

## Qualifying the human resource within the framework of sustainable development



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### **Abstract:**

*This research aims to clarify the reality of the human resource in organizations, and the requirements for its qualification within the framework of sustainable development by influencing the capabilities and functional skills of this resource and investing in its growth and development, in addition to adopting a broad-sighted strategy with regard to training and formation programs for the purpose of refining the knowledge that enables them to keep pace with renewable and accelerating changes, For external events, this research dealt in its parts with human resources management, as well as the qualification of the human resource within the framework of sustainable development, and it concluded that it is necessary to adopt everything that would increase the productivity of the human resource, especially what is related to training, formation and motivation, which helps in developing the organization as a whole.*

**Keywords** Human Resource; Human resource management; Sustainable development; Human development.

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### **Introduction:**

Human resources are considered one of the most important components of production in any organization, and the value of any organization is the total value of its individuals, also Human resources are limited and must be managed and evaluated in the context of the organization's strategy, This integration is necessary to ensure the development of strategic capabilities, which represents the achievement of interconnection between material and human assets and optimal use of resources and determine the competitive position.

Through this, the term human resources development appeared more than three decades ago, and its importance stems from the change in organizational life, work environments, and organizational culture, which required adopting human resources development to manage this change, In addition, Human resources development is considered important to a large extent because of the impact it has on performance, Employees' performance may vary and its effectiveness increases by improving its quality by supporting the skills and capabilities they possess in addition to identifying problems and creating innovative systems to solve and treat them, also human resources development does not only include job training and qualification, but it includes nutrition, health, and insurance in order to fully maximize the effectiveness of the organization, Accordingly this research attempts to answer the following problem:

### **What are the requirements for human resource development within the framework of sustainable development?**

To answer this problem, the research was divided into two axes: the first axis deals with human resources management, while the second axis includes sustainable human development

### **Chapter 1: human resources management**

Human resources management is considered as one of the most important supervisory departments in any organization. As it specializes in human resources management, it is not just about determining laws and orders and imposing financial control and discounts, but it specializes in other tasks. They all provide the best work environment, and this is what will be dealt with in this chapter.

### **First: Generalities about human resources**

Human resources are one of the foundations on which organizations build their business. Therefore, they are considered matters of great importance, as human resources have become more fortunate and of great importance in the business world.

### **1- The concept of human resources**

Human resources can be defined as “the group of individuals who make up the workforce of an organization or business sector”; This is to emphasize the fact that employees are an important part of the business, and that they are considered one of the assets of the companies in which they work, which must be managed effectively to achieve success. (<sup>1</sup><https://rouwwad.com> , 25/08/2023.)

It is also defined as “The group of individuals that make up the human side of the organization. They differ in terms of their experiences, skills, and abilities, and in terms of their behaviors and tendencies. They occupy different levels and positions in the organization, and they integrate different production factors to achieve certain results with the required efficiency and effectiveness. They constitute a stock of Intellectual energies and capabilities, they are the source of suggestions and innovations and they are the active element capable of bringing about positive changes and achieving the desired goals”.(harayria, p04)<sup>2</sup>

Human Resources (HR) means focusing on the tasks specific to employees by dividing the company according to a set of activities that include training, hiring new employees, mentoring individuals, and providing employee benefits. (<sup>3</sup><https://mawdoo3.com>, 09/09/2023.)

Some refer to it as “human capital” or “workforce”, which means the human element or individuals present within the work facility, who constitute the most important element in carrying out the work within the organization and managing its activity. Therefore, it was necessary to have administrative controls and values that regulate the relationship between employees and the organization in terms of rights and duties in a professional and smooth manner at the same time. (<sup>4</sup><https://dafater.sa/blog> 22/09/2023.)

Human resources include a group of qualified individuals who possess skills and abilities that enable them to perform certain tasks enthusiastically and effectively. However, we can also find human resources that are not qualified and do not possess the necessary skills to work, so organizations work to prepare and train them until they become qualified and develop the necessary skills and abilities. Regarding the characteristics that must be present in the composition of human resources, they are the ability to perform the work and the desire to perform the work.(harayria, p 05).<sup>5</sup>

Chances are, at some point, someone has wondered what the abbreviation “HR” stands for? The answer to this question is often workplace-related as “HR” is the abbreviation for “Human Resources.” Human Resources also describes the entire workforce within an organization, and the HR department oversees the management of matters related to a company’s employees<sup>6</sup>(maher, p 21).

