

Management of Sustainable Development and Its Impact on the Performance of Government Institutions in Iraq

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Abstract

The research aims to influence the management of sustainable development represented in (the environmental dimension, the economic dimension, the social dimension, and the technological dimension) in government institutions represented (planning, organization, direction, and control) in the College of Administration and Economics, where the research sample was chosen to include a number of The staff of the college, has developed (90) questionnaires for both genders, returned (86) subject to statistical work, where the results showed a positive impact of sustainable development management in government institutions. Significant relationship between the technological dimension and the institution's performance. The results of the research show that there is a relationship between the economic dimension, the social dimension, the environmental dimension, and the performance of the institution and the institution's performance.

Keywords: government institutions; government performance; sustainable development management

Abstrak

Penelitian ini bertujuan untuk mempengaruhi pengelolaan pembangunan berkelanjutan yang terwakili (dimensi lingkungan, dimensi ekonomi, dimensi sosial, dan dimensi teknologi) pada lembaga-lembaga pemerintah yang terwakili (perencanaan, pengorganisasian, pengarahan, dan pengendalian) di Sekolah Tinggi Ilmu Administrasi dan Ekonomi. Dengan menggunakan metode kuantitatif dengan 86 sampel penelitian dari 90 data yang dipilih untuk mencakup sejumlah Staf perguruan tinggi berdasarkan jenis kelamin. Hasil penelitian menunjukkan dampak positif dari manajemen pembangunan berkelanjutan di institusi pemerintah. Hubungan signifikan antara dimensi teknologi dan kinerja institusi. Hasil penelitian terdapat hubungan antara dimensi ekonomi, dimensi sosial, dimensi lingkungan, dan kinerja lembaga terhadap kinerja lembaga.

Kata Kunci: institusi pemerintah; manajemen pembangunan berkelanjutan; performansi pemerintah

INTRODUCTION

In light of the global competition between countries in terms of advancing all fields and increasing competition in all international markets (Adrover, 2018; Ardito, 2019). To review the international agenda in its various fields and within it, it seeks to achieve its goal to achieve it (Avinash, 2021; Kerdpitak, 2022), then achieve it, and link it to the region that it works on internal projects that work to rehabilitate (Deterding, 2019; Song et al., 2020). The development sector is mainly to achieve quality for boats, then to maintain independence and the right to decision-making. Secondly, urging the human level at the international level means striving for the stability of population growth and raising the level of health services.

One of the main problems facing sustainable development is the acute shortage of natural resources in this world, as well as wrong economic practices that led to the exhaustion of the

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world and the depletion of its natural resources and theft of the rights of future generations (Janssen, 2018; Tumpa, 2019).

From the remarkable global interest in sustainable development and given the goals it seeks to achieve, the areas that address its problems, and its human, social, and economic dimensions (Litterscheidt & Streich, 2020; Nandy, 2022; Yang, 2015), some points can be deduced through which we clarify the importance of sustainable development, and among these points: 1) The comprehensiveness of sustainable development does not concern itself with a specific field to the exclusion of others, as it finds in development work intertwining and mutual influence between the different fields of development (Rahman, 2020; Shalihin et al., 2021; Zhang, 2019). 2) The global need for sustainable development solutions: The world today and its problems at all environmental, social, economic, food, health, and population levels are in dire need of immediate and future solutions to these problems. 3) A sustainable future outlook It is clear that the goals of sustainable development do not target the present only at the expense of the future and future generations. 4) International Participation: One of the most important features of sustainable development is that its programs, development plans, and goals are not limited to a specific country or continent and do not conflict with the interest of any country, and are not affected by international political differences.

Raising the standard of living: development includes many goals that concern the living conditions of the world's population, especially poor countries. Preserving resources: it can be said that the essence and foundation of development are based on achieving the optimal use or exploitation of various resources without depleting these resources or affecting the right of future generations to them. Achieving economic growth: Economic growth is one of the main indicators of improving the financial situation in general, and it is one of the dimensions of sustainable development. Achieving social progress: This is one of the general goals of sustainable development, which includes various dimensions or fields. Preserving the environment: Environmental development is also one of the basic dimensions and objectives of the sustainable development process. Thinking about the future: the future outlook is what distinguishes between development and sustainable development. The process of sustainability in development means that development goals are not limited to the present, but rather we must see their results in the future.

