

The Role of Psychological Features of Workplace Rituals in Achieving Sustainable Production: An Exploratory Study

¹Hashim Fawzi Alabadi, ²Anaam Abdulzehra Meteab

¹Department of Business Administration, Faculty of Administration and Economics, University of Kufa, Najaf, Iraq. Email: hashimf.dabbass@uokufa.edu.iq

²Department of Business Administration, Faculty of Administration and Economics, University of Kufa, Najaf, Iraq, Email: anaama.meteb@uokufa.edu.iq

Received: 12- June -2023

Revised: 16- July -2023

Accepted: 19- August -2023

Abstract

The paper aims to present the intellectual rooting and psychological dimensions of rituals in the workplace and sustainable production and discuss them according to their psychological and behavioral dimensions and what was identified in the study. The study started with a main problem in answering the following question: Is there a relationship between the psychological and behavioral dimensions of rituals in the workplace and sustainable production in the company under study? The paper adopted the General Company for Textiles and Leather as a place to apply the current study because it is closely related to the study title and its variables, as well as the urgent necessity that necessitated the study of the variables. (Psychological and behavioral dimensions of rituals in the workplace, sustainable production) among the leaders of the General Company for the Textile and Leather Industry in Baghdad. The results show that the company followed rituals with a moderate degree in improving its work rituals, resulting from the inclusion of working relationships with cheerful colleagues and the existence of preferred activities among employees that they perform with their colleagues in a way that does not meet ambition.

Keywords: Psychological features, sustainable production, workplace Rituals

1. Introduction

After realizing that fierce competition and reliability in displaying or presenting products has become one of the main hypotheses that organizations are looking for to build a long-term relationship with the customer and adapt its purchasing operations according to ritual practices in the workplace that have created a moment of empathy and digital kindness, and began to pursue the philosophy, the majority of organizations are turning their attention to how to achieve sustainable production. This comes after the realization that fierce competition and reliability in displaying or presenting products has become one of the main hypotheses that As for the controversy surrounding workplace rituals (Workplace Rituals), there was also an intellectual controversy surrounding this variable. This controversy was caused by the possession of the idea that rituals are of unparalleled importance in scientific research and the contributions made by a large number of researchers, whether in the social, psychological, or administrative sciences. Among these concepts is the idea of discretionary measures. It has a beginning as well as a conclusion. It is a result of the values and beliefs of the culture in the firm (Islam & Zyphur, 2009:1), and it is also believed to be one of the distinguishing methods to bring some enjoyment and enthusiasm into the workplace. According to the perspectives of several experts, rituals encourage workers by giving them something to look forward to. Events to remember, which greatly enhance levels of happiness, and help employees to be open and creative in their field of work (Michael, 2011:1), and managers and workers must understand that there is a wide range of ethically important rituals in Organizational life and that managers must maintain and develop the clarity and purity of many of these rituals (Kim & Strudler, 2012:1). As a result, the question on the field issue might be posed as follows: To achieve more sustainable manufacturing, is it possible for (the General Company for Textile and Leather Industry) to implement rituals in the workplace?

2. Literature Review

2.1. The psychological features of workplace rituals

There are a few words that are synonymous with rituals. One of these words is rite, and it refers to a particular action that takes place during a ritual. On the other hand, ceremony refers to the setting in which rituals and rituals take place. In light of the fact that it was developed to adapt to changing social situations, I saw it as an effective instrument for social change. According to Smith and Stewart (2011):114, however, rituals are only a form of reinforcement and, as a result, they are unable to modify the underlying social circumstances. According to (Deakin, 2015: 1), rituals in the workplace serve as symbolic representations of the culture of the firm. It is defined as "systematic and programmed procedures for daily life in the organization that show employees the type of expected behavior them" and that all rituals are a symbol of what the organization values, and it also helps

