

Workplace innovation for sustainable development: The effect of globalization

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Abstract

In recent years, globalization and rapid technological advancement have significantly changed the way organizations operate, affecting both economic performance and employee behavior. Despite these changes, many modern management practices still focus mainly on business results and often overlook employee well-being. In addition, existing research does not clearly explain the complex relationship among workplace innovation, sustainable development, and globalization. This study aims to examine how workplace innovation can support sustainable development in a globalized environment, with particular attention to technological advancement and hybrid work practices.

The study uses a quantitative research approach and is based on primary data collected from a random sample of 170 professionals working in the finance and commerce sectors in Dhaka, Bangladesh. Data were collected through a five-point Likert scale questionnaire, resulting in 157 valid responses and a response rate of 88.82%. The data were analyzed using SPSS version 20, applying Principal Component Analysis for data validation and regression analysis to test the proposed hypotheses.

The findings show that globalization has a significant positive effect on workplace innovation, and that workplace innovation plays an important role in promoting sustainable development. However, the direct relationship between globalization and sustainable development was not statistically significant. Overall, the study highlights workplace innovation as a key mechanism for balancing economic performance with social and environmental sustainability. The results suggest that organizational leaders and policymakers should prioritize workplace innovation as a long-term strategy to achieve sustainable development goals.

Keywords: Workplace Innovation; Sustainable Development; Globalization; Hybrid Workplace; Technological Advancement.

1. Introduction

Workplace innovation (WPI) enhances the ingenious capability of an organization via its binary seat on promoting both high-quality jobs and good organizational performance. WPI traces its major fountain heads to the human connection and sociotechnical systems approaches of the 1950s. At that time, technological invention was conceptualized as differing with social invention. Today, the reanimation of sociotechnical systems suggests that technological invention is no longer enough to make innovation 'occur', given away that prosperous invention requires thick acceptance and embeddedness. This, in turn, suggests that technological invention is more likely to 'stick' if it's companioned by social and organizational re-establishment (Oeij et al., 2017). While this, in itself, isn't a new perception, an integration of socio-organizational fundamentals with technological and business model invention seems to be especially applicable in the current lucrative ambient. Given that the knowledge-grounded and service-acquainted economy including

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manufacturing is dependent on largely experienced workers who are willing and motivated to apply their capabilities for the benefit of the business, a focus on worker engagement and worker involvement (Boxall and Macky, 2014) is ultimate coming to a focus on technological and business model innovation.

In this respect, WPI provides the link between the (market) need of an organization to change (e.g., via technological or business model invention) in order to remain competitive while contemporaneously seeking for conclusions that profit both the workers and the organization. As similar, WPI is a means, not an aspiration. WPI improves both the quality of work and performance and on the other hand, they represent a process in which workers are diligently involved in co-developing and enforcing those measures. European exploration has indicated that companies that develop and apply WPI interventions are characterized by 'mature connections' (i.e., nearly-knit cooperation) between administration and workers (or worker representatives), leaders who engage in vindicating leadership styles, and the creation of organizational cultures that are open to renewal from the bottom-up (Eurofound, 2015). Sustainable development concept involves economic, social and environmental factors (Gladwin et al., 1995), and how the vital view of the enterprise (Ghemawat, 1999) explains the sustainability of competitive advantages, the proposition developed in this paper adequately fits into what could be labeled a dynamic and sustainable view of the establishment. The sustainable view of the enterprise is based on the need for companies to completely accept the fact that the business world is part of the natural (Shrivastava, 1994) and social (Eells and Walton, 1961; Davis and Blomstrom, 1966) system; this fact has two dramatic implications for the commercial world acceptance of the scarcity of natural resources (Hart, 1995) and the notion of business and society's responsibility related to the use and development of social resources (Eells, 1960; Frederick, 1987).

As the world globalizes rapidly and economies grow progressively more interdependent, companies find themselves managing broad real estate portfolios in foreign countries. Real estate executives are faced with alternatives dealing the design and administration of the globalized enterprise.

