

THE ROLE OF STRATEGIC CLARITY IN ACHIEVING SUSTAINABLE HUMAN RESOURCES ORIENTATION: ANALYTICAL STUDY OF A SAMPLE OF STAFF AT ZAHRA TEACHING HOSPITAL IN GOVERNORATE NAJAF AL-ASHRAF

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Abstract

The purpose/objective: of the study is to identify the role that strategic clarity plays in achieving sustainable human resources orientation.

Theoretical framework: Given the importance of the health system and the keen desire to develop this system that suffers from extreme neglect, the study attempts to activate the sustainable orientation of human resources, which is the key element of the health sector's work by activating the role of strategic clarity.

Methodology: Reliance on workers in the health sector(Zahra Educational Hospital in governorate Najaf Al-Ashraf) To be the sample study to determine the differences between them at the dimension level and research variables, It has been collected (97) Valid for statistical analysis / Through which statistical analysis of the main hypothesis and branching sub-hypotheses was carried out using the statistical program (spss) To determine whether there is an association and effect between the study variables.

Results: The results demonstrated that strategic clarity plays a significant role in achieving the health system's goals of moving towards the sustainability of human resources through all outcomes associated with fundamental and sub-variables of research.

Scientific and social implications of research: Through the findings of the research, it was found that there is an influential role for strategic clarity in activating the trend towards the sustainability of human resources within the health sector. However, this impact varied among the sub-dimensions of the research.

Authenticity/Value: Recommends research to adopt strategic clarity As a consistent platform in the health sector, it plays a significant role in maintaining the sustainability of its human resources through the establishment of mechanisms and established criteria for strategic clarity.

El propósito/objetivo : del estudio consiste en determinar el papel que desempeña la claridad estratégica en el logro de una orientación sostenible de los recursos humanos.

Marco teórico: Habida cuenta de la importancia del sistema de salud y del gran deseo de desarrollar este sistema que sufre un abandono extremo, el estudio intenta activar la orientación sostenible de los recursos humanos, que es el elemento clave del trabajo del sector de la salud al activar el papel de la claridad estratégica.

Metodología: Dependencia de los trabajadores del sector de la salud (Hospital Educativo de Zahra, provincia de Najaf Al-Ashraf) Para ser el estudio muestral para determinar las diferencias entre ellas a nivel de dimensión y variables de investigación, se ha recogido (97) Válido para análisis estadístico / Mediante el cual el análisis estadístico de la hipótesis principal y sub-ramificación hipótesis se llevó a cabo utilizando el programa estadístico (spss) Para determinar si hay una asociación y efecto entre las variables del estudio.

Resultados: Los resultados demostraron que la claridad estratégica juega un papel importante en el logro de los objetivos del sistema de salud de avanzar hacia la sostenibilidad de los recursos humanos a través de todos los resultados asociados con las variables fundamentales y secundarias de la investigación.

Implicaciones científicas y sociales de la investigación: A través de los resultados de la investigación, se encontró que hay un papel influyente para la claridad estratégica en la activación de la tendencia hacia la sostenibilidad de los recursos humanos en el sector de la salud. Sin embargo, este impacto varió entre las sub-dimensiones de la investigación.

Autenticidad/ Valor: Recomienda la investigación para adoptar la claridad estratégica Como una plataforma coherente en el sector de la salud, desempeña un papel importante en el mantenimiento de la sostenibilidad de sus recursos humanos mediante el establecimiento de mecanismos y criterios establecidos para la claridad estratégica.

O objetivo/objetivo: do estudo é identificar o papel que a clareza estratégica desempenha no alcance da orientação sustentável dos recursos humanos.

Enquadramento teórico: Dada a importância do sistema de saúde e o desejo aguçado de desenvolver este sistema que sofre de extrema negligência, o estudo procura activar a orientação sustentável dos recursos humanos, que é o elemento-chave do trabalho do setor da saúde, ativando o papel da clareza estratégica.

Metodologia: Dependência de trabalhadores do setor de saúde (Zahra Hospital Educacional na província de Najaf Al-Ashraf) Para ser o estudo da amostra para determinar as diferenças entre eles no nível de dimensão e variáveis de pesquisa, foi coletado (97) Válido para análise estatística / Através da qual a análise estatística das principais hipóteses e sub-hipóteses de ramificação foi realizada usando o programa estatístico (spss) Para determinar se há uma associação e efeito entre as variáveis do estudo.