employees learn the environment of the organization, so it helps employees know how to do their jobs successfully. They are used as a learning mechanism for employees to discover the organizational culture and the core values on which it is based. In spite of the fact that studies have shown that businesses may be run according to a variety of different values (such as quality, value, expectations, and loyalty), it has been observed that providing customer service is a universal practice that varies according to the sector. For instance, some firms do not share the same principles in their effort to differentiate themselves from other organizations that are rivals. This suggests that various organizations conduct their business according to a variety of rituals. On the other hand, research has not yet been completed on how workers acquire fundamental values via rituals. Ritual in the workplace is defined as a kind of social action in which group values and identity are publicly shown or transmitted in a simplified way in the context of a particular occasion or event (Islam et al., 2006:4). This definition states that ritual in the workplace is a form of social action. Rituals in the workplace are defined by Domenico and Phillips (2009) as imitating both everyday and extraordinary events, which is a vast and broad experience. On the other hand, habits tend to be individual actions. (Low, 2012:16) In the workplace, a ritual may also be described as a natural, reoccurring series of actions that both convey and reinforce the fundamental principles that guide the business. Last but not least, (Deakin, 2015:1) mandated rituals in the workplace as a methodical and planned routine in the day-to-day operations of the firm, which exposes workers to the behaviors that are required of them.

2.2. The Importance of Workplace Rituals

Employees are better able to understand the values of the firm thanks to the rituals, which direct their attention to the things that are considered most important. The definition of "ritual" is an activity that is repeated and carried out in a predetermined manner. By reflecting on the purpose of rituals and the results they produce, the employee will get insight into the most important values held by the firm. As a component of organizational culture, rituals contribute to the definition of work and the manner in which it is carried out. Employees are able to immediately determine the kind of the work environment they are in based on the rituals that are practiced inside the firm. Anything from special meals to company gatherings and even set work schedules may be considered rituals. (Deakin, 2015:5-6); "rituals connect employees with each other, creating the atmosphere that the organization desires, and what makes it unique in comparison to other companies." In the perspective of (Ozenc & Hagan, 2017:2), the purposeful creation of rituals may assist people in developing new habits that can help them build meaningful and risky experiences while attempting to live their ideals. A number of other design scholars have also published articles on the ability of rituals to improve the design of customer services and goods. In addition, the managers noted the ways in which the workers were encouraged to foster a sense of community and creativity by participating in rituals that were derived from many traditions, such as religion, sports, and others. Even in the professional world, rituals may be quite important. They are essential to the process of cultivating a feeling of closeness and collaboration. They are also able to provide the encouragement that team members need in order to continue ahead with learning and development material, whether it is to better their abilities, follow their career path, or anything else (Oliver, 2021:1).

2.3. The benefits of rituals in the workplace

The intensity of the feelings that are evoked during rituals may serve several purposes, including the resolution of disputes, the transmission of information, and the consolidation of that information's substance. Rituals may at first appear to be a waste of time and irrational to be studied within the context of organizations; however, rituals give coherence to social events, as rituals are effective in conveying values and beliefs. This explains the reason behind the dominance of the study of the topic of rituals for researchers in the field of Anthropology and religion, given the subject's great importance in human life. As a result, academics have a tendency to analyze rituals as a lens in order to understand the influence that rituals have on the workplace (Smith & Stewart, 201:113). All of the rituals that take place in the workplace take the form of symbols, which in turn represent values. These rituals also serve to assist employees in becoming familiar with the culture of the organization, and they make it possible for employees to successfully complete their work by assisting them in determining how to successfully perform their jobs and meet the expectations that the organization has of them (Deakin, 2015:1).

2.4. The concept of sustainable production

According to the United Nations Environment Programme, sustainable production can be seen as the creation (and use) of products to meet human needs and improve the quality of life while using natural resources, toxic substances, emissions, and pollutants, as the product life cycle is minimized so that the needs of future generations are not endangered (Birkie, 2018:248). Furthermore, in order to practice sustainable production, information regarding product costs must be complete, not only economic as it pertains to the production of goods. The table that follows provides, from the perspectives of a number of different scholars and authors, a number of different conceptions of sustainable production.