1.1. Background

The arrival of globalization and the emergence of new technologies gave rise to a complex series of societal, political and economic changes around the world, with clear and grave consequences for work and organization, labor markets and associations (McGreevy, 2003; Sauter and Murphy, 2003; Kalliath and Kalliath, 2012). Today's new workplaces are defined by a higher pace of change and intensity of work, as well as the growing use of information and communication technologies. These changes have a profound influence on the institution's performance and individual's behavior. And also, this prodigy of continual change is now circulating out from developed countries (Schabracq and Cooper, 2000; Sparks et al., 2001) to other countries as well. The continued need to amend organizational performance has also directed companies to apply a diversity of new administration practices similar as teleworking, teleconferencing and free-flow of communication, decentralization of decision-making, virtual knowledge and adaptable work practices. These approaches, still tend to effect neglect of the influence of these practices on employee well-being because their focus is originally on the crucial business or administration conclusions (Kossek and Lautsch, 2012).

Workplace innovation is a contextual intellectual construct relating and measuring (McMurray, Islam, Sarros, & Pirola-Merlo, 2013) an individual's or team's behavioral sides associated with innovation trials directed at perfecting organizational operation and technology (Totterdill, Cressey, & Exton, 2012). Workplace innovation provides strategic iteration in organizing behavior and is consisted of four resources strategic aspect, product-market enhancement, flexible work and smarter organizing (Oeij & Vaas, 2016). Numerous scholars question the ethics behind the conception. Rajni Kothari (1992, pp. 27 – 28) argues, "Sustainability is an empty term, because the current model of development destroys nature's wealth and hence is non-sustainable. And it's ecologically destructive because it's morally empty — not propelled by introductory values, and not secured in conceptions of rights and responsibilities. As a result, numerous ways were evolved around ethical enterprises. The paradoxical and dialectical interaction between sustainability and development are affiliated to a varied spread of testaments. In the last many decades, the physical bounds of our earth, both as a provider of resources and as a sink for waste dumping, have been easily substantiated in hypotheses, studies or generalities like as ecosystems biodiversity (Constanza et al, 1992; Gladwin, 1993; Hawken,), conveying capacity (Daly and Cobb, 1989), the limits to growth (Meadows et al., 1972; Meadows et al, 1992) or ecological footprint (Wackernagel and Rees, 1996). According to a networks approach to strategy, enterprises must broaden the surroundings that they take into record, including our natural environment.

1.2. Research Objectives

To see how workplace innovation can be attained through sustainable development and the influence of globalization.

1.2.1. Specific Objectives

The specific objectives of the current study are as follows.

- To explore innovation in workplace.
- To examine through sustainable development.
- To find the impact of workplace innovation globally.

1.3. Rationale of Study

Workplace innovation is a fundamental set of collaborative medium for restructuring or organization's layout (e.g. design, infrastructure) and cultural aspects (e.g. leadership, coordination and organizational behavior) of the organization and its people collaborating with the scheme to simultaneously improve the conditions for the performance that requires productivity, innovation, quality and quality of working life. Employee engagement is mandatory for the well being of the institution that collaborates the employee within. An examination of the wide range of research on sustainable development demonstrates a lack of a coherent theoretical framework for comprehending the complicated nature of sustainable development (Jabareen, 2004) which is elaborated in this research that also has impact on the effect of globalization. McMurray et al. (2013) investigated the relationships between leadership, organizational environment, and workplace innovation in an organizational context, while another publication co-authored by McMurray et al. (2013). Muenjohn and McMurray (2017a), the same lead author, present a three-dimensional model to clarify the links between design leadership and workplace ethics and workplace innovation but it not link the workplace innovation with sustainable development including the effect of globalization.

1.4. Research Question

Can sustainable development be influenced through workplace innovation?

1.4.1. Specific Research Questions

The present research attempts to explore the following research questions.

- 1 Does sustainable development have impact on workplace innovation?
- 2 Can sustainable development be attained in all types of organization globally?
- 3 Does globalization have impact on the employees and structure of workplace?

1.5. Definition of Key Terms

Following are the key concepts used throughout the current research.