Resultados: Os resultados demonstraram que a clareza estratégica desempenha um papel significativo na consecução dos objetivos do sistema de saúde de avançar para a sustentabilidade dos recursos humanos através de todos os resultados associados às variáveis fundamentais e subvariáveis da pesquisa.

Implicações científicas e sociais da pesquisa: Através dos resultados da pesquisa, verificou-se que há um papel influente para a clareza estratégica na ativação da tendência para a

sustentabilidade dos recursos humanos dentro do setor de saúde. Entretanto, esse impacto variou entre as subdimensões da pesquisa.

Autenticidade/ Valor: Recomenda a pesquisa para adotar clareza estratégica. Como uma plataforma consistente no setor de saúde, desempenha um papel significativo na manutenção da sustentabilidade dos seus recursos humanos através do estabelecimento de mecanismos e critérios estabelecidos para a clareza estratégica.

Introduction

Iraq's health services have been poor for a long time because the health sector has been ignored by various governments and because patronage and bad management are common. Most of the country's hospitals have problems with financial and administrative corruption. As a result, conditions are getting worse at all levels, both in terms of cleanliness and the quality of care given to patients (World Bank, 2012). Over time, these organisations came to realise that they needed to improve their skills and abilities, so they trained and developed their staff. To improve the performance of health organisations, there is an urgent need for a sustainable orientation of human resources (Carman, 1990; Engel, 1993). This is especially true when you look at the local environment, which is ruled by a lack of strategic clarity. So, the biggest problem for health organisations is how to keep people who are focused on the long term. These people are an important part of the organization's growth and success (Rai, 2014).

From this point of view, strategic clarity is one of the most important ideas that are floating around organisations right now because it has a big impact on how the organisation works. Clarity depends on getting rid of ambiguity in its future strategies, which should be based on clear principles and rules that everyone who works for the organisation knows and that are in line with its goals and ambitions. Many people who study strategic management may say that an organization's ability to be successful depends on It may depend a lot on how well it can come up with a clear, integrated plan that can be put into action on the ground. Others see strategic clarity as getting rid of any uncertainty in the Organization's policies about its resources and putting the focus on those policies instead of overdefining its own strategies (Source & Ruente, 2008). So, the goal of this study is to find out how strategic clarity, clearly defined goals, clarity of use of resources, clarity of activities and actions, clarity of the organisational structure, clarity of the worker's role, and the sustainable orientation of human resources relate to social sustainability, environmental sustainability, and economic sustainability. Here, the focus was on how important it is to use practises that make strategic clarity for the long-term orientation of the organisation doing the study and to make suggestions and recommendations to organisations that work in the Iraqi environment.

1. Literature Review And Hypotheses Building

1.1. Strategic clarity and sustainable direction of human resources.

Strategic clarity is one of the most important things that modern organisations need because it helps them figure out how to put their plans into action so they can reach their goals. Many researchers in the area of strategic management have talked about the idea of strategic clarity from their own points of view.(Yeager, 2013) Strategic clarity is a modern approach based on

