The problem of poor sustainability of the health-care organization was diagnosed by observing the lack of training on modern green means (training plan, 2018). This problem is a major one, and a set of questions is raised:

- Does the physical and human potential create a sustainable health organization?
- Is there awareness among workers towards building an effective sustainable health organization?
- Is there a possibility to apply green training in the health organization?

2.2. The Importance of Research

The importance of the research in the scientific and practical aspects is highlighted in the following:

2.2.1. Scientific Importance:

Green training topics and the sustainability of the health organization have become important topics in today's world. The importance of research derives from the novelty of these topics, which have preoccupied the attention of researchers in recent years. Moreover, the researchers approached the topic from a new aspect that was not addressed, namely the relationship between the research variables of green training and the sustainability of the health organization, as the researchers could not obtain any study on this relationship. The researchers hope that this research will be the starting point for future studies in this field.

2.2.2. Practical Importance:

The research addresses realistic and actual problems that require specific solutions by defining the management of the health organization and individuals working on the importance of sustainability and ways to promote sustainable business as well as providing a systematic working mechanism through the green training program proposal.

2.3. Research Objectives

The research seeks to achieve several objectives, including:

- Making a sustainable health organization through the development of human resources skills.
- Raising the level of awareness of employees in the direction of building an effective sustainable health organization.
- Demonstrating the possibility and importance of applying the green training program in Najaf Health department.

2.4. The Research Community and its Sample

The research community included workers at Najaf Health Directorate headquarter, about 250 employees. According to (Sekaran, 2003:296), the research community in question corresponds to a sample amount of (152). The researchers resorted to the use of the sample method in determining the research sample, where it was distributed (170 questionnaires) to the personnel in the Engineering Section, the Technical Affairs section, the Inspection section, the Planning section and the Training and Human Development center. The number of the retrieved questionnaires was (160). (5 not valid) and (155) were analysed.

2.5. The Hypothetical Research Scheme

The hypothetical research scheme is designed according to the logical relationships between variables, taking into account the problem of research, its importance and its objectives to reflect the relationship

between the independent variable (green training), consisting of four sub-variables depending on (Cerot&certo, 2012:304) and the dependent variable (the sustainability of the organization), consisting of three sub-variables based on (Zadeh et al, 2016:2) as shown in Fig. 1.

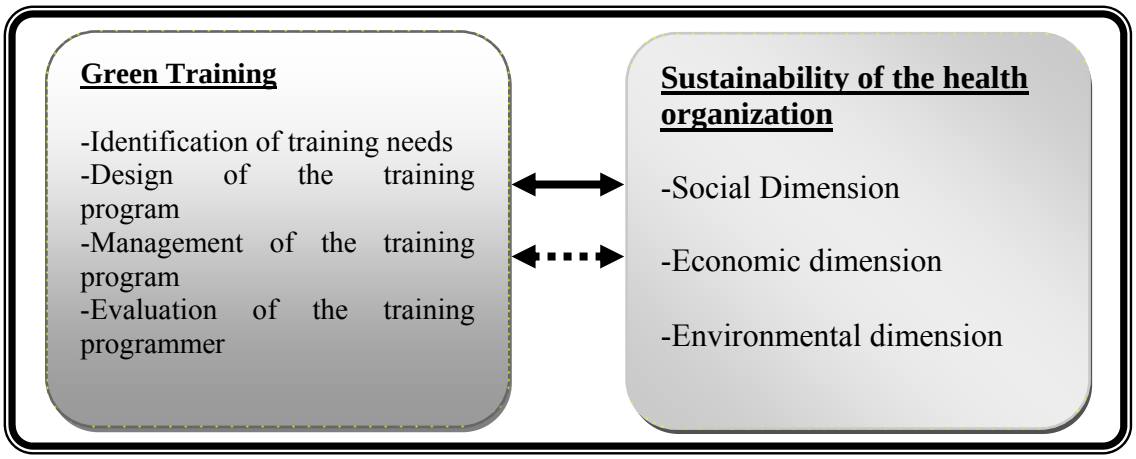

Figure (1) the hypothetical research scheme

Source: Prepared by the researchers

2.6. Research Hypotheses

Based on the hypothesis scheme shown in Figure (1), the current research includes the following hypotheses:

- The main hypothesis: there is a statistically significant impact of the green training on the sustainability of the health organization, this hypothesis branches out in to three sub-hypotheses:
- First sub-hypothesis: there is a statistically significant impact of the green training on the social dimension.
- Second sub-hypothesis: there is a statistically significant impact of the green training on the economic dimension.
- Third sub-hypothesis: there is a statistically significant impact of the green training on the environmental dimension.