Key Terms	Definitions
Sustainable Development	Sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs” (United Nations General Assembly, 1987, p. 43). Albeit somewhat vague, this concept of sustainable development aims to maintain economic advancement and progress while protecting the long-term value of the environment; it “provides a framework for the integration of environment policies and development strategies” (United Nations General Assembly, 1987).
Workplace Innovation	A developed and implemented practice or combination of practices that structurally (division of labor) and/or culturally (empowerment) enable employees to participate in organizational change and renewal to improve quality of working life and organizational performance (Oeij et al, 2015a: 8, 14).
Technology	Based on workplace. It denotes that technology entrepreneurship is an investment in a project that assembles and deploys specialized individuals and heterogeneous assets to create and capture value for the firm.
Hybrid Workplace	Industry 4.0 has brought new innovations in technology use, making it possible for the manufacturing as well to operate through virtually managed machines (Javaid et al., 2020).

	Therefore, technology has made the transition from working from the office to remote working possible.
Globalization	The intensification of worldwide social relations which link distant localities in such a way that local happenings are shaped by events many miles away and vice versa. It also represents varying conditions which act on corporation, institution, government and learners alike to promote work-based learning as a policy solution in 'new economic times'.

2. Literature review

Review of earlier research on different factors of workplace innovation for sustainable development based on the effect of globalization is also discussed. Finally, the present study also highlights the impact and importance of workplace innovation globally within in the organization.

2.1. Sustainable development

Sustainable development is significantly focused on 3 major areas which are economic factor, social factor and environmental factor. According to Sachs (1993), sustainable development has enormous backing because it appears to carry the potential of bringing together ecological (sustainability) and economic (development) objectives. The concept sustainable development focuses on conserving resources for future stages. It is one of the major features that distinguish sustainable development policy from traditional environmental policy. SD strives to absorb the externalities of environmental degradation. The main aim of sustainable development (SD) is long-term economic and environmental stability; this can only be achieved by integrating and acknowledging economic, environmental, and social issues throughout the decision-making process. Strong sustainability, on the other hand, acknowledges the distinct characteristics of natural resources that cannot be substituted by manufactured capital. Most ecologists and environmentalists support a robust definition of sustainability (Stoddart, 2011).

The integration of environmental, social, and economic factors into all areas of decision making is the core concept of sustainable development that sustains all other concepts. All other SD framework concepts include integrated decision making at its heart (Dernbach J. C., 2003; Stoddart, 2011). Sustainability is distinguished from other types of policy by its deeply embedded idea of integration. According to Michael Porter and Claas van der Linde, Pollution is an indicator of wasteful resource utilization. As a result, changes that minimize pollution in manufacturing processes can capture win-win chances for the environment and the economy (Porter & van der Linde, 1999). According to these writers, competitive advantages are dependent on the ability to innovate; hence, "by stimulating innovation, strict environmental regulations can actually enhance competitiveness" (Porter & van der Linde, 1995, p. 98).

2.2. Workplace Innovation

As discussed earlier, WPI provides the link between the (market) need of an organization to change (e.g., via technological or business model invention) in order to remain competitive while contemporaneously seeking for conclusions that profit both the workers and the organization. As similar, WPI is a means, not an aspiration. WPI improves both the quality of work and performance and on the other hand, they represent a process in which workers are diligently involved in co-developing and enforcing those measures (Eurofound, 2015). Furthermore, there are there are ten propositions that define the WPI as per (EUWIN 2013), they are as follows:

1. It is a strategic decision that runs across the organization's whole business model and is supported by a long-term vision and views, sustainability, and ethics.
2. It is highly related with achieving high performance while also having a great quality of life at work and contributing to a larger society.
3. Workplace innovation is a distinct form but builds on 'fair work' objectives such as job stability, a livable wage, equality and diversity, training and education openings.
4. Leadership styles, lifestyle and culture, engagement, and job happiness are not independent but significantly shape work organization and layout of management including the control structure.
5. Workplace innovation focuses on workplace practices that are supported by extensive research and case study data.
6. It is a systemic approach that acknowledges the interdependent nature of job autonomy, self-managed teamwork principles, skill-enhancing technology, employee-driven innovation, flexible organizational structures, empowering systems, employee voice, and co-created leadership.