the development of organisational units that work to increase organisational coherence between the organization's departments by creating a shared understanding. Organisational clarity is a strategic way to improve the performance of individuals and task forces. While he thinks (Titos, 2016) that strategic clarity is an organization's ability to identify the fundamentals of decision-making. While showing(Adams, 2005) that strategic clarity is a tool or method that organisations use to set goals and focus on aligning their efforts to achieve regulatory unity in a way that doesn't clash with the organization's organisational or technological culture. (Alkasir, 2015) says that strategic clarity is more than just strategic planning; it is an integrated method that goes beyond the idea of strategic planning. So, the idea of strategic clarity is an integrated method based on the creation and implementation of goals and ideas that are in line with the organization's goals and can be reached by using the organization's resources. Mahmoud and Harbi (2019) say that strategic clarity is important because it is an integrated approach that supports organisational coherence and a shared understanding within the organisation. This is shown by improving the performance of both people and organisations by making the main lines and goals clear, assigning roles, and setting up ways for them to be carried out. Alkasir (2015) says that strategic clarity improves the organization's ability to keep an eye on things by making it easier to compare results to what was planned and by lowering the risks of organisational complexity. All of this shows that strategic clarity is important to the success of organisations because it affects their long-term performance and makes them more viable. This is done by defining the organization's goals, activating leadership skills, and making it easier for members to communicate with each other. (Micheli & Manzoni, 2010) That fits with what he said. Who said that having clear strategies and goals helps organisations perform better? This is because having clear strategies and goals is necessary to get rid of many of the problems that organisations face. Over the past few decades, there has been more and more pressure on organisations to include sustainability in their management programmes. This is because some stakeholders, policymakers, and consumers think that some business actions are bad for the environment. Organisations were supposed to use some of the decision-making tools in their culture and business model to protect the environment and future generations' resources. (Jerónimo et al., 2019) say that a focus on sustainability has become a source of competitive edge that has led to the long-term success of organisations. Sustainability is a modern field that tries to bring together social science, natural science, and technology. (Nedhal & Zeina, 2022) say that sustainability is a long-term goal that involves making a plan for development that is built on doing things in an ethical way. Environmental awareness and sustainability are top goals for groups that want to make new laws and rules that help the environment and strike a balance between figuring out what people need and using technology to meet those needs. The need to protect the environments we live in and ensure environmental sustainability has nothing to do with the organization's job. Instead, it has to do with the health of societies and making sure that wrong environmental laws don't hurt people. Ilyas et al. (2020) say that sustainability is the study of how natural systems and productive diversity work and what the natural world needs to stay in balance.

Sustainability of human resources is one way that the role of green organisations that use new environmental techniques can be improved by combining human capital with the sustainable strategies of the organisation (Penpokai et al., 2023).Both are directly linked to resource-

oriented management and strategies. When integrating sustainability practises with human resources associated with the workforce (Participation, motivation, retention, and empowerment), it increases the Organization's added value, whether it's material or not, allowing it to achieve sustainable human resources orientation and better sustainable performance through staff retention and skills development. Encourage people to be proactive about social and environmental problems. Human resources sustainability has been defined as the use of management strategies and practises for human resources that make it possible to reach financial, social, and environmental goals that have an effect both inside and outside the organisation and over a long period of time (Chams & Blandón, 2019).

Organisations have found that human resources are the key to reaching their goals and doing the tasks they need to do. This is because there are more changes and more people want goods and services. Since too much growth in the age of information and knowledge has caused technology to lose some of its best features, it can no longer be used as a competitive advantage. Since knowledge is always changing, human resources have become one of the most important parts of an organization's competitive advantage. This makes it easier for organisations to do better than their competitors. (Tooranloo et al., 2017) So many practitioners, policymakers, and researchers see sustainability as the same thing as ideas like durability and stability. As Areej and Shaymaa (2022) show, human resource management practises are very important for an organisation to be able to reach its goals. The International Commission on the Environment (ICEP) has given a definition of sustainable development: development that meets all the wants and requirements of today's generation without putting future generations' abilities at risk. To have a sustainable human resources orientation, organisations need specific tools and practises that let them measure how well they recruit, select, train, develop, handle performance, and pay staff in a way that helps the organization's efforts to be sustainable (Tripón, 2014).

Sustainable human resources orientation includes workers' well-being and meeting human needs, as well as improving public welfare and bringing out workers' full human potential and abilities by reducing stress and its side effects. This can be done in part by improving and developing human resources practises (Crichton & Shrivastava, 2017).

There are three main reasons why organisations choose to use sustainable human resources management practises or stop using practises that aren't sustainable: (Stahl et al., 2019) Good value-driven leadership helps some organisations and institutions resolve conflicts between strategic imperatives and social goals by adopting an integrative attitude about building long-term relationships. Sustainability is one of the most important ideas in human resources management, and it can be summed up in two key elements: Contributions to sustainable human resource management based on financial success and organisational goals, with staff satisfaction taken into account, Second, the fact that useful processes are sustainable allows stakeholders to get the most out of them and do the least amount of harm. As businesses try to stay in business for a long time, they need to focus on management practises that build strategic value based on three things: people (workers), the environment, and money. To show how important the human and social parts of an organization's ability to stay in business are, it's important to focus on two different approaches: Human resources management that supports organisational and sustainability practises from human resources management, highlighting the role of human resources management in supporting business sustainability and adopting

