

Chapter 1: Introduction

Problem Statement

Employees are a vital resource for any organization, and their perceptions and attitudes play a significant role in determining the success or failure of sustainable practices within an organization. In today's business world, organizations are expected to take responsibility for their social and environmental impacts and engage in sustainable practices. Sustainable leadership management is no longer considered a mere option for organizations but has become a necessity for long-term success and sustainability. By understanding employee perceptions and promoting sustainable practices, organizations can enhance their reputation among employees, customers, investors, and other stakeholders, which can have a positive impact on the organization's sustainability and long-term growth. Cable & DeRue (2002) stated that employee perception, encompassing their cognitive and emotional interpretations of organizational factors and experiences, significantly influences their attitudes, behaviors, and overall job satisfaction. It serves as a critical lens through which employees evaluate their work environment, leading to varied outcomes such as engagement, performance, and retention.

Davidescu et al. (2020) stated that sustainable leadership is a type of leadership that helps employees form habits that will benefit both their current and future generations. This type of leadership has existed to increase task satisfaction and employee inspiration, as it gives employees a sense of purpose, acceptance, and acknowledgment. By utilizing sustainable leadership, leaders can design surroundings that motivate employees to act better, stay longer, and increase output. This can generate increased assignment comfort and motivation, as employees feel appreciated and have more opportunities to evolve their abilities.

Furthermore, sustainable leadership can help to decrease the stress and vulnerability of employees, as they are more likely to stay in an unchanging assignment for a longer period of time. This, in turn, leads to better assignment satisfaction and inspiration levels, as employees are less inclined to feel as if they need to be acknowledged and appreciated. Therefore, sustainable leadership is a primary determinant in growing employee motivation and assignment satisfaction.

Each leader should maintain sustainability factors, such as Economic, Environmental, and Social. Sustainable leadership can have a positive impact on employee perception. Leaders are considered sustainable leaders when they prioritize the long-term success and well-being of their organization, while also taking into consideration the impact their conduct has on society and their surroundings. Leaders can allow for the

possibility of the surroundings in which they are operating and appreciate the allure of influence on people as a political whole through the resolutions they are making (Benmira & Agboola, 2021).

The purpose of this research is to investigate how sustainable guidance is perceived by employees, as well as the role of leadership in promoting sustainable work practices. Sustainable leadership can also create a culture of transparency and trust. Currently, Cileungsi is one of the largest industrial areas in the Jabodetabek region. The author chose PT. Wijaya Pangan Utama because the schedule at that company has increased due to an increase in demand for beef, which results in an increase in overtime pay and a lack of competency among employees working in a food production company. Furthermore, by prioritizing ethical and responsible practices, sustainable leaders can demonstrate their commitment to doing the right thing. This helps build trust with employees, who may feel more comfortable sharing their thoughts and ideas with leaders they believe are operating with integrity. This indicates that company leaders endure accepting the significance of sustainability from the allure of the Triple Bottom Line of People, Planet, and Profit, to form an efficient application of the idea (Correia, 2019).

Additionally, sustainable leadership can have a beneficial impact on employee comfort. Leaders, the ones who set up the health and safety of their workers, in addition to the effect their arrangement has on the surroundings, can create a more active and acceptable workplace. This can bring about expanded job comfort and lower shift rates. Overall, sustainable leadership can have a beneficial impact on employee ideas by forming a sense of purpose, building trust, and advancing employee comfort. Sustainable leadership is described as a management approach that considers the environment and organization in addition to economic forms and concludes with an ethic and concept (Choi, 2021). Sustainable leadership for research includes a leadership style that is focused on constructing a longstanding and sustainable impact in research, while likewise being aware of the public, economic, and environmental impacts of the research.

What are the objectives of this research?

In this research at PT. Wijaya Pangan Utama, the author will have two objectives, which are to determine the sustainability factors and employee perception of their leader. The objective is:

1. The Triple Bottom Line measures sustainability by determining financial, public, and environmental determinants, and leaders must deal with all three determinants when making conclusions to guarantee long-term sustainability. To determine three sustainability factors, which are economic factors that

evaluate the financial efficiency of a company. Public factor, which evaluates the impact of a company on society. Environmental factor, which evaluates the impact of a company on its surroundings.

2. To determine employees' perceptions of whether their leaders have sustainability factors or not.

Hypothesis Testing

Harvey, L. (2019) found that employees who have a positive perception of their company leader are more engaged, motivated, and loyal to the organization. Using the results of the last part of the literature review, three categories of sustainability factors are identified:

H1: Employees' perceptions of sustainable leadership attributes are affected by the company's environment.

H2: Employees' perceptions of sustainable leadership attributes are affected by the financial efficiency of a company.

H3: Employees' perceptions of sustainable leadership attributes are affected by impact on the public.

What are the research limitations?

Research limitations are an important factor to consider when conducting research. In this particular research, the time frame of March to July presents limitations. The research time frame may not be long enough to allow for the collection of sufficient data. Depending on the research topic, it may be necessary to have a longer research period to collect enough data to draw meaningful conclusions. The research was conducted at PT. Wijaya Pangan Utama only, which means that the results may not apply to other locations or contexts. This could possibly be a variety of determinants, in the way that dissimilarities in the population, the surroundings, or the chance of assets. Additionally, the sample size of the research was relatively small, which could lead to results that are not representative of the larger population. Furthermore, questionnaires can be a useful tool for collecting data, but they have some inherent limitations that should be taken into account. It is important to consider these limitations when designing a research project and to consider other methods of data collection if the limitations of questionnaires are too great.

Research Outline

The introduction section of a research paper provides readers with the support and essential facts needed to believe in the aims and goals of the research. A literature review is a basic fact in some research papers and serves several vital purposes. It supports an inclusive survey of the existent information linked with the research question, shows the scholar's knowledge besides his education in the field, and admits readers to check and match the arguments in the article. The methodology section of a research paper is the foundation of the overall project, as it analyzes the methods and processes used to complete the research. The results show consideration of the question, in addition to peak potential fields for advance. Discussing the research paper involves both identifying and describing the paper's center points, resolving how it supports the topic, and trying its methods and reports. The conclusion of a paper stating beliefs is the main section that recaps the discoveries, suggestions, and tips of the research. References in a research paper are key to both completely citing the beginnings used and admitting readers to further extend the research that was directed.