7. It is built on an established basis of employee involvement and empowerment, combining direct and representative participation.
8. It is not a blueprint, but rather a set of basic principles and practices meant to ignite new ideas in each organization via open discourse, experimentation, and learning.
9. Workplace innovation is not a one-time event. It offers workplace practices and cultures that encourage and engage everyone to explore and find better ways of doing things, using creativity and talent from throughout the business.
10. Workplace innovation does not simply affect organizations; it also affects the people who work in them, particularly senior team members and managers. It is highly linked to trust, responsibility, curiosity, creativity, coaching behaviors, and emotional intelligence, all of which develop as part of the workplace innovation journey.

2.2.1. Dimensions of Workplace Innovation

* **Technology:** Employees' integration and adoption of new technology in the workplace is facilitated further by workplace innovation (Dhondt et al., 2018; Putnik et al., 2019a, 2019b). Employee engagement, for example, is the practice of including employees in the process of change and implementation of technological innovations in ways that provide them a voice. After all, when employees' roles are changing, they ought to have a certain level of influence or 'control capability' (De Sitter et al., 1997).

On the other hand, employee engagement might have a good impact on the innovation process. Their knowledge will be useful in the technical selection process. It will also have a favorable impact on the implementation process. Finally, the necessary structural and cultural changes might profit from their willingness to contribute. Furthermore, because workers are the primary users of implemented technology, their acceptance of new technology is critical. The technological components will enhance the existing strategy, structure, and culture while also maintaining the established order, i.e., the top-down approach. In the case of automation and digitization, the goal is to increase efficiency by standardizing the manufacturing process. As a result, workplace innovation is a critical component for effective technological innovation, improved performance, and better jobs (Oeij, Dhondt, Rus, & Van Hootegem, 2019). Furthermore, technology choices affect organizational design and ethics. In order to successfully implement, both has to be integrated in such a way that will enable the orderliness and advancement.

2.2.2. Hybrid Workplace

Traditional employment models that rely on in-office experience are finding it difficult to meet social and geographic distance needs. Employee well-being and safety were initially controlled by legislation in many economies, and they have even been established as corporate goals for many firms (Liu, 2019). One of the fundamental steps in establishing the first pillar of teleworking, subsequently referred to as a hybrid work place, was technological advancement. Even if such technology existed before to the global pandemic, the global pandemic has only enabled businesses to begin utilizing it sooner and to digitalize the global economy. Video conferencing was one of the first innovations that were adopted not just by companies, but also by government and schools (Teräs et al., 2020). Industry 4.0 has introduced new technological advances, allowing production to run through virtually managed equipment (Javaid et al., 2020). As a result, technology has enabled the move from in-office to remote working and formulated the hybrid workplace. Most people associate hybrid workplace models with two variables: flexible working hours and remote work alternatives. The study of hybrid working systems and the future of work is not a new one, since the body of knowledge on the subject has grown significantly over the previous several decades (Bercovici and Bercovici, 2019).

Hybrid workplace approaches are becoming increasingly popular. Because flexible working is a technology-enabled practice, it allows employees to pick their work location because business operations may be conducted outside of traditional workplaces (Chung and van der Lippe, 2018). Teleworking and flexible working hours have had both beneficial and bad effects in several businesses. According to Raiien et al. (2020), telework allows experts to be hired regardless of their geographical location or time zone, resulting in a better potential for human capital growth. Some writers claim that work intensification is a possible result of flexible working practices (Kelliher and Anderson, 2009) and longer, frequently unpaid work hours (Chen and McDonald, 2014).

