

An Evaluation of the Organizational Eco-Sustainability Index: Australians Companies' Perspective

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This paper evaluates a metric developed to assess organizational eco-sustainability strategies adoption called the Organizational Eco-Sustainability Index (OESI). For the purpose of this paper, it tests the validity and application of the tool with four (out of fifteen) ASX 200 companies, each represent one industry group: banking, materials, real estate, and transportation. Some of the findings are (a) three-quarter of the organizations interviewed agree that strategy, structure, systems, shared values, skills, staff and style are equally important, (b) the performance management and reward system must be aligned, with a more long-term oriented focus, (c) the role of leadership that provide strategic direction and support of eco-sustainability policy is important, and (d) internal and external stakeholder engagement must be strengthened to effectively implement organizational eco-sustainability strategy. This research contributes to academic research on the strategic perspective of organizational eco-sustainability and provides a methodology for organizations to evaluate their eco-sustainability.

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