**2- The importance of the human resources function:**<sup>7</sup>(yehyaoui, p 04).

The importance of the human resources function in the organization is highlighted in preparing and preparing human resources with various specializations and qualifications and ensuring good management that leads to the advancement of production in terms of quantity and quality. We can summarize this importance in the following aspects:

- Providing all means related to working individuals by preparing training programs, wages, salaries and incentives to ensure better performance and increase productivity.
- Coordination between administrative units and activities related to individuals and workers through discussion with executive departments about these activities.
- Helping to uncover the basic difficulties and problems related to working individuals and affecting the organization's effectiveness.
- It helps to (reveal) diagnose organizational competencies and effectiveness, as well as indicators to measure performance efficiency, accident rates at work, complaints and regulatory rates, and rates of delays and absences through some means by working individuals.

### **3- Objectives of the human resources function <sup>8</sup> : (yehyaoui, p 05)**

The primary goal of management is to meet the desires and needs of the organization in coordination with those of individual employees, by providing the organization with effective and developed human resources. It can achieve several goals, as the following:

#### **3-1 Human goals**

Human goals consist of helping working individuals, as they are an important element of production, and satisfying their needs as they are the goal of the production process, and working to achieve job satisfaction and dealing with them humanely. As experiences have proven that satisfied individuals at work are more useful and productive, and this is done by:

- Treating them well without discrimination;
- Do not resort to bribery and use flexibility with them;
- Listen to their demands as long as they are reasonable and normal.

All of this leads to raising the morale of employees and thus doubling their efforts in order to achieve greater benefit for the organization.

#### **3-3. Organizational objectives**

Organizational goals emerge through its executive investment functions and raising production efficiency and not at the expense of workers, by creating a

productive and humane plan that allows for the best exploitation of the human element.

### **3-4. Career objectives**

These goals are achieved by managing individuals with diagnostic functions related to employees in all parts of the organization according to their needs.

### **Second: Human Resource Management**

Human resource management is considered one of the most important management functions due to its focus on the human element, which is considered the company's most valuable resource, and the most influential on productivity at all.

#### **1-The concept of human resources management**

Management and development of human resources is considered an essential pillar in most establishments as it aims to strengthen organizational capabilities and enable the establishment to attract and qualify the necessary competencies capable of keeping pace with current and future challenges. This management has known several definitions, some of which can be mentioned:

1-1: It is a distinct approach to managing employees within the workplace, such that management includes planning, organizing, directing and monitoring, in addition to evaluating, training and compensating workers, taking care of all their affairs related to work or health and safety, and retaining them (mohammed abbas, p12)<sup>9</sup>

1-2: Human resource management is part of the process through which the required people are identified and how to benefit from them, as well as how to obtain them, and it must be integrated with all other management processes.<sup>10</sup>(jaber taha, p75).

1-3: In a more comprehensive definition, it represents “the department responsible for managing the human element in organizations by providing recruitment, training, and skills development processes to achieve the expected benefit for both parties with the required performance.” This department may represent a number of employees, starting with the human resources director and ending with them. With assistants, or the department should be represented by one employee, and this is determined in proportion to the size of the company or institution and the total number of its employees (ahmed Mansour, p 61).<sup>11</sup>

1-4: In short, human resource management means the optimal use of the human element in the company, and the efficiency of the facility and its success in achieving its goals depends on the extent of the efficiency, capabilities, experience and enthusiasm of this human element for work. Therefore, management scholars

have been interested in establishing principles and foundations that help to make maximum use. From every individual in the facility through the human resource department. This department includes the following (maher, p 32):<sup>12</sup>

- It is the process of selecting, using, developing and compensating the facility's human resources.
- It is the use of the organization's workforce. This includes recruitment processes, performance evaluation and development, compensation and salaries, and the provision of social and health services to workers.
- It is the function in the organization that is responsible for providing with the necessary human resources. This includes planning, searching for, operating, and dispensing with work force needs.
- Human resource management includes basic processes that must be performed and rules that must be followed. The main task of the human resource manager is to assist managers in the organization and provide them with the opinion and advice they need to enable them to manage their subordinates more effectively.