Table 1. Concepts of sustainable production

#	Researcher and year	Concept
1	Quinn et al. (1998)	A system that takes the normally disjointed elements of environmental and occupational health and safety, standardizes them, and then exploits their interconnectedness to benefit each of these areas of concern individually.
2	Swisher (2006)	The far-reaching changes in the economic system and productive behavior.
3	Arslan(2017)	Industrial activities lead to products that meet the needs and demands of today's society without jeopardizing the ability of future generations to meet their needs and demands.
4	Helena et al. (2018)	Manufacturing products and product inputs, creating related services, which respond to the needs of the consumer and the market and achieve a better quality of life, at the same time, reduces the use of natural resources and toxic substances, in the process, waste emissions and pollutants are also reduced to avoid endangering the needs of future generations.

2.5. The importance of sustainable production

Over the years, there has been a rise in interest in the study of sustainability practices as a direct result of the growing significance of environmentally responsible industrial processes. A number of scholars have examined sustainability practices from the point of view of a variety of industries and nations. The majority of research that have been conducted on sustainability practices have focused primarily on environmental practices, the implications of sustainability practices on company performance, and the differences in sustainability practices across nations. The sectors and some of these studies indicated that recycling, proactive waste reduction, recycling, environmental design, and market monitoring of ecological issues are environmental sustainability practices that significantly affect the performance of the organization. Additionally, these sectors and studies indicated that the most common ecological sustainability practices among large companies are designed environmental, renewable energy use, energy and materials optimization, recycling, product life cycle, end of life, and product end of life. According to (Miray, 2019:1), sustainable production is necessary if one want to make effective use of available resources, cut down on waste, and lower the expenses associated with doing so.

2.6. The Principles of sustainable production

Several principles have been formulated to promote a better understanding of sustainable production among firms. These principles address essential topics, such as product and packaging design, elimination of waste and incompatible by-products, reduction of work-related risks, and the continuous promotion of the welfare and development of workers and society. Mission and objectives are consistent with these principles, and these principles can be identified in the following Table:

Table 2. The Fundamentals of Sustainable Production (Source: Lowell Center for Sustainable Production)

1	Throughout their life cycles, products and packaging are designed to be environmentally safe and sound; likewise, services are designed to be secure and ecologically sound.
2	Continuous reduction, disposal, and recycling of environmentally incompatible waste and byproducts.
3	Energy and materials are conserved, and the energy and materials employed are better suited to achieving objectives.
4	Constantly, chemicals, physical factors, techniques, and work practices that pose hazards to human health or the environment are reduced or eliminated.
5	Physical, chemical, biological, and environmental hazards are reduced or eliminated from the workplace.
6	Management is committed to an open, collaborative evaluation and continuous improvement process centered on the company's long-term economic performance.
7	The administration is committed to an open, collaborative evaluation and continuous improvement procedure centered on the company's long-term economic performance.
8	All employees' security and flimsy security is a priority, as well as the continuous development of their talents and abilities.
9	Respect and strengthen the communities surrounding the workplace economically, socially, culturally, and materially; promote equity and equity.

Source: Veleva, V., & Ellenbecker, M. (2001). Indicators of sustainable production: framework and methodology. Journal of cleaner production, 9(6), 519-549.p521

2.7. The indicators of sustainable production

Indicators of sustainable production have various uses because they condense vast volumes of information derived from a variety of sources into a format that is simple to comprehend, compare, and analyse. These objectives aid the manufacturer, since companies may utilize indicators to define goals and then assess the accomplishment of those goals. Additionally, interpretation can become more easily available, and plans can be charged for the indications themselves. The choice that was made was to consider the kinds of activities that need to be focused in the future. There are a lot of different definitions of indicators that may be found in the research that has been done (Joumard, 2009:5). Nevertheless, it is preferable to note the crucial function that indications play. According to Krajnc and Glavic (2003: 281), the following primary roles of indicators have been identified:

- 1) Assess the current circumstances and general direction of the goals.
- 2) Take some time to consider the current state of the system.
- 3) Make the information on early warning available.
- 4) Anticipate the circumstances and patterns that will exist in the future
- 5) Comparison across places and situations.
- 6) Bring attention to the current events taking place in a complex system.