There is a significant correlation between the management of sustainable development and the performance of the institution). Four sub-hypotheses are derived from it: There is a significant correlation between the environmental dimension and the performance of the institution. There is a significant correlation between the economic dimension and the performance of the institution. There is a significant correlation between the social dimension and the performance of the institution. There is a significant correlation between the technological dimension and the performance of the institution, which states (there is a statistically significant effect between the management of sustainable development and the performance of the institution), and the second main hypothesis is divided into four sub-hypotheses, namely: There is a significant effect between the environmental dimension and the performance of the institution. There is a significant effect between the economic dimension and the performance of the institution. There is a significant effect between the social dimension and the performance of the institution. There is a significant effect between the technological dimension and the performance of the institution.

RESEARCH METHOD

In order to prove the main hypothesis of the research and the sub-hypotheses, samples of the organization's work will be taken by relying on 86 repetitions of questionnaires and adopting a data analysis method that is proportional to the sample size by collecting data in the field. The study population consists of the total number of employees in the government college, distributed

among teachers, heads of departments, division directors, and employees of different ages. The default scheme for the search:

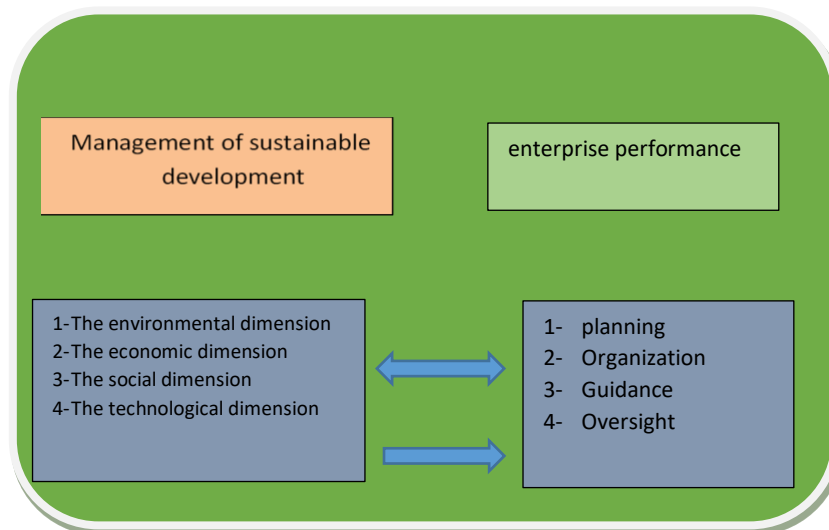


Figure 1 theatrical framework of the hypotheses

The study by Nasreddin Othman, 2016, entitled *Employing new media in spreading awareness of sustainable development issues, environmental awareness as a Model*, the Egyptian Public Relations Association, the study aimed to identify the extent of the contribution of new media in spreading awareness of environmental issues, and the study concluded that 68% of the research sample depend on The new media as an information source and that 64% believe that the new media has not been used in the field of environmental awareness and that 79% believe that what is published in the Arab media about the environment and its protection is not commensurate with its importance. The results of the study also indicated that the most important causes of environmental degradation in terms of the research community are In the weak oversight of environmental bodies and institutions, overcrowding in cities, and ignoring the countryside, in addition to industrial progress and the pressure it caused on resources.

A study by Najeh Ismail, 2019, titled *The Contribution of Social Capital in Achieving Egypt's Vision*. The study aimed to identify the extent of social capital's contribution to the educational process in primary schools in 2030. The study sample consisted of 185 teachers and 36 members of the Board of Trustees. The study reached several results, the most important of which is that most of the respondents have a high degree of knowledge and familiarity with sustainable development, "Egypt's Vision 2030". As for their knowledge of the concept of social capital, it was described as a medium.

RESULT AND DISCUSSION

The concept of sustainable development management

It becomes clear to us that sustainable development is a comprehensive concept linked to the economic, political, social, and environmental aspects of society, where sustainable development enables to meet the needs of the individual and society and to feel their actual existence and maintain their relations, as several definitions emerged from it, according to the definitions of (sustainable development), it is the development that meets the needs of people at present without compromising the ability of future generations to achieve their goals and focuses on integrated economic growth. Sustainable development is a process of developing land and societies.