From the above, it can be said that human resource management includes all activities that regulate the functioning of the human resource and its related aspects.

## **2- The importance of human resources management**

It is not possible for any organization to build a distinguished team of workforce without having good resource management that undertakes this task, as the management is responsible for many tasks that no other department can perform.

One of its most important functions is to employ the best competencies that suit the nature of the work and evaluate the performance of employees. Maintaining the work environment, resolving any conflict that may arise between employees, achieving job satisfaction, monitoring the budget, and saving costs, in addition to training and developing employees, improving their performance, and enhancing their participation<sup>13</sup> (jabber taha, p 51) ,Before talking about the various activities of human resources management, we should talk about two important points:<sup>14</sup> (mohammed abbas, p 17)

### **2-1. Organization's objectives**

Human Resource Management seeks to achieve a set of goals for owners, with the aim of achieving the highest percentage of profits and productivity, through:

- Appointing competent and suitable employees for their field of work in the organization, whether they possess appropriate qualifications, or creative skills and abilities of the organization’s employees.
- Conduct training and development and improve the performance of the organization’s employees, and increase their experience that is commensurate with industrial developments and modern technology to provide with the ability to compete.
- Encouraging employees to make an effort to achieve higher goals of the organization, in order to gain trust of the largest possible number of customers, obtain profits, and increase the desired production.

## **2-2. Employee objectives**

Human Resource Management seeks to provide services and achieve employees’ goals because it is the link between them and those with money through:

- Selecting employees according to the work assigned to them and commensurate with their qualifications and abilities.
- Promoting employees and appreciating their rewards and incentives to improve the standard of living and social status of employees.
- Developing their performance and providing them with new skills. The Human Resource Department works to develop the scientific and creative capabilities and skills of employees to contribute to self-development, while implementing policies that engage their human energy to benefit from it in the field of work and achieve the organization’s goals.

## **3-Human resources management tasks**

The most important tasks of human resources management can be limited to:

### **3-1. Recruiting good workforce and managing talent**

The Human Resource Department is responsible for recruiting the workforce. It must provide support to those responsible for hiring new employees, manage employee training, help schedule appointments, plan and organize hiring, conduct interviews, and provide market-based salary advice. The human process is the process of management development, performance management, and succession planning, and relies on managers and executive staff to help plan and implement strategies. (yehyaoui, p 06)<sup>15</sup>

In order for the company to grow and achieve the goals of increasing profits, increase sales of products and services it provides, and in order to enhance the value of the brand in the market along with other important matters, it needs strong support from internal employees who are experienced and talented enough

in their duties and responsibilities. And here comes the role of the human resource department to employ employees with experience and high professional skill in the nature of their work, in addition to that the employees who are appointed must be well compatible with the company's values and goals. Many employment decisions depend on the experience and efficiency of the organization's human resources management department.<sup>16</sup> (harayria, p11)

### **3-2. Job or analysis**

That is to determine its dimensions of duties and responsibilities and to determine the requirements for skills, abilities and experiences necessary to fill it. This job provides important and accurate data about jobs, which in turn ensures the provision of an objective and fair basis for addressing all human resources management activities. Job analysis allows for the provision of information that can be used as a basis for carrying out many human resources management activities, such as:(yehyaoui, p 07)<sup>17</sup>

1- Human resources planning: Work analysis allows to determine the size of the job burden, then divide this size by what one worker does, and then determine the number of workers required.

2- Recruitment and selection: (through the duties of the job and the characteristics that must be present in the person who occupies it).

3- Determining wages, salaries and rewards: which are appropriate to the nature of each job. Analysis of the job determines its relative value, the skills it requires, the level of education, the amount of responsibility, and therefore the corresponding wage.

4- Performance evaluation: by comparing the individual's actual performance with the standards set when analyzing the job.