3. Data and Methodology

Given that it is closely related to the title of the study and its variables, in addition to the urgent necessity that necessitated the study of the two variables (rituals in the workplace, sustainable production), the research adopted the General Company for Textile and Leather Industry as a place to apply the current study. This was done because it was determined that the General Company for Textile and Leather Industry would be the best place to apply the current study. In light of this, the members of the leadership team at the headquarters of the General Company for the Textile and Leather Industry, which numbered (98) after an inventory of their whole stock, make up the study population.

Based on the intellectual problem and the field problem and its main question, the two researchers relied on building a vision and perception of the essential sub-questions that emerged from the main question. These questions cover all aspects related to the problem of the study, and these questions are:

- 1) What is the level of adoption of ritual practices in the workplace in the company under study?
- 2) What is the sustainable production level in the company under study?
- 3) Is there a relationship between rituals in the workplace and sustainable production in the company under study?

The importance of the study can be identified in the following axes:

A- Importance at the level of rituals in the uncle's place. This variable is considered one of the crucial variables in the human resources thought because it focuses on the human resource, and this variable can achieve the following:

- 1) Understand how to invest time and cooperate with colleagues in performing their assigned tasks.
- 2) Knowledge of the daily speaking rituals that increase the organizational performance of the human resources working in the organization.
- 3) Understanding the most critical distinctive rituals that motivate human resources to achieve a state of synergy at work.
- 4) Manage human resources' tasks and daily routine to have a clear vision of strategic fitness.

B- Importance at the level of sustainable production:

Sustainable production is one of the crucial topics in modern productive thought, and its importance is as follows:

- 1) Stimulating productive innovation processes in organizations and establishing a foothold for them in the future competitive market.
- 2) Enabling the organization to choose the appropriate production wisdom and to identify the intellectual capital that can be relied upon in the future.
- 3) Finding productive knowledge of higher value for the organization if it decides to apply the philosophy of strategic fitness as a work method.

Through the presentation above of the intellectual and field problem, the questions of the study, and the cognitive awareness of its importance, which it emphasized in its various axes, in this paragraph, the most important goals that this study seeks to achieve will be identified, including:

- 1) Presenting and discussing the intellectual rooting of the topic of rituals in the workplace according to its main adoptions and dimensions that have been identified.
- 2) Work on analyzing the main dimensions of rituals in the workplace and knowing their role in achieving sustainable production in the researched organization.
- 3) Knowing the quantitative indicators reached by the study through statistical analysis and adapting that from the requirements of the organization's work.
- 4) Knowing the dimensions of rituals in the workplace, studying them, and knowing their role in field reality to facilitate their application.

5) Knowledge of the most critical dimensions of sustainable production through practical application, analysis, and scientific vision of this study.

The hypothetical scheme of this study was determined according to what came through the field and theoretical survey of the variables of the study and after reviewing the literature on the subject and based on the main questions of the study, which included the analysis and diagnosis of the role of rituals in the workplace in achieving sustainable production.