The FAO Food Organization also defined sustainable development as the management and protection of the natural resource base and directing technical and institutional change in a way that ensures the achievement of the goals of future generations (Fabio, 2017; Laub, 1999; Ridwan et al., 2019).

Dimensions and components of sustainable development

a. The environmental dimension

The environmental dimension: sustainable development focuses on the environmental dimension in achieving its goals, and this is represented by the need to rationalize the consumption of depleted resources; that is, preserving natural assets and taking care of them as much as possible; To provide a safe environmental future, in addition to taking into account the limited capabilities of the environment to absorb waste (Ford, 2018; Lai, 2021; Pandey, 2020).

b. The economic dimension

"Sustainable development" for rich countries aims to make continuous reductions in the levels of energy consumption and natural resources, which are many times greater in rich countries than in poor countries, for example, energy consumption from oil, gas, and coal in the United States reaches a higher level than in India with 33 times (González-María et al., 2020; Onykiy et al., 2016)

c. The social dimension:

The process of sustainable development includes human development aimed at improving the level of health care and education, as well as the element of participation, as the definitions of sustainable development emphasize that development should be participatory so that people participate in making developmental decisions that affect their lives (Barone, 2021; Carraro, 2012; Swainson, 2018)

d. Technological dimension:

Sustainable development aims to achieve a rapid shift in the technological base of industrialized societies, to a new technology that is cleaner, more efficient, and capable of reducing the environmental pollution. The technological improvement targeted by sustainable development is an important means of reconciling development goals with the constraints imposed by the environment so that development is not achieved at the expense of the environment (Bracking, 2015; D'Amato, 2021; Mundaca, 2016).

The performance of government institutions

The concept of performance: From the administrative point of view, performance is defined as carrying out the functional burdens of responsibilities and duties by the employee to achieve a specific goal (Bracking, 2015; D'Amato, 2021; Mundaca, 2016), while (Ciocoiu, 2011) believes that performance is the result of the interaction between three main determinants: individual motivation, climate or work environment, and the ability to get work done. For (Chen, 2019; Goodman, 2013; Mundaca, 2015; Spash, 2012), defined it as the ability of individuals to perform the essential technical activities important to their work, that is, those associated with the basic and official duties assigned to them.

Al-Hassan defines it: it is the net effect of the individual's efforts that begin with capabilities and awareness of the role and tasks, which therefore indicates the degree of achievement and completion of the tasks constituting the individual's job (Hamdouch, 2010; Jackson, 2011; Weber, 2017). Determinants of employee performance: It is the mixture of the worker who exerts effort

to accomplish his work and what he enjoys in terms of skills, information, experience, and the extent of his awareness of what he is doing in the government institution to which he/she belongs.

1. Official performance: It is known that business organizations assign each of its members an official role that includes the behaviors required of him in his job in the organization (In Role Behaviors), and these behaviors are determined by Job Description: For decades, researchers have focused their attention on examining the specific formal performance behaviors of an individual at work. And in the early 2000s, researchers began to focus on another type of behavior that affect the efficiency and effectiveness of the organization and called it additional performance behaviors (Bergius, 2018; Brand, 2015; Knuth, 2018).
2. Additional performance: (Ge, 2016; Gibbs, 2015) believes that additional performance includes a set of components (altruism, dedication, sportsmanship, participation, attending training courses, submitting proposals to improve work, and searching for additional work and tasks). Accordingly, the concept of additional performance behaviors is a comprehensive concept that includes all positive behaviors that can be produced at the level (individual, group, organization). The concept of performance behaviors is multi-faceted and multi-dimensional and has religious, philosophical, historical, and value origins, necessitated by the requirements of the contemporary stage in the work of organizations and in the partnership between sectors.