practises that can affect individuals and groups in developing attitudes and behaviours that are consistent with a sustainable approach (Macke & Genari, 2018), see (Müller & Remer, 1999). Human resources sustainability is a set of steps that the Organisation needs to take in order to have access to human resources in the long term. He knew her (Gollan, 2000) as the Organization's ability to build value in its organisations by using human resources policies and practises. (Jarlstrom et al., 2016) It turned out that Sustainability of human resources means using human resources tools to help incorporate the Organization's sustainability strategy and set up a human resources management system that adds to the Organization's sustainable performance.

Sustainability, as described by the World Commission on Environment and Development, means meeting the needs of today's generation without making it harder for future generations to meet their own needs. Environmental governance is the key to achieving sustainability. This means that putting in place an environmental management system is often the key to an organisation or institution's long-term success and is a part of human resources management that is geared towards sustainability (Wagner, 2014). There are limits to the sustainability of human resources that need to be known in order to raise awareness, change management and resource management systems with the help of social resources, and focus on resource management policies in a way that aligns business strategies with social expectations (Wu et al., 2019). So the main idea is that Alati is right.

Main hypothesis:There is a morally significant correlation between strategic clarity and the sustainable direction of human resources.

1.2. Clarity of objectives: Clarity of objectives is one of the fundamental pillars for which no organization can dispense with goals because of its significant impact on the identification of the organization and the underlying reason for which it was established, So organizations have to work on clearly and accurately defining their objectives, as well as what it says (Anderson & Stritch,2016), He emphasized the need for clarity of objectives in order to achieve strategic clarity because it helps organizations to motivate individuals to pursue and achieve the goals as required, thereby helping to make fateful decisions in the organization's work. So the hypothesis of clarity of objectives combines as follows:

There is a meaningful correlation between the clarity of objectives and the sustainable orientation of human resources.

2.3. Clarity of resource use: The clarity of the organization's resources and how they can be optimally invested is one of the reasons for the organizations' success, regardless of the nature of those resources or the activities they undertake,So he sees(Rose el al, 2010), Organizations need to be well aware of the nature of their resources and how to achieve sustainable value, enabling them to develop strategies to improve the organization's efficiency and effectiveness. So we define the hypothesis of clearly using resources as follows:

There is a meaningful correlation between the clarity of resource use and the sustainable orientation of human resources.

2.4. Clarity of activities and procedures: This dimension refers to the need for organizations to clarify the internal activities and procedures of the organization since they are among the most important tools through which their organizational performance can be raised

(Titos,2016), This has led many organizations that are trying to reach strategic clarity to work on an integrated manual containing all the internal activities that individuals have to pursue within the organization, These activities and instructions are clear, accurate and simple in order to be easily understood by all and to avoid overlapping activities within the organization. So the hypothesis of clarity of activities and procedures is defined as:

There is a meaningful correlation between the clarity of activities and actions and the sustainable orientation of human resources.

2.5. Clarity of organizational structure: The organizational structure clearly means that organizations must work to define the formal roles of work within the organization, Organization's organizational structures may vary depending on their activity, so organizations must work towards a clear organizational structure consistent with the organization's strategy,Indicates(Prange & Schlegelmilch, 2019), The organizational structure should be sufficiently flexible in order to be consistent with environmental changes. The presumption of clarity of the organizational structure is thus defined as:

There is a meaningful correlation between the clarity of the organizational structure and the sustainable orientation of human resources.

2.6. Clarity of workers' roles: Employees are very important to organisations because they are the main way that their strategies are put into action and succeed. Because of this, organisations have to make it very clear what roles their workers play by giving them information. If workers don't know their responsibilities and the roles they have to play in order for the organisation to reach its goals, they won't be able to do their jobs well. And that's what I'm talking about (Srikanth & Jomon, 2013). If workers' roles aren't clear, they won't know what their goals are or what actions they need to take, so there will be a gap between what was planned and what was done. So, the following is the clear role of workers hypothesis:

There is a strong link between making sure workers know what their jobs are and making sure human resources are focused on the long term.