5- Training: In some cases, there is a difference between the specifications of the individual who actually occupies the job and the specifications required by the job as determined by the job analysis. To bridge this difference, we must resort to designing and developing training programs that allow access to the required skills and specifications.

6-Simplifying work: Through job descriptions and performance, it becomes clear that there are unnecessary activities that can be dispensed with.

7- Work design: Job analysis helps collect information about the activities and tasks that make up the job from beginning to end, which allows determining the identity of each job (title and descriptive degree), its nature, tasks, relationships, and performance conditions.



In addition to the above, human resources management can include a similar set of related activities, which can be listed as follows: (mohammed abbas, p 19)<sup>18</sup>

- Motivating employees.
- Formulating and implementing policies.
- Maintaining a positive work atmosphere.
- Maintaining public relations.
- Monitoring the business budget.
- Resolving job disputes.
- Improving employee satisfaction and achieving compliance.

With all the points discussed above, it is crucial that all organizations whatever field they operate in realize the importance of human resource management as it brings a lot of advantages and benefits to the company. The human resource department is one of the most important departments, and most managers consider it the most important and must be present in every company.

## **Chapter 2: Sustainable development**

### **First: Introduction to sustainable development**

The concept of “sustainable development” has gradually emerged and is now the main objective of the United Nations and civil society. States and policy makers have finally recognized that the current state of environmental degradation seriously threatens the survival of humanity. Accordingly, sustainable development is based on the concept of aligning social and economic development with environmental priorities in order to reduce current environmental degradation and climate change while preserving natural resources as much as possible, no more than its ability to renew for the sake of future generations.

#### **1- The concept of sustainable development**

The concept of "sustainable development" is a global political affair that directs the future of economic and strategic nations. Because of the patterns of consumption and inadvertent production, the human being has harmful effects in the environment, which put the Earth and future generations at risk, and several definitions of sustainable development have emerged Some of them can be shown below:

Development enables to satisfy the needs of current generations and achieve their well-being (including the poor) without prejudice to the ability of future generations to satisfy their needs, taking into account the challenges of preserving environmental systems and the limited natural resources that can be renewed. (<https://www.business4lions.com> 13/10/2023.)<sup>19</sup>

Sustainable development was known by Barbier Edward, who was the first to use the term sustainable development as "that economic activity that leads to a

rise in social luxury with the greatest concern for the available natural resources and with the least damage and abuse of the environment." (hassoun mohammed, p 341)<sup>20</sup>

The World Bank defined it as "the process that is concerned with achieving the connected equivalence that guarantees the availability of the same full opportunities for future generations."

The Bontland report defined it in 1987 as "the development that responds to the requirements of the present without prejudice to the capabilities of future generations in responding to their own needs." (maher, p 39)<sup>21</sup>

Through previous definitions, it can be said that sustainable development indicates rationality in exploiting the current resources with the right to the right of future generations.

## 2- Sustainable Development Goals

Sustainable development, through its mechanisms and content, seeks to achieve a number of goals: (hassoun mohammed, p 343)<sup>22</sup>

- Achieving a better quality of life for people: Sustainable development focuses on relations between the activities of the population and the environment and deals with the nature system and its content on the basis of human life. That is through the measures of preserving the quality of the environment and reform and works for the relationship in the latter to be a relationship of integration and harmony.
- Enhancing the population's awareness of existing environmental problems: as well as developing their sense of responsibility towards them and urging them to actively participate in finding appropriate solutions to them through their participation in preparing, implementing, following up and presenting sustainable development programs and projects.
- Respecting the nature environment: This is by focusing on the relationship between the activities of the population and the environment and dealing with the nature system and its content based on human life. Therefore, sustainable development is the one that absorbs the sensitive relationship between the indicated environment and works to develop this to become a relationship of integration and harmony.
- Achieving rational exploitation and use of resources: Here development deals with resources as limited resources, so it prevents its cultivation or destruction, and it works to use and employ them rationally.
- Linking modern technology to the goals of society: sustainable development tries to use modern technology in a way that serves the goals of society. That is by educating the population about the importance of various

technologies in the development field, and how to use the available and new ones in improving the quality of society's life and achieving its desired goals, without leading to risks and negative environmental effects, or at least these effects are dominant in the sense of being appropriate solutions to them.