2.3. Globalization

Economic globalization, the continuous trend of increased economic interdependence among countries, is expressed in increased cross-border commerce in commodities and services, increased international money flows, and increased labor movements. Globalization creates new possibilities as well as new challenges for workplaces in industrialized economies like Canada. The challenges include competing with enterprises that employ quite different manufacturing

resources (for example, inexpensive labor from developing nations). Access to ever-larger markets and all the benefits that come with attaining economies of scale are among the potential. Workplaces may compete with foreign enterprises and gain a competitive edge in new international markets by being creative in both the workplace process and the end product Baptista and Swann (1998). Global companies with offices in the developed world frequently compete on the basis of product differentiation and quality, which necessitates a greater commitment to innovation (Mitchell and Coles 2003). In this context, workplace innovation is regarded to include two components under globalization:

1. To upgrade or develop a new product in order to meet varied market demands and differentiate from competitors.
2. To upgrade or develop a new workplace procedure in order to compete with lower-cost competitors and adapt to geographically dispersed markets.

Moreover, the function of innovation as a catalyst that drives the engine of economic progress must be recognized as a fundamental principle of the new global economy. Furthermore, the pivotal role of a country's human resources and the unique economic value of its human capital endowment, as reflected in its population's educational attainment and technical skills, is a vital requirement for enabling the new economy and facilitating labor integration in knowledge-based institutions. Lifelong learning and skill upgrading, as well as structural rearrangement of the workplace, have become critical dimensions of a country's current economic character. The knowledge-based economy is driven by technology, human capital, and research and development, numerous factors which contribute to an increasing level of productivity and economic performance (OECD, 1996).

2.4. Research Gap

In particular, no prior reviews have been conducted with a particular focus on empirical evidence; WPI is required for disruptive technologies and societal transformation. The introduction of new digital technologies has resulted in an ever-changing environment, which has been dubbed the Fourth Industrial Revolution (Schwab, 2016). The European Commission has recently adopted the concept of workplace innovation, launching the European Workplace Innovation Network (EUWIN) in 2013. Workplace innovation is being embraced by an increasing number of national and regional governments as part of their policy platforms for productivity, innovation, skills, and mental health and well-being. Trade unions in countries such as Belgium, Denmark, Germany, Ireland, and the Netherlands are becoming vocal supporters of workplace innovation as a means of improving their members' working conditions. Similarly, the recent publication of a seminal book, *Workplace Innovation: Theory, Research, and Practice* (Oeij, Rus, and Pot, 2017), attests to a growing research community in workplace innovation.

The paper investigates the complicated interaction between environmental regulation, innovation, and sustainable development in the context of a globalizing economy. The economic, environmental, and employment implications of sustainable development are highlighted.

Furthermore, The Hi-Res report is the first attempt to define 'workplace innovation' in depth. It was founded on a number of traditions, including Socio-Technical Systems Design (Mohr & Van Amelsvoort, 2015) and Scandinavian Democratic Dialogue (Gustavsen, 1992), but it did not collaborate with sustainable development which involves the stimulation of revolutionary technical innovation via environmental, health, safety, economic, labor market regulation and involving the social factors with globalization.

2.5. Data Collection and Methodology

We chose to use a general population sample in the current study instead of only focusing on those with occupational backgrounds. This led to decisions about experiences and current scenarios which we can gather inputs from and this aligned with our research on the sustainable development of Bangladesh. Most of our respondents are or were involved in businesses and economies through work or education. The theoretical sampling frame is thus the whole population of Bangladesh.

Primary data was collected by using a non-comparative questionnaire developed through five-degree Likert Scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = Strongly Agree). The poll was given to 170 people in finance or commerce, chosen randomly. A response rate of 88.82% was obtained to the entry questionnaire, with 157 questionnaires returned completed in full. This response rate far exceeds the 10–20 percent range of return rates, on average among surveys to top managers (Menon, Bharadwaj & Howell, 1996). The survey was only done in Dhaka city. We used SPSS version 20 for statistical analysis.

Table 1 Demographic breakdown of respondents.