2.7. Test the Search Tool and the Results of Validity and Reliability

2.7.1. Virtual Honesty

The form is displayed in the initial image on a number of experts and arbitrators, some amendments are conducted within the deletion or modification in the light of the expert notes.

2.7.2. Reliability of the Questionnaire

The researchers conducted a test for the reliability of the search tool by calculating Cronbach equation Alpha, to reach the degree of overall reliability for this research (0.976). This means that the tool enjoys a high degree and high reliability, Recalling (Tavakol & Dennick, 2011) where

the accepted value of the best coefficient Cronbach Alpha is greater than (0.70).

2.8. Research Tool

The questionnaire is the main tool for the practical aspect of this research, to gather data on hypothesis testing to answer its questions and achieve its objectives. Having prepared the initial form and then presented to the arbitrators where its paragraphs and measurements are examined, this has the significant effect of modifying the wording of some paragraphs and adding new paragraphs in order to achieve precision in the measurement of research variables. The researchers have adopted the Pentert (Likert) scale (not fully agree, not agree, neutral, agree, fully agree), offset by weights (1, 2, 3, 4, 5) respectively.

3. The Theoretical Framework of Research

3.1. Independent Variable: Green Training

3.1.1. The Concept of Green Training

Training can be understood as a systematic process that leads the behavior of staff towards achieving the set of organizational goals. As a result, it is an essential component of successful organizations (Jabbours & Sant'es, 2008:53). Training can also be understood as a practice focused on developing the skills, knowledge and attitudes of staff, and preventing the deterioration of knowledge, skills and attitudes. As part of the green human resources management, green training raises staff awareness of the value of environmental management, trains them in business processes that provide energy, reduces waste, disseminates environmental awareness within the Organization, and provides an opportunity to engage staff in the solution Environmental problems. Environmental training and education, coupled with the creation of an environment-friendly culture for employees who feel that they are part of environmental outcomes, are the most important human resource management processes that facilitate the achievement of environmental objectives (AHMAD, 2015:7). The aim of the basic green training is to develop an environmental sensitivity among employees and to make them aware of how their behavior affects the environment. It is about motivation and making one feel proud to participate in green initiatives. In this way, green training supports the creation of a green workforce, understands, appreciates and manages environmental initiatives (Bombiak & Kluska, 2018:5). The researchers can define green training in the health organization as (a special-type training sponsored by the health organization to develop the skills, knowledge and attitudes of environmental workers, especially medical waste treatment, and use

environmentally friendly training methods, and should be included as an integral part of the training and development plans).

3.1.2. The Dimensions of Green Training

Training of personnel working in the organization is essentially a four-dimensional process: (certo & certo, 2012: 304)

- Identifying training needs.
- Designing the training program.
- Management (implementation) of the training program.
- Evaluation of the training program.

The following is an explanation of each dimension of green training:

- Identifying training needs

Training needs are areas of information or skills for the individual or group that require further development to increase the productivity of that individual or group. Only if training focuses on these needs can it be a product of the organization (certo & certo, 2012: 304).

- Designing the training program

Design means planning a comprehensive training programme, including training objectives and the development of programme evaluation criteria. The sub-steps include creating an outline for training (incorporating all the steps of the training program from start to finish), choosing the way the program is connected (such as lectures or the web), and verifying the overall design of the software with management (Dessler, 2013: 239). Staff training and development programmers should include social and environmental issues at all levels and it is necessary to design environmental training (green) based on training needs in order to achieve optimum environmental benefits from training (Masri & Jaaron, 2016:6).