Dimensions of institutional performance

1. Planning: defining work paths by formulating strategies, developing policies, improving procedures, and preparing budgets to achieve the goals of the organization, in terms of determining what will be done in the future, when it will be done, and how to perform it at the required time. Planning is the basic administrative function that helps in determining The courses of action that should be followed in pursuit of the goals of the organization.
2. Organization: Arranging and coordinating human, material, financial, and informational resources to implement the organization's plan by defining the organizational structure, drawing interaction relationships between its various units, as well as defining the powers, responsibilities, and lines of communication between them. The necessary interaction and cooperation to achieve the goals, and the grouping of individuals in the departments according to the specific tasks.
3. Direction: Unifying efforts and materials according to a clear vision and providing the necessary support to help workers understand their roles using leadership, urging, encouraging and stimulating, and developing a climate of good human relations in the organization through an integrated communication system from all sides, where the manager leads the efforts and resources by adopting a clear vision that should Easily be followed by subordinates, supporting them and helping them understand their roles that they will perform in achieving the goals of the organization.
4. Control: Evaluation of work methods to ensure that the administration is proceeding according to its planned work, tasks, and roles, and then measuring actual performance and identifying deviations and correcting them on time, and by using the necessary feedback system to conduct treatments at the appropriate time and place. Control also represents the function that is practiced by managers at their various levels, higher, middle, and lower, to evaluate the method, means, and manner through which the objectives of the organization are achieved. Also, the manager, through the exercise of this function, monitors the employees, departments, resources, and the organization as a whole, and sees whether it meets the desired performance standards or not (Al-Anzi, 26, 2017).

The data sample for research

Table 1 shows the distribution data based on Gender, Table 2 based on age, Table 3 based on academic level, and Table 4 based on average monthly income. The data was collected from 86 Higher Education institution staff.

Table 1. Represents the research sample distributed by gender

Gender	Repetition	The percentage
Male	34	39.5%
Female	52	60.5%
Total	86	100.0%

Table 2. Represents the researched sample distributed according to age periods

Age	Repetition	The percentage
Less than 20	0	0%
29-20	9	10.4%
39-30	25	29.0%
49-40	39	45.3%
50 and more	13	15.3%
total	86	100.0%

Table 3. Represents the researched sample distributed according to the scientific level

Scientific level	Repetition	The percentage
Less than high school	0	0%
High School diploma	11	12.8%
Bachelor's	30	34.8%
total	45	52.4%
	86	100.0

Table 4. Represents the researched sample distributed monthly income

Monthly income	Repetition	The percentage
Less than 200	0	0%
201-400	10	11.6%
401-600	42	48.8%
601-800	22	25.6%
More than 800	12	14.0%
total	86	100.0%

Descriptive Statistics Result

Diagnosis of the Independent Variable (SD)

This variable was measured through four sub-variables, as table (5) indicates the arithmetic mean and standard deviations, the coefficient of deviation related to the point of view of the researched sample regarding this variable, as the mentioned table reflects a general arithmetic mean for the variable of sustainable development that reached (4.15), which is above the standard mean of (3), the general standard deviation and the coefficient of difference was

(0.93) (22.3%), and this confirms the effective role of sustainable development in the sample studied, and the following is a diagnosis of the reality of the sub-variables (available in Table 5).

Table 5. Represents the results of the answers to the questions of the first sub-variable (the environmental dimension)

Phrase	Mean	Standard deviation	Coefficient of difference
1. The environment reflects the factors influencing the current organization and what it aspires to in the future	4.08	1.20	29.4%
2. The environment is characterized by factors influencing the ambitious future enterprise	4.08	1.20	29.4%
3. The current environment ensures that the organization remains compatible with its environment, with the ability to absorb changes in this environment	4.15	1.22	29.4%
Indicators of the first sub-variable environment	4.10	1.19	29.0%
Total indicators of the independent variable sustainable development	4.15	0.93	22.3%

The environmental dimension (Table 5) indicates the arithmetic mean, standard deviations, and coefficient of difference related to the first sub-variable (the environmental dimension), where the value of the arithmetic mean was (4.10), which is above the value of the hypothetical mean, and the dispersion was high in the answer, confirmed by the general standard deviation of (1.19).), and the coefficient of difference on the scale for this variable was reached by the sample (29%). As for the questions, this variable was measured through three questions, and the results on it were distributed between the highest level of response was achieved by the third question, as the value of the middle It has (4.15), which is above the hypothetical mean value of (3), and the standard deviation (1.22), and the coefficient of variation was (29.4%).