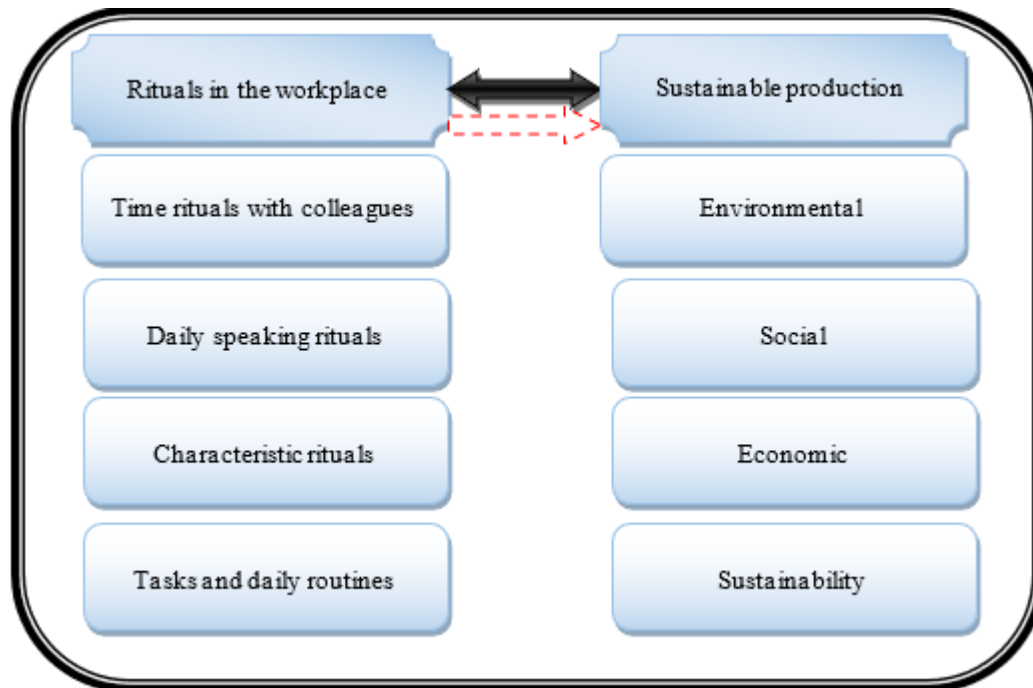


Figure 1. Hypothetical study scheme

4. Hypotheses Development

The study's hypotheses may be presented in the following manner:

A- Covariance Hypotheses:

There is a significant correlation between workplace rituals and sustainable production, which is supported by the following sub hypotheses:

1) There is a significant correlation between time rituals with colleagues and sustainable production, according to the first sub hypothesis.

2) According to the second sub hypothesis, a correlation exists between daily speaking rituals and sustainable production.

There is a significant correlation between distinctive rituals and sustainable production, according to the third sub hypothesis.

There is a significant correlation between daily tasks and routines and sustainable production, per the fourth sub hypothesis.

B- Hypotheses of relationships with direct influence:

Second main hypothesis: there is a substantial positive influence relationship between workplace rituals and sustainable production at the macro level, and the following sub hypotheses are derived from this relationship:

The first null hypothesis is that leisure rituals with colleagues have a significant positive influence on sustainable production.

The second sub-hypothesis is that daily speaking rituals have a considerable positive influence on sustainable production.

The distinctive rituals in sustainable production have a significant positive effect relationship, according to the third sub hypothesis.

The fourth null hypothesis is that daily duties and routines in sustainable production have a statistically significant effect relationship.

5. The Results

5.1. Exploratory Factor Analysis

As a result of the adoption of the current study on ready-made standards from previous studies and the construction of new paragraphs, and the introduction of some amendments, deletions, and additions to the sections of the questionnaire by experts and arbitrators and the reformulation and ensure their validity and powers and explore them after the amendment, the two researchers conducted a sample size sufficiency analysis called (KMO) Kaiser-Meyer-Olkin to know the internal consistency of the paragraphs and the adequacy of the sample size to complete the confirmatory factor analysis of the questionnaire data, as the value of the sample size sufficiency test for the independent variable rituals in the workplace was (KMO = 0.759). And through (20) items, while the test value of the dependent variable was sustainable production and through (20) items represented by (KMO = 0.745), and the researchers rely on the total variance matrix after rotating participatory values to show the representation of rituals in the workplace on an explained cumulative variance (63.472%)) and through four factors, while the value of the latent root was (12.694), and the dependent variable sustainable production obtained an explanatory cumulative variance (63.751%), in addition to the value of the latent root (12.750). All paragraphs (47) received a saturation value of more than The required value is (0.400), which made the scale acceptable due to its conformity with the criteria of exploratory factor analysis. The researchers relied on the saturations of confirmatory factor analysis being the best and representing the final form of the approved model, according to the results of Table (3) below:

Table 3. Exploratory Factor Analysis Values of the Total Questionnaire (47 Items)

Sample	Rituals in the workplace	Sustainable production	Indicators
90	0.759	0.745	Kaiser Meyer Alken Test
	427.441	636.074	Bartlett Test
	190	190	Degree of freedom
	0.000	0.000	Moral
	20	20	Number of paragraphs
	4	4	Number of factors per variable
	63.472	63.751	Explained cumulative variance
	12.694	12.750	The latent root of factors

5.2. Factorial Confirmatory Analysis

The researchers used confirmatory factor analysis of the data of the variables (rituals in the workplace, sustainable production) through the (CFA) test because it is the most effective method for verifying the structural validity of the scales. This allowed them to determine the validity of the structure and the concept, as well as the ability of the questionnaire to correspond with the theoretical side. Due to the fact that the sample consists of (90) observations from the leaders of the General Company for the Textile and Leather Industry, the researchers decided to utilize the (SMART) program PLS V.3.4) to check the findings of the confirmatory factor analysis. This was done because of the fact that the sample size is quite large. This general headquarters makes it possible to implement the program that will allow the confirmatory factor analysis of the variables items to be conducted using the structural modeling approach.

A. Workplace Rituals:

After examining Figure (2) and Table (4), he discovered that the saturations of the ritual paragraphs in the workplace through (23) parts had a significant level that was lower than (0.05), and that the saturations were higher than (0.40). They were represented by dimensions (time rituals with colleagues, speaking rituals daily, and distinctive rituals) with a saturation value that was greater than 0.40, a probability value that was 0.000, a calculated (T) value that was greater than its scheduled value (1.987), a probability value that was 0.05, and a degree of freedom that was 89 after deleting paragraphs (41, 48, and 51), Time rituals with coworkers obtained a saturation value of (0.714) with a probability value of (0.000), a calculated (T) value of (12.860), and daily speaking rituals obtained a saturation value of (0.915) and a calculated (T) value of (50.181) with a probability value. These findings were the result of a confirmatory factor analysis carried out using the structural modeling method. (0.000), the saturation of the distinguishing rituals (0.695), which had a probability value of (0.000) and

the calculated (T) value of (11.974), and the saturation of tasks and daily routines (0.917), which had a probability value of (0.000) and the calculated (T) value of (53.124).

Finally, the constructive model of the rituals in the workplace obtained the value of the mean square root of error (SRMR = 0.108). In contrast, the other conformance indicators received values exceeding the required indicators' values. The chi value (507.514) with a degree of freedom (280) to be the chi-square ratio to the degree of freedom (1.813), while the value of the inflation coefficient was (1.083-3.785), and the value of the standard fit index (NIF = 0.744), all of which meet the standards and indicators of conformity quality of the model, according to Table (4) and Figure (3).