3. The sample, the variables, and the method.

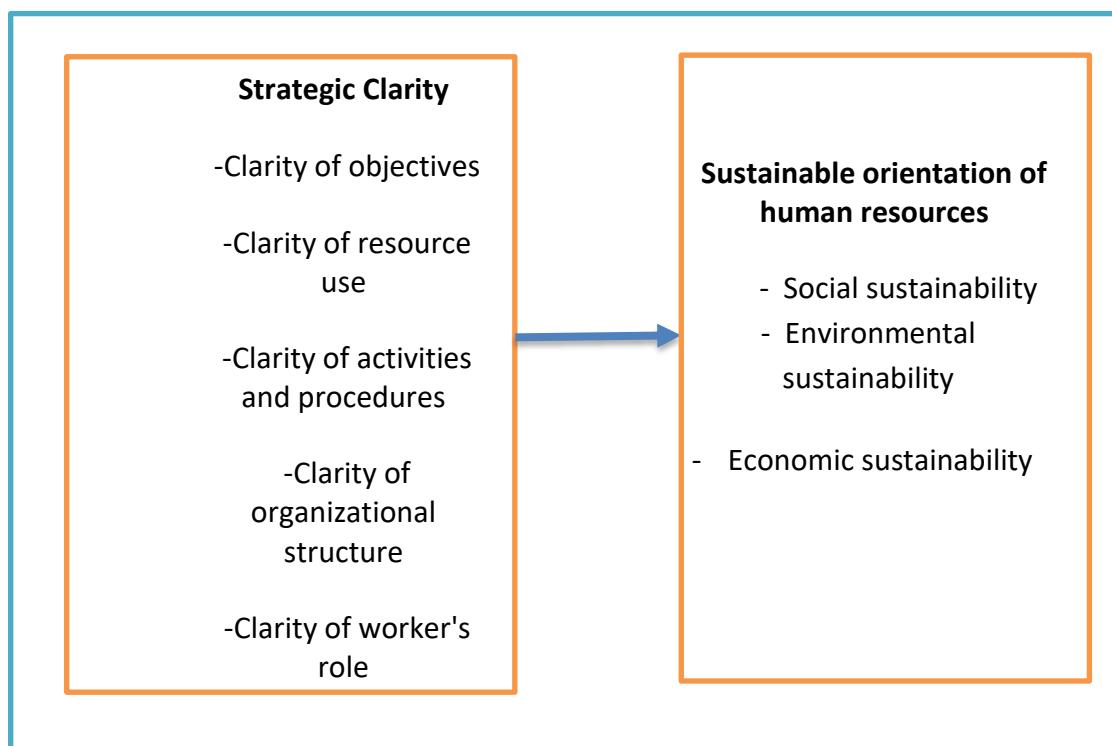
3.1. Exemple

Sample study looks at the staff at the Zahra Teaching Hospital. How many women (97) Someone, a medium-sized business, Researchers need to use standardised data from a lab scale to get a clear picture of this service institution. The field truth of the Zahra Educational Hospital in Najaf Ashraf governorate is where the data comes from. Some institutions try to hide important data and information, but the institution chosen as a search example is one with no missing data. There were (97) people in the search group.

3.2. Variables and Methods

A descriptive entry is one that looks at the nature of the relationship between variables and is based on key steps, such as coming up with ideas, talking about them, gathering, measuring, and analysing data. After getting the results, it comes up with conclusions and suggestions, and in descriptive research, it uses descriptive data to do this. The research will depend on the descriptive input, which will be used to build hypotheses that will be talked about in the

theoretical and practical parts. Then, the information will be gathered at the Zahra Educational Hospital in the region of Najaf Ashraf. Then the data is measured and analysed, and the end results show whether the study's hypotheses were right or wrong. This is what the conclusions are based on. Strategic clarity and affiliate variability (Sustainable orientation of human resources) were the two search factors. There were five strategic clarity indicators and three sustainable orientation of human resources indicators.



Form (1) Study outline

Source: Prepared by the authors (2023).

