Title of Article: Organization Development and Employee Social Sustainability in Developing Economy.

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Abstract: This paper reviews the concept of organization development and employee social sustainability in developing economy. The paper adopts a theoretical approach. Organization is said to be a plural society that contains interrelated but separate entities pursuing various objectives, which should be managed equally. However, an organization consists of several variables (economic, political and social institution), which interact with pillars of sustainability in organizational environment. Essentially, organization development optimizes performance in all ramifications, which tends to have direct impact on social sustainability of an organization. The paper examines the process of organization development and the components of sustainability based on the presented theoretical foundation. Also examines the characteristics of developing economy. It is therefore believed that the concept of employees’ wellbeing should be prioritized during organization development process, which tends to increase the nation economy amongst other factors. The paper proposes a model, consisting effects of variables (job stress, downsizing, environmental factors, job climate, and employee satisfaction) on employees’ wellbeing, which tend to have effects on employee productivity. It was therefore, suggested that empirical study should be carried out in order to ascertain the claims, and this shall be situated in Nigeria and India.