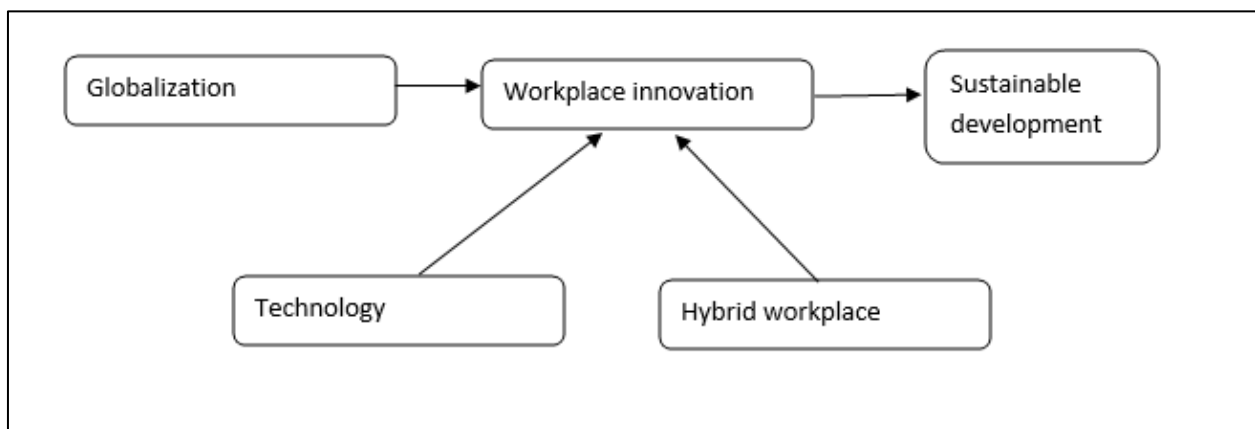
Factor	Segmentation	No. of respondents
Gender	Male	92
	Female	66
Age	20-25	38
	26-30	38
	31-35	37
	36-40	38

Source: Primary data

2.6. Research Framework

The conceptual analysis identifies five concepts which together synthesize and assemble the theoretical framework. Each concept represents distinctive meanings and aspects of the theoretical foundations of these five concepts and how they are correlated. In addition, they have interwoven relations. Sustainable development provides a framework for the integration of environment policies and development strategies in correlation with workplace innovation. As discussed earlier, sustainable development contains three factors which are: economic, social and environmental. Hence, the framework shows the elaboration of globalized firms implementing workplace innovation resulting in involvement of sustainable development. It is important that in 21st century and upcoming generations; WPI in integration of sustainable development must be implemented effectively for better evaluation based on various factors. If right choices are taken, the enterprises, other stakeholders, and employees may all help to foster the development of an inclusive digital economy that delivers excellent quality employment and a fair living for everyone. One of these options is to employ WPI or social innovation as possible interventions in organizations to improve inclusivity. As Hamel (1998) states that ‘strategy innovation is the capacity to conceptualize the existing business model in ways that create new value for customers, thwart competitors and produce new wealth for stakeholders’.

Furthermore, the firm's sustainable perspective is built on three pillars. They are all related to one another and support the concept that enterprises should produce sustainable value (that is, economic, social, and environmental value) in the twofold sense of the word: in a consistent and cohesive manner with the principles of sustainable development. Businesses, in practice, function independently of the social and environmental systems that surround them. Sustainable development necessitates changes in corporate operations in both developed and emerging countries, particularly in underdeveloped and developing countries.

**Figure 1** Proposed Research Framework

2.6.1. Research Hypothesis

The following hypotheses are developed to test the prevailing scenario;

- 1 H1: Globalization have a significant effect on workplace innovation.

- 2 H2: workplace innovation influences the sustainable development.
- 3 H2a: Technology innovation influences the sustainable development.
- 4 H2b: Hybrid workplace innovation influences the sustainable development.
- 5 H3: Globalization with works influences the sustainable development.

3. Results and Discussion

We validated the quality of the data by performing a restrictive Principal Component Analysis (PCA), providing us with results shown in Table 2.

Table 2 shows the results of a Principal Component Analysis (PCA) and reliability test.