The economic dimension (Table 6) indicates the arithmetic mean, standard deviations, and the coefficient of difference related to the second sub-variable (the economic dimension), where the value of the arithmetic mean was (4.21), which is above the value of the hypothetical mean, and the dispersion in the answer was high, confirmed by the general standard deviation of (1.06).), and the coefficient of difference on the scale for this variable by the researched sample was (25.3%). As for the questions, this variable was measured through three questions, and the results on it were distributed between the highest level of response was achieved by the third question, as the value of the middle It has (4.38), which is above the hypothetical mean value of (3), and the standard deviation (0.94), and the coefficient of variation was (21.3%).

Table 6. represents the results of the answers to the questions of the second sub-variable (an economic dimension)

Phrase	mean	standard deviation	coefficient of difference
1. The environment reflects the factors influencing the current organization and what it aspires to in the future	4.04	1.22	30.1%
2. The economic dimension of the enterprise is characterized by ease,	4.19	1.20	28.6%

flexibility, and clarity			
3. All managers have a clear and accurate perception of the organization's economy	4.38	0.94	21.5%
Indicators of the second economic sub-variable	4.21	1.06	25.3%

Social dimension

Table 7 indicates the arithmetic mean, standard deviations, and coefficient of difference related to the third sub-variable (the social dimension), where the value of the arithmetic mean was (4.24), which is above the value of the hypothetical mean, and the dispersion was high in the answer, confirmed by the general standard deviation of (1.00), and it reached The coefficient of difference on the scale for this variable by the researched sample was (23.5%). As for the questions, this variable was measured through three questions, and the results on it were distributed among the highest level of response achieved by the first question, as the mean value for it was (4.28). It is above the hypothetical mean value of (3), the standard deviation (0.96), and the coefficient of variation (22.5%).

Table (7) represents the results of the answers to the questions of the third sub-variable (the social dimension)

Phrase	Mean	Standard deviation	Coefficient of difference
1. The institution analyzes the social dimension of its internal environment and the main aspects it includes	4.28	0.96	22.5%
2. The institution relies on the analysis of the social dimension of human resources to provide the required scientific and practical qualifications	4.19	1.20	28.6%
3. The organization relies on the response of the social dimension of the workers to achieve compatibility, harmony, and cooperation between them	4.27	1.12	26.1%
Indicators of the third sub-variable, the social dimension	4.24	1.00	23.5%

The technological dimension in Table 8 refers to the arithmetic mean, standard deviations, and coefficient of difference related to the fourth sub-variable (the technological dimension), where the value of the arithmetic mean was (4.05), which is above the value of the hypothetical mean, and the dispersion was high in the answer confirmed by the general standard deviation of (1.19). The coefficient of difference on the scale for this variable by the researched sample was (29.3%). As for the questions, this variable was measured through three questions, and the results on it were distributed among the highest level of response, and the first question achieved it, as the value of the mean reached (4.23), which is above the hypothetical mean value of (3), and the standard deviation (1.14), and the coefficient of variation was (27%).

Table 8. Represents the results of the answers to the questions of the fourth sub-variable (the technological dimension)

	Phrase	Mean	Standard deviation	Coefficient of difference
1.	All administrative levels in the college participate in the process of the technological dimension	4.23	1.14	27.0%
2.	Through the technological dimension, the College seeks to align its strategy with the resources available to it	3.92	1.32	33.8%
3.	The technological dimension is modified when any changes occur at the level of the internal and external environments of the college	4.00	1.36	33.9%
Indicators of the fourth sub-variable, the technological dimension		4.05	1.19	29.3%

Diagnosing the dependent variable (the performance of the organization)

This variable was measured through four sub-variables, as table 9 refers to the arithmetic mean and standard deviations, the coefficient of deviation related to the point of view of the researched sample regarding this variable, as the aforementioned table reflects general arithmetic mean for the institution's performance variable that reached (4.21), which is above the standard mean of (3), and the general standard deviation and the coefficient of variation was (1.08) (25.5%). This also confirms the role of the institution's performance in the sample studied, and the following is a diagnosis of the reality of the sub-variables (Fahad, Battal, Yaseen, 2023):

Planning

Table 9 shows the arithmetic mean, standard deviations, and coefficient of difference related to the point of view of the researched sample regarding the first sub-variable (planning). The general standard of (1.27), and the coefficient of difference on the scale for this variable was reached by the sample (29.9%), and the sample confirmed the improvement of the quality of services for the college through the second question obtaining the highest level of response with an arithmetic mean (3.27).