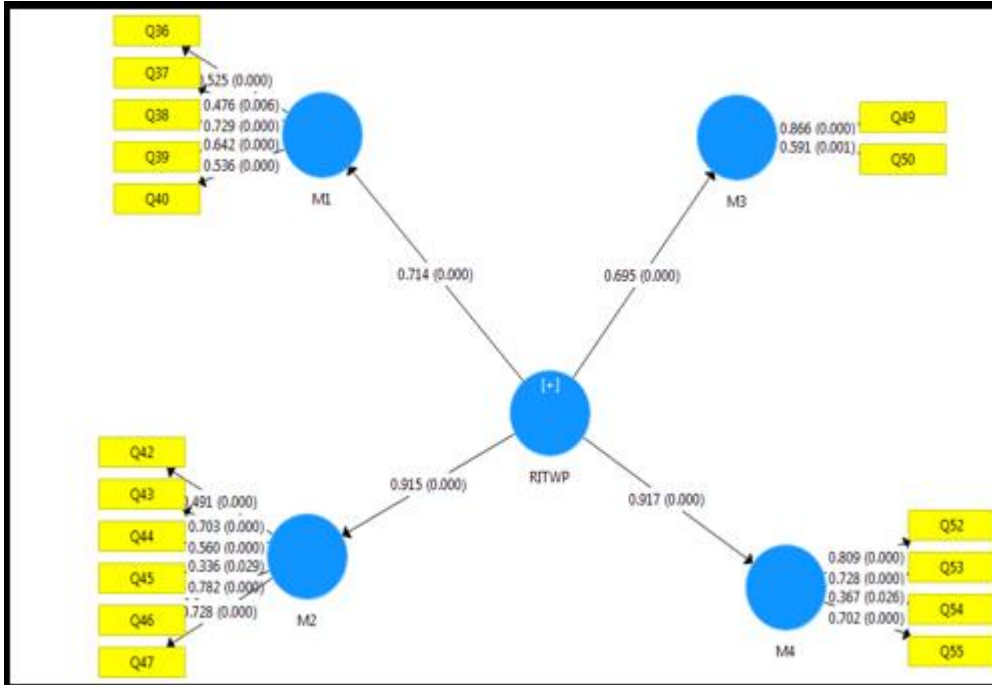


Figure 2. Structural Factorial Analysis of Workplace Ritual Data

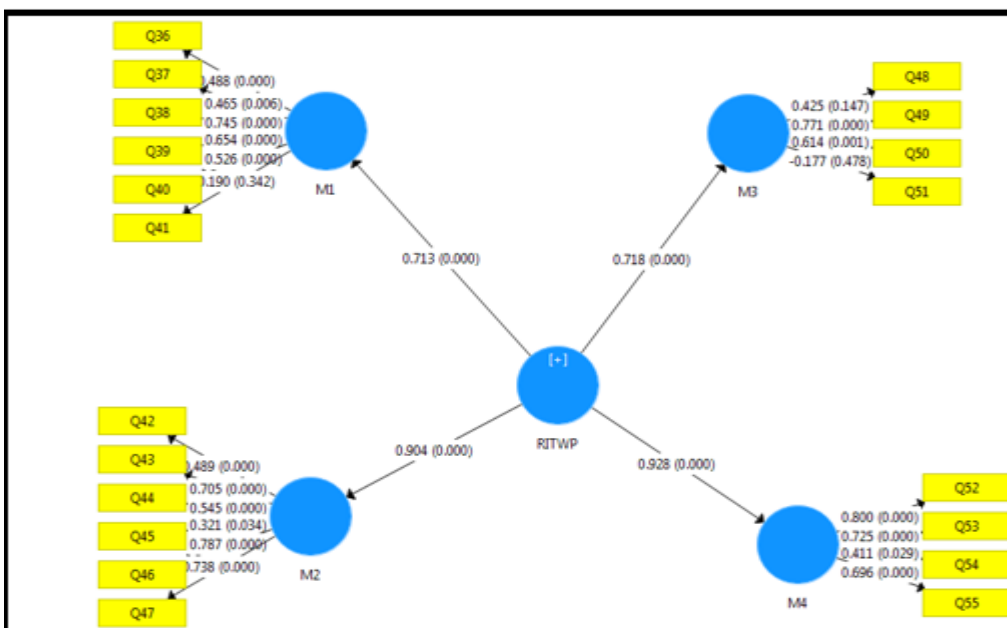


Figure 3. Assertive factor analysis by structural modeling method of post-deletion ritual data in the workplace