4-Results And Discussion

This part of the research focuses on a statistical presentation that tests and analyses the relationships between research factors (Strategic clarity and sustainable direction of human resources). They will be tested in the following ways, according to the study chart:

Table (1) Matrix of correlations between variables

	Dimension	The sustainable orientation of human resources	Sig
1	clear goals	0.45	0.002
2	Clarity of resource use	-0.70	0.000
3	Clarity of activities and procedures	0.41	0.021
4	Clarity of organizational structure	0.35	0.003
5	Clarity of workers' role	0.33	0.001
6	strategic clarity	0.41	0.000

Source: Prepared by the authors (2023).

A. main idea First, there is a socially important link between strategic clarity and the direction of human resources that can be sustained. Based on the data in Table 1, the correlation was (0.41), and She was (0.000). It's less than the researcher's threshold (0.05), so you agree with this theory on level Search.

B. First Sub-Hypothesis: There is a socially important link between having clear goals and making sure people are focused on the long term. Based on the data in Table 1, the association was 0.45, and the morale was 0.002. It's less than the researcher's threshold (0.05), so you agree with this theory on level Search.

C. Second sub-hypothesis: There is a morally important link between how visible material use is and how human resources are used to make the world a better place. Based on what we saw in Table 1, the association was (-0.70). The lesson of the story: It's less than the researcher's threshold (0.05), so you agree with this theory on level Search.

D. Third sub-hypothesis: There is a morally important link between Clarify's activities, actions, and the direction of human resources in a sustainable way. Based on the first table's results, the correlation was 0.41, and the moraleShe was 0.021, which is below the researcher's morale of 0.05. So, you accept this hypothesis on level Search.

E. A supporting idea The fourth is that there is a socially important link between the clarity of an organization's structure and the way its human resources are used. Based on the data in Table 1, the association was found to be 0.35. She was (0.003). It is below the researcher's morale (0.05). So, you accept this idea on level Search.

F. a second theory Fifth, there is a morally important link between how clear the worker's job is and how human resources are used. Based on the data in Table 1, the association was found to be 0.33. She was (0.001) wrong. This is below the researcher's morale (0.05), so you agree with this idea on level Search.

4-1- Results of impact relationships between research variables

In this study, the results of the test and an analysis of how the research factors affect each other will be talked about as required. The main effect is that strategic clarity has a statistically negative effect on the long-term direction of human resources. Their smaller theories will be put to the test:

Table 2 shows the results of the impact relationship test for strategic clarity in the sustainable orientation of human resources based on the results of the simple regression test, assuming a correlation between the true value of strategic clarity (X) and the sustainable orientation of human resources (y). You could say the following about them:

$$Y = a + \beta X$$

So, y = Orientation of human resources towards a sustainable future.

X means having a clear plan.

B is the equation's tendency, which is the amount of change in y units for every change in x units.

A = Statistics constant.

This equation shows that the way human resources are used depends on the real value of strategy clarity. Estimates and statistical measures for this equation have been worked out at

the level of the study sample(97). The simple equation for the link between strategic clarity and the sustainable orientation of human resources is as follows:

Sustainable human resource direction = $(-0.345) + (-0.76)$ strategic clarity.

Within this structure, the difference was looked at (ANOVA). Table (2) shows how things turned out.

Table 2: An ANOVA study of how strategic clarity and the long-term focus of human resources are linked

Source of variation	df	Sum of squares	Average squares	R^2	F-statistic	Sig
Regression	1	12.866	12.866	0.71	49.544	0.000
Error	66	4.264	.135			
Total	67	17.13				

Source: It was put together by the writers in 2023.

The transaction plan made reference to the following shown values:

Table 3: The results of the test to see if there is a link between strategy clarity and the way people think about the future.

Model	Non-standard coefficients		standard coefficients	T- F-statistic	Sig
	Beta coefficient	Standard error			
Constant	-0.345	0.331	-0.761	-3.255	0.002
Organizational dogmatism	1.411	0.092		9.326	0.000

Source: Prepared by the authors (2023).

The link between strategic clarity (X) and the sustainable orientation of human resources (Y) is shown in the variance analysis table and the transaction schedule. At the study sample level of (97) staff, t is a big number compared to its value in the table (1.96), which means that the slope curve is enough to describe the relationship between X and Y. With a level of confidence of 0.95, the value of a measure (X) confirms this, and the test (t) shows that it is ($t = 9.326$).