Table 9. Represents the results of the answers to the questions of the first sub-variable (planning)

	Phrase	Mean	Standard deviation	Coefficient of difference
1.	Emphasis on long-term plans while providing the resulting economic benefits	4.23	1.24	29.4%
2.	Upgrading the development of plans as a criterion for precedence and excellence in the world today and in the future.	4.27	1.25	29.3%
3.	Planning has contributed positively to the economies of many countries in a way that has become an important factor in economic development	4.23	1.34	31.6%
Indicators of the first sub-variable planning		4.24	1.27	29.9%
Total indicators of the dependent variable, the performance of the institution		4.21	1.08	25.5%

Organization

Table 10 shows the arithmetic mean, standard deviations, and coefficient of difference related to the point of view of the researched sample regarding the second sub-variable (organization). The general standard of (1.04), and the coefficient of variation on the scale for this variable by the sample studied was (24.4%). (4.35).

Table 10. Represents the results of the answers to the questions of the second sub-variable (organization)

	Phrase	Mean	Standard deviation	Coefficient of difference
1.	The organization works to provide total environmental protection within the country.	4.35	1.13	26.0%
2.	Each organization determines and evaluates the environmental impact (positive or negative) throughout the organization	4.23	1.07	25.3%
3.	The organization is one of the factors influencing the advancement of the institution and the achievement of its objectives.	4.23	1.07	25.3%
Indicators of the second sub-variable (regulation)		4.27	1.04	24.4%

Table 11 shows the arithmetic mean, standard deviations, and coefficient of difference related to the point of view of the researched sample regarding the fourth sub-variable (control). The general standard of (1.23), and the coefficient of variation on the scale for this variable was reached by the sample (29.5%), and the sample emphasized the provision of high-quality information and experiences to the college in an appropriate manner for employees by obtaining the second question at the highest level of the answer with an arithmetic mean (4.23).

Table 11. represents the results of the answers to the questions of the fourth sub-variable (Censorship)

	Phrase	Mean	Standard deviation	Coefficient of difference
1.	Censorship is an important factor in raising employees' social awareness.	4.12	1.28	31.0%
2.	Censorship appropriately provides information and expertise to employees.	4.23	1.27	30.1%
3.	Censorship establishes awareness of it among the government and society.	4.15	1.26	30.2%
Indicators of the fourth sub-variable (Censorship)		4.17	1.23	29.5%

Arranging the importance of the sub-variables according to the coefficient of difference

This aspect explains the determination of the important ratios for the variables of the sub-study according to their inclusion in the answers of the respondents, and the following is a detail of this analysis. First, the order of importance according to the coefficient of difference of the independent variable sustainable development (X). Table 12 shows that the social dimension has ranked first in terms of importance compared to the rest of the dimensions of the variable. Weaknesses and strengths in the organization.

Table 12. Determining the importance of the dimensions of the sustainable development variable, based on the coefficient of variation

Code	Dimensions	Variation coefficient	Order of importance
x1	Environmental dimension	29.0%	Fourth
x2	The economic dimension	25.3%	Second
x3	Social dimension	23.5%	First
X4	The technological dimension	29.3%	Third

Second, the order of importance according to the coefficient of difference of the dependent variable (performance of the institution) (Y). Through the results of Table 13, it appears that the dimension of organization has ranked first in terms of importance, and this is evidence of the organization of society and its originality in maintaining the high performance of the college, which leads to the achievement of the goals of the college.

Table 13. Determining the importance of the dimensions of the variable, the performance of the institution, based on the coefficient of difference

Code	Dimensions	Variation coefficient	Order of importance
Y1	Planning	29.9%	Fourth
Y2	Organization	24.4%	First
Y3	Guidance	26.4%	Second
Y4	the performance	29.5%	Third

Third, inferential statistics, to cover the inferential aspect of the research, the simple linear correlation coefficient was relied upon to determine whether there was a relationship between the study variables (sustainable development and enterprise performance). Company performance as a dependent variable.