- Management of the training program

Management of the training program means training the selected individuals to participate in the program. There are different techniques for both transferring the necessary information and developing the necessary skills in training programs, including two ways of transferring information in training programs: lectures and programmed learning. The lecture is primarily a one-way communication case where the trainer provides oral information to a group of listeners. The trainer usually performs most of the talk, and the trainees participate in the first place by listening and taking notes. Programmed learning is a method of mentoring without the presence or intervention of a human teacher. Small

portions of information that require related responses are provided to individual trainees. Trainees can identify by verifying their answers against the answers provided in the program whether their understanding of the information is accurate (Cert&Certo, 2012:305-306).

- Evaluation of the training program

It is important to evaluate the training program and some of the reasons why it is important to assess the effectiveness of the training which is that the evaluation allows the organization to know whether it has met the training needs identified. You can get a feedback on training that can be used for future training. The evaluation can test that learning has taken place and equally assess the costs and benefits of training for the institution (Kempton, 1995:123).

3.2. The Dependent Variable: Sustainability of the Health Organization

3.2.1. The Concept of Sustainability of the Health Organization

Sustainability and the organization of health are two very important topics where they contain many common and complex topics (Merhaj, Dali, 246: 2014). The building of the health organization is one of the most important buildings in the society, where we are born, die and speak with the moments of happiness, sadness and pain. So, the architecture of these organizations must respond to the emotional and human aspects on the one hand and the functional requirements on the other hand. On the other hand, there are areas that are important to be considered when planning the establishment of the buildings of the health organization as they must keep pace with technology and adapt the environmental dimension from the perspective of the internal environment and the relationship of those buildings to the external environment (Merhaj, Dali, 247: 2014). The researchers define the sustainability of the health organization as (special operations in the health organization that maintain the safety of workers and patients in the internal environment and be friendly to the external environment surrounding it and seeks to reduce the depletion of natural resources and use modern technology to achieve its sustainable objectives).

3.2.2.The Dimensions of the Sustainability of the Health Organization

Zadeh et al (2016:2) see the three dimensions (social, economic and environmental) as an integral part of the concept of sustainability of the health part of the organization. Below is what explains each dimension:

- The social dimension of the sustainability of the health organization:

The social dimension of sustainability in a health organization refers to the human aspect of its development, and sometimes to the public interest. Sustainability, when combined with "social" descriptors, draws attention to justice, equality and health for people and their communities. Social sustainability is identified along with environmental and economic sustainability as the main feature of the "bottom line" of good corporate practices (Idowu, 2015: 466).

- The economic dimension of the sustainability of the health organization:

Although the organization of health services has been portrayed as the depletion of national wealth, the evidence has gradually accumulated to show the opposite. Those investments in health are effective strategies in both developing and developed countries not only to reduce poverty but also to achieve economic growth through increased productivity and increased household income. Addressing economic sustainability means devising better ways to assess what is to be done, prioritize resource allocation, and simply get the most out of the health organization (Borgonovi & Compagni, 2013: S35-S36).

- The environmental dimension of the sustainability of the health organization

Because of the indiscriminate work of organizations and the environmental degradation seen due to climate change, organizations are becoming increasingly aware of the importance of environmental quality and global and local risks, which require the rational use of natural resources. A detailed knowledge of environmental conditions and how they can be used and evaluated by the health organization can help to produce environmental policies that are compatible with the values and preferences of the local community (Vincenzi, 2017: 2). The organization seeks to reduce the negative impacts of its activities on the environment by adapting its activities with modern environmental management standards as well as the development of management for environmental objectives and the formulation of general strategies and guidelines for environmental projects and programs (Nascimento et al., 2016: 3).

4. The Practical Framework of Research

4.1. A Description of the Vertebrae and the Dimensions of the Independent Variable (Green Training)

The results shown in Table (1) indicate the following:

- The general mean of the green training variable is (3.416), which refers to a positive trend towards the dimensions of the green training variable.

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• The relative importance of the total items is (68.32%), which is a high value and refers to approval in the answers to the sample of the study regarding the green training variable.