- Creating an appropriate change in the needs and priorities of society: following a method that suits the capabilities and allows the balance in which economic development can be activated and controls all environmental problems.

### **3- Sustainable development dimensions**

There is a set of dimensions associated with sustainable development, the most important of which can be indicated as follows: (mohammed abbas, p22)<sup>23</sup>

#### **3-1. Technical dimension**

Communication and information technology played a major role in enhancing the concept of sustainable development. They contribute to many important development to improve organizational performance, as it strengthened research activities, and contributed to updating the patterns of the new organization that include technology incubators, cities, and motivated Economic growth, and created a lot of job opportunities, which limited poverty and unemployment, and easy to develop programs aimed at turning society into an information society, and working to achieve millennial development goals. Communication also played a major role in achieving sustainable development, as the rural radio directed to community development contributed to training farmers. Moreover, it must be noted the role of the internet, as it helped link education men and counselors to researchers and information sources, which contributed to improving agricultural production.

#### **3-2. Environmental dimension**

Sustainable development seeks to achieve a number of environmental goals, including rationalizing the use of exhaustible resources, with the aim of leaving a suitable and similar environment for future generations, given the lack of other alternatives to those resources, and to take into account the limited ability of the environment to absorb waste, while specifying The exact amount to be used.

#### **3-3. Economic dimension**

Economic development in wealthy countries seeks to make many successive reductions in the levels of consumption of natural resources and energy. For example, consumption of energy resulting from gas, coal, and oil in the United States is 33 times higher than in India.

### **Second: Qualifying the human resource in light of sustainable development**

Human resource development is an area of study that can be traced back to the early twentieth century. It is concerned with improving human capabilities

through learning, training and development. The main goal of human resource development is to ensure that employees have the necessary skills and knowledge to perform their jobs effectively. In recent years, there has been an increasing focus on human resource development as a means of ensuring that organizations have a skilled and knowledgeable workforce. This is because it is widely acknowledged that human resources are the most important asset of any organization.

### **1- The concept of human resource development**

The term human resource development has been used for more than three decades, and its importance stems from the change in organizational life, work environments, and organizational culture, which required adopting human resource development to manage this change. Managers are required to facilitate change and innovation through human resource development approaches (maarouf alezaoui, p55)<sup>24</sup>, and this concept can be highlighted as follows:

Human resources development is defined as preparing human resources in the correct manner that is consistent with the special needs of society, and that preparation should be on the basis that increasing human ability and knowledge helps increase the exploitation of natural resources and increase efforts and energies.<sup>25</sup> (hassoun mohammed, p 352)

Human Resource Development (HRD) is defined as developing and investing in employees' capabilities and skills. It is a process that helps employees develop their personal and professional skills, knowledge and abilities. Human resource development is an important part of an organization's strategy to improve its performance and competitiveness. It can also help employees be more productive, creative and innovative. HRD programs can be delivered through formal training, on-the-job experiences, or mentoring relationships.<sup>26</sup> (maarouf alezaoui, p59)

### **2- The importance of human resources development**

The goal of human resources operations is to increase the individual's culture and develop his principles and values, in order to increase the ability to adapt to the environment that surrounds him, which contributes to increasing his overall effectiveness. The importance of human resources development is divided into three sections:

2-1. The importance of human resource development at the employee level: Working within the concept of human resource development helps achieve many benefits for individuals, including the following:

- Providing the appropriate climate in order to increase individual production.

- Working to remove the forces that push individuals to achieve self-actualization.
- Helping to satisfy individuals’ basic needs, so they want to find work that challenges their abilities.
- Knowing the individual differences among employees, which helps to benefit from this in completing tasks, through assignments that are appropriate to those differences.
- Developing individuals, which helps increase their ability and desire to assume responsibilities.

2-2. The importance of developing human resources at the level of work groups: The importance of developing human resources at the group level can be summarized in two points:

- It helps to spread the spirit of cooperation among work groups, so that they can improve production efficiency and benefit from resources.
- It helps to increase the group’s ability to analyze problems and then develop appropriate solutions to them.