The first main hypothesis

Which states (there is a statistically significant relationship between sustainable development and the performance of the enterprise). Four sub-hypotheses branched out from this main hypothesis, namely:

1. There is a statistically significant relationship between the environmental dimension and the institution's performance.
2. There is a statistically significant relationship between the economic dimension and the performance of the institution.
3. There is a statistically significant relationship between the social dimension and the institution's performance.
4. There is a statistically significant relationship between the technological dimension and the performance of the institution.

Table 14 shows the correlations assumed by the first main hypothesis, as the mentioned table confirms the existence of a positive and significant correlation between sustainable development and the performance of the institution, and the value of the total correlation coefficient was (0.87), with a significant level (0.000), while the value of the coefficient The relationship between the institution's performance and the dimensions of sustainable development has also shown the existence of correlations between them, and through this result, it is possible to reach the acceptance of the first main hypothesis and the acceptance of all sub-hypotheses.

Table 14. Shows the correlation coefficient (Pearson) between the performance of the institution and the dimensions of sustainable development

		sustainable development dimension X	Environmental Dimension x1	Economic dimension X2	Social Dimension X3	Technological dimension X4
Organization performance	Pearson Correlation	0.87	0.48	0.62	0.65	0.51
Y	Sig. (2-tailed)	.000	.004	.000	.000	.001
	N			86		

The second main hypothesis

In the study, the second main hypothesis was raised, which states (there is a significant and statistically significant impact of sustainable development on the performance of the institution). Four sub-hypotheses branched out from this main hypothesis:

1. There is a statistically significant effect of the environmental dimension on the performance of the institution.
2. There is a statistically significant effect of the economic dimension on the performance of the institution.
3. There is a statistically significant effect of the social dimension on the performance of the institution.
4. There is a statistically significant effect of the technological dimension on the performance of the institution.

Table 15. Analysis of variance of the regression model for the dimensions of the variable sustainable development on the variable performance of the institution

The independent variable and its dimensions	Constants		Coefficient of determination (R2)	The calculated value for (F)	Significance level value (P)	Dependent variable
	A	B				
Sustainable development dimension X	.50	.87	.47	22.6	.000	Enterprise Performance (Y)
Environmental Dimension x1	.57	.64	.62	17.5	.004	
Economic dimension X2	.75	.45	.44	34.1	.000	
Social Dimension X3	.57	.46	.40	20.2	.000	
Technological dimension X4	.65	.56	.59	19.9	.001	

n = 86

The tabular value of (f) has a significance level of 0.05

Table 15 referred to the significant value of (0.000) in the output of the statistical system, which is an affirmation of the significant impact of sustainable development on the performance of the institution. The value of the determination coefficient (R2), which is a descriptive measure used to explain the usefulness of the regression equation in estimating values, also indicated the percentage of decrease in errors when using the regression equation, whose value was (0.47), which means that its value is (0.47). Of the variation in the performance of the institution is explained by the effect of sustainable development, which entered the model, and that (0.53) is explained by factors that did not enter the regression model. With this result, the second main

hypothesis of the study is accepted, and the four sub-hypotheses are accepted, because the value of significance (p) is less than (0.05).

CONCLUSION

It was found that the research sample organization showed that the environmental dimension reflects the current capabilities and capabilities, as well as what it aspires to in the future, as it is characterized by a future outlook that guarantees its survival and competition. As for the organization, the research sample showed that the organization expresses the goals for which the institution was founded and is characterized by clarity and flexibility and that all managers in the colleges have an accurate and clear perception of the organization. The college analyzes its internal environment to provide scientific and practical qualifications for the individuals working within the college and to achieve compatibility, harmony, and cooperation among them, in a way that contributes to the sustainable development of the college. The faculty of the research sample does not involve all administrative levels in the process of sustainable development, which leads to inappropriate performance at all levels. Sustainable development helps protect the faculty and staff, apply environmental laws, and protect natural resources from destruction. We can continue to provide more specialized studies in analyzing the factors that affect the level of achieving sustainable development in the education sector through its contribution to the development of human resources, which constitute an important element in the goals of sustainable development.

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