Table 2 Results of Principal Component Analysis and Reliability Test

Variable		Items	Factor loading	KMO Test of Adequacy	Bartlett's Test of Sphericity	Sig.	Cronbach Alpha
G		Q1	0.752	00.807	246.178	.000	0.847
		Q2	0.625				
		Q3	0.714				
		Q4	0.621				
		Q5	0.751				
WI	Tech	Q6	0.676	0.872	438.948	.000	0.868
		Q7	0.709				
		Q8	0.845				
		Q9	0.754				
	HWP	Q10	0.738				
		Q11	0.801				
		Q12	0.744				
		Q13	0.790				
SD		Q14	0.780	0.928	627.116	.000	.909
		Q15	0.783				
		Q16	0.766				
		Q17	0.829				
		Q18	0.758				

Extraction Method: Principal Component Analysis; Source: Field survey, 2024

In every instance, the Kaiser-Meyer-Olkin (KMO) test of sufficiency for individual variance is 0.500 or higher, validating the data set's appropriateness for further analysis and screening that there is satisfactory correlation between the items of each variable. The correlation matrices' significance is confirmed by Bartlett's sphericity test, where α is nearly equal to zero. The reliability analysis results of the constructs are valid with Cronbach alpha values greater than 0.6, indicating high level of internal consistency among the items.

Table 3 Model Summary and Results of Hypothesis Testing

Independent Variable	Dependent Variable	R	F	Sig.	t-test	Sig.	D	Beta
AIT	RM	0.905	222.936	.000	7.546	.000	1.883	.353
TA					12.760	.000		.633
COMP					2.234	.003		.015

Source: Authors

Table 3 shows the results of F-test from which it can be concluded that all independent variables have a significant positive effect on sustainable development, where the significance level is nearly zero. The D test suggests that there is no autocorrelation in the data. The standard deviations are also reasonable which refers data is more concentrated. Significance tests, using T-statistics performed to prove the hypotheses. We set statistical significance to 5% employing a two-tailed t-test: hence, when the absolute value of a T-statistic is higher than 1.96 it reaches significance. Results showed that with the support of all hypotheses, except H3, sustainable development was positively significant. On the whole, our regression model validates that AI technologies and technology acceptance positively influence risk management while compliance does not exhibit an equivalent effect.

3.1. Relationship between Globalization and Workplace Innovation

Globalization drives creativity by bringing individuals from many cultural origins and traditions together. It has drastically altered society, politics, demography, and economics, resulting in a new era of workplace diversity management. As today's workforce becomes more varied, there is a greater need to comprehend the influence of globalization on workplace innovation. When implementing workplace innovation, it is important to distinguish between the content and the process of innovation (Oeij, Dhondt, Pot, & Totterdill, 2018). From a sociotechnical standpoint, the topic or subject is about rethinking the organization and people's behavior. Remodeling organizations and work processes has been shown to improve performance and jobs in general (e.g., Bloom & van Reenen 2010; Boxall, 2012; Boxall & Macky 2009), but what about workplace innovation? WPI's advantages have been documented for both individual employees and organizations globally, as well as in a variety of organizational situations. WPI, for example, has been linked to both improved individual level outcomes such as indices of quality of working life and improved organizational performance (Ramstad, 2009; Eeckelaert, Dhondt, Oeij, Pot et al, 2012), quality of working life (Kalmi & Kauhanen, 2008), better organizational performance as a result of implementing WPI (Dhondt & van Hootegeem, 2015; Oei 2014).

Globalisation has the greatest influence since it not only accelerates the interchange of ideas through communication, but also opens up new avenues for trade and innovation in industrial experiences. Cross cultural employees are required at the highest levels of the globalised economy, and thus becomes the new kind of cultural capital, resulting in the new workplace by its recognition of 'productive diversity' and new knowledge values. Rizvi and Lucas (1999) raised the issue of curricular internationalization in the context of cultural globalisation in this perspective. Workplace Innovation combined techniques like job design and self-managed teams with employee participation in innovation and representative participation in strategic decision-making. The notion emphasizes the manner in which these unique workplace practices are linked to corporate success, employee health, the retention of older workers, and economic and social inclusion (EUWIN 2013).