Table (1) Response of the selected sample to the independent variable (green training)

Variables and dimensions	Questions	Symbol	The weighted arithmetic mean	Standard deviation	Relative %importance
Identifying training needs	Training needs are raised to the training section	Y1.1	3.52	0.935	70.4
	Employed individuals are nominated according to the real need for training	Y1.2	3.38	1.158	67.6
	Our department determines its training needs on the type of problems it faces	Y1.3	3.34	1.131	66.8
	Accurate identification of training needs contributes to increased chances of success of the training program	Y1.4	3.66	1.003	73.2
	Training needs vary depending on the different levels of the job to be trained	Y1.5	3.68	1.037	73.6
	Average to the definition of training needs axis	Y1	3.516	1.052	70.32
Designing the training program	Staff training and development programs include social and environmental issues at all levels	Y2.1	3.54	1.071	70.8
	Our department ensures that the training objectives are clear to the trainees	Y2.2	3.67	0.941	73.4
	Our constituency is keen on designing the training curriculum that is consistent with the nature of its work	Y2.3	3.66	0.99	73.2
	Our department encourages training topics that combine theoretical and practical aspects	Y2.4	3.37	1.076	67.4
	Our constituency determines the right place and timetable for the start and end of the program	Y2.5	3.57	1.045	71.4
	Average to the design of the training program axis	Y2	3.562	1.024	71.24
Management of the training program.	Remote training is done on the organization's website	Y3.1	2.25	1.067	45
	Lectures are used to convey information in training programs	Y3.2	3.47	0.956	69.4
	Programmed learning is used to transmit information in training programs	Y3.3	3.28	1.109	65.6
	Our constituency is keen to implement the program as planned	Y3.4	3.34	1.034	66.8
	Our constituency is interested in determining the appropriate training place in accordance with the requirements of the training program	Y3.5	3.39	1.096	67.8
	Average of training program management axis	Y3	3.146	1.052	62.92
Evaluation of the training program	Effective training is verified	Y4.1	3.25	1.091	65
	Trainee satisfaction is assessed	Y4.2	3.55	0.975	71
	Trainee behavior has changed during work due to training program	Y4.3	3.46	0.914	69.2
	Avoiding the errors that occurred in previous programs when conducting similar training	Y4.4	3.50	0.989	70

	programs				
	Testing of trainees before and after the completion of the training program	Y4.5	3.45	1.094	69
	Average of training programme evaluation axis	Y4	3.442	1.012	68.84
The average for independent variable green training		Y	3.416	1.035	68.32

Source: Preparing the researchers based on SPSS v.24 results n=155

4.2. A Description of the Vertebrae and the Dimensions of the Dependent Variable (Sustainability of the Health Organization)

The results shown in Table (2) refers to the following:

- The results indicate that the general calculation of the sustainability of the health organization is (3.056) which indicates a weak trend towards the sustainability of the health organization.
- The relative importance of the total paragraphs is (61.12%), which is a low value to date, has been significant

Table (2) Response of the selected sample to the dependent variable (sustainability of the health organization)

Variables and dimensions	Questions	Symbol	The weighted arithmetic mean	Standard deviation	%Relative importance
Social dimension	Our constituency strives to achieve justice, equality and health for people and their communities	Z1.1	2.86	1.285	57.2
	Our health care systems have raised us from being socially sustainable	Z1.2	2.97	1.190	59.4
	Comprehensive health coverage implies a sense of solidarity and cohesion within society	Z1.3	3.19	1.199	63.8
	Health care systems generate positive social effects that go beyond health	Z1.4	3.41	1.178	68.2
	Health care is provided for people with special needs	Z1.5	3.27	1.191	65.4
	Average of the social dimension axis	Z1	3.14	1.208	62.8
Economic dimension	Investments in health are effective strategies for poverty reduction	Z2.1	2.97	1.253	59.4
	Low-power devices and technologies are used	Z2.2	3.05	1.216	61
	Some eco-friendly power generation technologies are used	Z2.3	2.82	1.365	56.4
	Recyclable materials are collected and delivered to the relevant ministries for recycling	Z2.4	2.85	1.328	57
	Design of sanitary buildings with modern engineering specifications and thus a better investment of resources	Z2.5	2.95	1.288	59
	Average of the economic dimension axis	Z2	2.928	1.29	58.56