2-3. The importance of developing human resources at the organization level: The importance of developing human resources at the organization level can be summarized in two points:

- The success of human resources development in one part of the organization helps to apply it to the rest of the other parts of the organization.
- Human resources development helps increase the organization’s effectiveness and its ability to confront the competition around it.<sup>27</sup> (berbej, p 81)

### 3- Approaches to human resource development

There are three approaches to human development, and each approach differs in its dimensions, philosophy, and tools. These approaches are as follows:

**3-1. The individual approach:** In this approach's philosophy, the focus is on the individual as a means for development within the organization. Accordingly, this approach requires several things, including:

- Looking at the individual as the independent variable, or the organization as it is subordinate to him in the development process.
- Use all inputs that lead to individual change, which contributes to the development process.

**3-2. The organizational approach:** This approach focuses in its philosophy on the fact that the development process must focus on preparing the system in order for development to occur, and this matter requires several requirements, including:

- Focus on the functions specialized in the organization, whether at the organization level or at the departmental level.
- Viewing individuals as a dependent variable, and therefore any change in the organization will lead to a change at the individual level.
- Focus on the organization's environment, which must allow innovation and development.

**3-3. The collective approach:** The philosophy of the collective approach is represented in several points, including:

- Do not focus on the individual only; more emphasis must be placed on the group.
- The assumption that there are equal forces among the parties to the change.
- Distinguished by comprehensiveness; it achieves the best results in most cases.

### 4- Difficulties of human resource development

Human resource development faced many difficulties in order to achieve sustainable development for resources and competencies. These difficulties were represented in the following:

4-1. The trend towards the globalization of markets: The trend of markets towards globalization is one of the most important factors that increases the interest of local and international organizations in managing human resources. The trend of institutions towards global markets has increased because these institutions are organized to be compatible with local markets.

4-2. Diversifying the mix of human resources: It is possible for companies with international activity to include a number of workers of multiple nationalities, of different ages and cultures. This means a difference in skills and abilities, which requires further development and training.

4-3. Organizations’ tendency to downsizing: Economic organizations tend to reduce organizational levels, lay off excess workers, and reduce the size of operations. Here, the function of human resources is to train and develop the skills of existing workers, in proportion to the nature of the variables of the activity.

4-4. Re-engineering processes in organizations: A large number of organizations have resorted to making structural changes in their operations, in order to coordinate competitive transformations, which has affected human resources policies and systems. Therefore, individuals must undergo training programs specialized in knowing the importance of change and its motives.

4-5. The trend towards decentralization: Competitive conditions among organizations require the participation of human competencies and resources at all different levels of organization. This is done by increasing the margin of intervention with competencies in order to analyze problems, provide suggestions to solve them, and interact with the clients. Therefore, it is necessary to develop employees’ special skills in interacting with problems of all kinds.<sup>28</sup> (berbej, p 82)

## **Conclusion**

In the end, it can be said that human resource development depends primarily on the training function as one of the most important components of building a device for managing and developing individuals and linking human relations in the modern project.

Training is important and necessary to build a productive human force. Moreover, even though the project has developed a work plan and provides all means to implement it, ignoring the process of training workers within the plan may be the most reason for proving the plan’s inability to achieve the desired goals. From this, we can conclude the extent of the importance of training for individuals, which seeks to achieve a number of benefits, including increasing productivity, raising the morale of individuals, and reducing work accidents. That is done both before or during service.

Organizations today must rely on this method to develop the human element, as it is necessary to be aware of the importance of trained and qualified human element in the production process. Therefore, we say that the organization that has the most competencies and qualified frameworks is the one that knows a high level of production or productive efficiency, this is without dispensing with technological developments, including modern machines and modern means of production.

So, what we can conclude as a result of the process of human resource development in raising the productivity of organizations and performance of individuals is that development and progress are not limited to providing information. Instead, they must be coupled with actual practice with methods of good performance, and there is no doubt that success in achieving development goals is beneficial, and individuals' behavior takes a path that achieves general goals, as the organization ensures that the individuals' behavior is consistent with sound trends leading to high levels of performance.

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