Since the regression equation shows that the constant is ($a = -0.345$), this means that when the value of strategic maturity is zero, there is no sustainable human resources direction of (0.345). The value of the marginal tendency was ($= -0.76$) The value of (-0.76) in the sustainable direction of human resources will change if the value of (1) in Strategic clarity (X) changes.

As shown by the value of the coefficient of determination (R^2), which is 0.71, this means that strategic clarity (X) explains 0.71 of the variation in the sustainable direction of human resources. That (0.29) of the difference that can't be explained is caused by factors that weren't used in the model regression. It's a good way to compare prices (f) (49.544) is greater than the number in the table (5.00). Based on these findings and the level of trust (0.05), you should accept this hypothesis.

test Partially True: After the main effect of the hypothesis has been tried, the effect of the dimensions must be tested to see how big it is. The sustainable direction of human resources needs to be clear on a strategic level. This theory says that the regression equation for Multiple Dimensions Strategic Clarity Variables (X1, X2, X3, X4, and X5) In the direction of human resources that will last, (y) In terms of the equation for multiple regression

What follows:

$$Y = a + 1X1 + 2X2 + 3X3 + 4X4 + 5X5$$

As part of this process, the variation analysis table gave results that were used to examine the difference between these relationships, as shown in table (4).

Table 4: An ANOVA study of the relationship between the dimensions of strategic clarity and the orientation of human resources towards the long-term.

Source of variation	df	Sum of squares	Average squares	R ²	F-statistic	Sig
Regression	5	13.312	13.312	0.74	42.312	0.000
Error	92	2.247	0.081			
Total	97	15.559				

Source: Prepared by the authors (2023).

Table (5) refers to the values described as follows:

Table(5) Impact test results between strategic clarity and sustainable orientation of human resources.

Model	Non-standard coefficients		standard coefficients	T- statistic	F- statistic	Sig
	Beta coefficient	Standard error				
Constant	-0.354	0.310	-0.32	6.812	0.000	
Clarity of objectives	-0.187	0.181		5.445	0.001	
Clarity of material use	-0.174	0.122	-0.23	7.365	0.003	
Clarity of activities and objectives	-0.192	0.115	-0.21	4.624	0.000	
Clarity of organizational structure	-0.221	0.126	-0.21	5.854	0.001	
Clarity of workers role	-0.231	0.127	-0.26	6.911	0.001	

Source: It was put together by the writers in 2023.

Table (4) shows: Difference Study The timetable for how the aspects of strategic clarity (X1, X2, X3, X4, and X5) relate to each other. Focusing on human resources and study samples in a sustainable way 97-year-old adult, The worth of (F) is high. Compared to its value in the table (4.00), This means that the downward curve is enough to explain the relationship between the variables at a statistical level of 0.05 and a level of confidence of 0.95. This is shown by the

statistical value (X), and the test (t) for dimensions shows that all of them are bigger than their value in the table.

Based on the regression equation, the constant ($a = -0.354$) shows that there is no sustainable human resources direction when the values dimension strategic clarity is equal to zero.

The result of the coefficient of determination (R^2) is a coefficient of (0.74), which means that the dimensions of strategic clarity are interpreted as (0.74). From the difference in the sustainable orientation of human resources, and that 0.26 of the unexplained variation is due to factors that did not enter the regression model, which is a good indicator within the limits of trust (0.05). Based on these results, the sub-hypotheses are true.

5- Conclusion

The research shows that strategic clarity has an effect on how well an organisation does as a whole. Even though there isn't much real-world proof on this topic, the literature suggests that a sustainable orientation of human resources may make it easier for customers and investors to get in touch with the company, which improves the organization's overall performance. This study checks to see if strategic clarity leads to a direction of human resources that is not sustainable. This study looked at the relationship between strategic clarity, which is made up of five indicators: clarity of objectives, clarity of use of resources, clarity of activities and procedures, clarity of organisational structure, and clarity of the role of workers, and the direction of human resources that is sustainable. We couldn't compare the results of this study to similar work because, as far as we know, there is no similar work that uses these signs to measure strategic clarity and how it affects the direction of human resources in the long run. We invite our colleagues in other governorates and countries to repeat our studies to see if our results are the same everywhere or if we can add or change other variables. We encourage researchers to do more study on this topic, which will help us learn a lot more about strategic clarity.

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