3.2. Relationship between Globalization and Sustainable Development

Globalization has dissolved national borders, free trade has increased economic integration, and the information and communications revolution has rendered geography and time obsolete. The significance and functions of entrepreneurship in the new global economy have grown in prominence and addressing new problems effectively (Passaris, C. E. 2006). Furthermore, it necessitated the successful integration of innovative technologies in all areas of information and communications in order to gain a competitive advantage in the global marketplace. All of this has resulted in fundamental economic social reorganization (OECD, 1996).

On the other hand, sustainable development belongs to numerous fields of knowledge in social sciences such as sociology, economy, politics, geography, architecture and urban studies, government, and public policy. In addition, philosophy and ethics, environmental studies, ecology, and transportation are included in SD too (WCED, 1987).

National governments must integrate their environmental, social, and economic policies, and it must be of a certain type. Deliberately linking essential actions, policies, and agency missions related to a certain policy area might result in major, non-incremental achievements, even if they are partial. To advance both energy technology and green jobs, for example, industrial innovation must be co-envisioned and implemented (Ashford and Hall 2011).

As a result it will enable to gain a hand in the global economy and enhance globalization. According to the Porter hypothesis, environmental, health, and safety regulation may promote dramatic innovations not only by encouraging the development of new products or services by relying producers, but also by creating conditions for new producers to enter the field. When enterprises have or are persuaded to have the willingness, opportunity, and ability to innovate, regulation can accomplish this. A study discovered a link between strong economic management and good environmental management, and that organizations that create creative approaches to environmental concerns profit both ecologically and commercially [29]. If we were not living and trading in an enhanced globalized world, integrating national industries, environmental, and employment policies, it might take a long way towards achieving sustainable development.

3.3. Relationship between Workplace Innovation and Sustainable Development

Many studies on human resource management and labor relations have been conducted. Ichniowski et al. (1996) concentrated on the influence that workplace practices may have in enhancing productivity. Human resource (HR) practices in the workplace may contribute to a competitive advantage not just by enhancing productivity but also by fostering workplace innovation. In the world, a workplace is a location where humans interact with machines or equipment. Unless and until a workplace is appealing, safe, healthy, and productive for citizens, it disrupts the whole economy and societal values throughout the world. Sustainable development may be described as the people's economic, social, and environmental foundation for continuing existence and transition from generation to generation without substantial change in the future. For example, the common point between the economic and social dimensions is social fairness, while the common point between the economic and environmental dimensions is a citizen's sustainable economy (Jilcha 2020). The economic dimension includes jobs, employment, capital assets, investment, value creation, and prosperity; the environmental dimension includes climate, water, natural resources, and biodiversity; and the social dimension includes elements such as health and safety, skilled labor, knowledge workers, community development, inclusion, and cohesion (Jilcha 2020). As a result, sustainable development has a major integration with workplace innovation which will activate the innovation, processes and management.

4. Conclusion

This article examined the role of workplace innovation in promoting sustainable development within the context of globalization. The findings highlight that globalization has acted as a significant catalyst for workplace innovation by intensifying competition, accelerating knowledge transfer, and encouraging the adoption of advanced technologies and flexible work practices. Organizations operating in a global environment are increasingly compelled to redesign work processes, empower employees, and foster a culture of continuous learning to remain competitive and sustainable.

The study concludes that workplace innovation contributes to sustainable development by enhancing organizational productivity, improving employee well-being, and supporting responsible use of resources. Globalization further amplifies these outcomes by enabling access to global best practices, diverse talent pools, and international markets. However, the benefits of globalization-driven workplace innovation are not automatic; they depend largely on inclusive leadership, employee participation, and supportive institutional frameworks.

Overall, the article underscores that strategically implemented workplace innovation can serve as a critical mechanism for aligning economic performance with social and environmental sustainability in a globalized economy. Policymakers and organizational leaders should therefore prioritize workplace innovation as a long-term strategy to achieve sustainable development goals while effectively managing the challenges posed by globalization.

Compliance with ethical standards

Disclosure of conflict of interest

The authors affirm that all required statements, such as acknowledgments, disclosure of conflicts of interest, ethical approval, and informed consent, have been included when appropriate and are put before the manuscript's reference section.

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