Environmental dimension	Our department seeks to improve the health and environmental services of the community	Z3.1	3.03	1.138	60.6
	Our department follows the regular methods of treating medical waste without causing any damage to the environment	Z3.2	3.06	1.153	61.2
	Working individuals have the basics of safe handling of medical waste	Z3.3	3.09	1.279	61.8
	Wastewater treatment for hospitals with special treatment plants	Z3.4	3.08	1.262	61.6
	Buildings containing radiation therapy or radiation therapy are immunized	Z3.5	3.06	1.222	61.2
	Average to the environmental dimension axis	Z3	3.21	1.210	64.2
The average for dependent variable Sustainability of the health organization		Z	3.056	1.236	61.12

Source: Preparing the researchers based on SPSS v.24 results n=155

4.3. Testing the Hypothesis of Research

4.3.1.(The Main Hypothesis): The hypothesis states (there is a statistically significant impact of the green training on the sustainability of the health organization). To test this hypothesis, the results of table (3) are used, showing the simple linear regression model of the impact of the green training on the sustainability of the health organization. The results of table (3) show that the value of the fixed (B) coefficient is (-0.345), which means that there is a health organization's sustainability of (0.345) when the green training value equals zero. The value of the marginal inclination (β) is (0.728) accompanying the value (X), which means that a change of (1) in green training will result in a change in the amount (0.728) of the health organization's sustainability.

Table (3) the relationship between green training and the sustainability of the health organization

Model		Unstandardized Coefficient		Standardized Coefficient	T	Sig.
		B	Std. Error	Beta (β)		
1	(Constant)	-.345	.265		-1.302	.195
	Green Training(X)	.996	.076	.728	13.137	.000

Source: Preparing the researchers based on SPSS v.24 results

In addition to the results of Table (4), it is clear that the value of (R) reaches (0.728). This indicates that the green training explains (0.530) of the change in the sustainability of the health organization. The value of (F) (172.576) is compared to the table value of (3.84) and on this basis the main hypothesis is verified.

Table (4) analysis of variance (ANOVA) for the relationship between green training and sustainability of the health organization

Model	R	Adjusted R^2	Std. Error of the estimate	Change statistics			
				R^2 Change	F Change	df	Sig.
Green Training	.728[a]	.527	.68131	.530	172.576	154	.000

Source: Preparing the researchers based on SPSS v.24 results

Three sub-hypotheses are branched out of the main hypothes:

4.3.2. First Sub-Hypothesis

The hypothesis states (there is a statistically significant impact of the green training on the social dimension). To test this hypothesis, the results of table (5) are used, showing the simple linear regression model of the impact of the green training in the social dimension. The results of table (5) show that the value of the coefficient (B) is fixed (-0.370), which means that there is a social dimension of (0.370) when the green training value equals zero. The value of the marginal inclination (β) is (0.730) accompanying the value (X), which means that a change of (1) in green training will result in a change in the amount (0.730) in the social dimension.

Table (5) the relationship between green training and the social dimension

Model		Unstandardized Coefficient		Standardized Coefficient	T	Sig.
		B	Std. Error	Beta (β)		
1	(Constant)	-.370	.272		-1.362	.175
	Green Training(X)	1.028	.078	.730	13.211	.000

Source: Preparing the researchers based on SPSS v.24 results

In addition to the results of Table (6), it is clear that the value of (R) is (0.730). This indicates that the green training explains (0.533) of the change in the social dimension. The value of (F) as it reaches (174.532) is compared to the table value of (2.60) and on this basis, the First sub-hypothesis is also verified.

Table (6) analysis of variance ANOVA for the relationship between green training and social dimension

Model	R	Adjusted R^2	Std. Error of the estimate	Change statistics			
				R^2 Change	F Change	df	Sig.
Green Training	.730[a]	.530	.69927	.533	174.532	154	.000

Source: Preparing the researchers based on SPSS v.24 results

4.3.3. Second Sub-Hypothesis

The hypothesis is that (there is a statistically significant impact of the green training on the economic dimension). To test this hypothesis, the results of table (7) are used, showing the simple linear regression model of the impact of the green training in the economic dimension. The results of table (7) show that the value of the fixed (B) coefficient is (-0.338), which means that there is an economic dimension of (0.338) when the green training value equals zero. The value of the marginal inclination (β) is (0.614) accompanying the value (X), which means that a change of (1) in green training will result in a change in the amount (0.614) in the economic dimension.

Table (7) the relationship between green training and the economic dimension

Model		Unstandardized Coefficient		Standardized Coefficient	T	Sig.
		B	Std. Error	Beta (β)		
1	(Constant)	-.338	.347		-.973	.332
	Green Training(X)	.956	.099	.614	9.626	.000

Source: Preparing the researchers based on SPSS v.24 results

In addition to the foregoing and due to extrapolating the results of the table (8), it is clear to us that the value (R) has reaches (0.614), which indicates that the green training explains the ratio (0.377) of the change in the economic dimension, and the value (F) calculated is too high, being (92.650) compared to its tabular value which reaches (2.60). The second sub-hypothesis is verified, too.

Table (8) analysis of variance (ANOVA) for the relationship between green training and economic dimension.

Model	R	Adjusted R^2	Std. Error of the estimate	Change statistics			
				R^2 Change	F Change	df	Sig.
Green Training	.614[a]	.373	.89265	.377	92.650	154	.000

Source: Preparing the researchers based on SPSS v.24 results

4.3.4. Third Sub-Hypothesis

The hypothesis is that (there is a statistically significant impact of the green training on the environmental dimension). To test this hypothesis, the results of Table (9) are used, showing the simple linear regression model of the impact of the green training in the environmental dimension. The results of table (9) show that the value of the fixed (B) coefficient is (-0.326) means that there is an environmental dimension of (0.326) when

the green training value equals zero. The value of the marginal inclination (β) is (0.695) accompanying the value (X), which means that a change of (1) in the green training will result in a change in the amount (0.695) in the environmental dimension.

Table (9) The relationship between green training and environmental dimension

Model		Unstandardized Coefficient		Standardized Coefficient	T	Sig.
		B	Std. Error	Beta (β)		
1	(Constant)	-.326	.293		-1.112	.268
	Green Training(X)	1.004	.084	.695	11.947	.000

Source: Preparing the researchers based on SPSS v.24 results

In addition to the foregoing and due to extrapolating the results of the table (10), it is clear to us that the value (R) has reaches (0.695), which indicates that the green training explains the ratio (0.483) of the change in the environmental dimension and that the value (F) calculated is too high, being (142.730), compared to its tabular value reached (2.60). The third sub-hypothesis is also verified.

Table (10) analysis of variance (ANOVA) of the relationship between green training and environmental dimension

Model	R	Adjusted R^2	Std. Error of the estimate	Change statistics			
				R^2 Change	F Change	df	Sig.
Green Training	.695[a]	.479	.75503	.483	142.730	154	.000

Source: Preparing the researchers based on SPSS v.24 results

5. Conclusions and Recommendations

5.1. Conclusions

- The material and human resources available in the organization can create a sustainable health organization and can form a model for other similar organizations.
- There is an awareness and willingness on the part of workers to build an effective sustainable health organization, and this is evidenced by the aspiration to participate in training programmers to bridge the gap between planning and implementation.
- There is the possibility of applying the green training in the health organization examined after making use of the academic effort of the Iraqi universities.

5.2. Recommendations

- Increasing the training programs that are part of the green training, enhancing the sustainability of the health organization, and adopting this concept in the annual training plans.
- Preparing the requirements of green training workshops to be credible for the sustainability of the use of electronic files instead of paper and devices with low energy consumption and others.
- The continuous development and modernization of hospital buildings designs to create sustainable health buildings that meet functional requirements on the one hand and reduce the burden on natural resources on the other hand.

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