Table 4. Indicators of Assertive Factor Analysis of Ritual Data in the Workplace

Latent variable	Indicators				Sample
	M1	M2	M3	M4	
Saturation	0.714	0.915	0.695	0.917	90
Standard deviation	0.055	0.018	0.058	0.017	
T قيمة	12.860	50.181	11.974	53.124	
Significance	0.000	0.000	0.000	0.000	
Composite Reliability	0.821	0.875	0.795	0.815	
Average Explained Variance	0.507	0.532	0.509	0.513	
Internal consistency	0.725	0.770	0.725	0.767	
Coefficient of stability	0.720	0.768	0.719	0.758	
BRIGHT	SRMR	X ² /DF	Chi-Square		
1.083-3.785	0.108	1.813	507.514		0.744
			280	DF	

Sustainable Production

He identified the saturations of the paragraphs of sustainable production via (20) parts with a significant level of less than (0.05), and saturations that were more than (0.40), by looking at Figure (4) and Table (5). They were represented by the dimensions (environmental dimension, social dimension, psychological conflict, and the sustainable dimension), with a saturation value of more than (0.40), a probability value of (0.000), a calculated (T) value greater than its tabulated value (1.987), a probability value of (0.05), and a degree of freedom (89). Additionally, through confirmatory factor analysis utilizing the structural modeling method, the environmental dimension was obtained. the calculated (T) value for the social dimension is (0.926), the probability value is (0.000), the estimated (T) value for the social dimension is (56.199), the saturation value for the economic dimension is (0.917) with a probability value of (0.000), and the saturation value for the sustainable dimension is (0.918) with a probability value of (0.000). (48.819).

Finally, the constructivist model of sustainable production obtained the value of the mean square root of error (SRMR = 0.103). At the same time, the other matching indicators got values that exceeded the values of the required indicators.), while the value of the inflation coefficient was (1.501-4.358), and the value of the standard fit index (NIF = 0.774), all of which meet the standards and indicators of conformity quality to the model and according to Table (5) and Figure (5) after deleting paragraphs (35, 40, 42, 47 52), and all of them meet the criteria and quality indicators of conformity to the model.

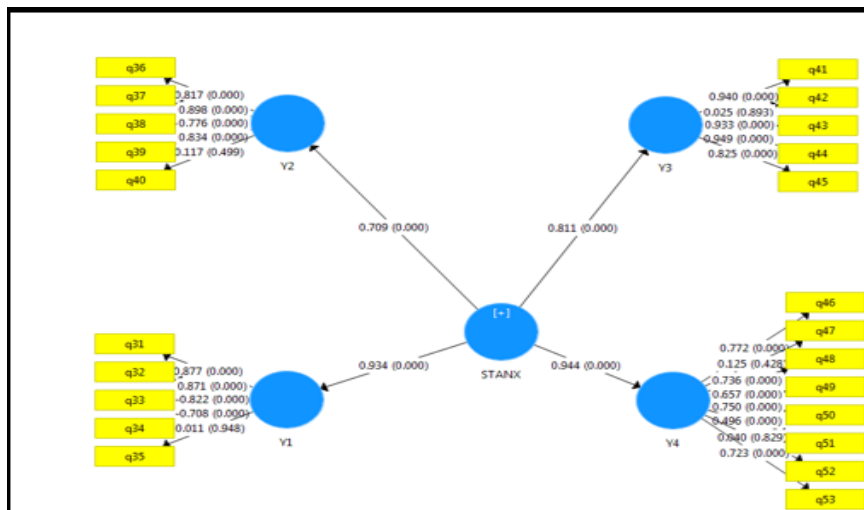


Figure 4. Factorial Analysis by Structural Modeling of Sustainable Production Data

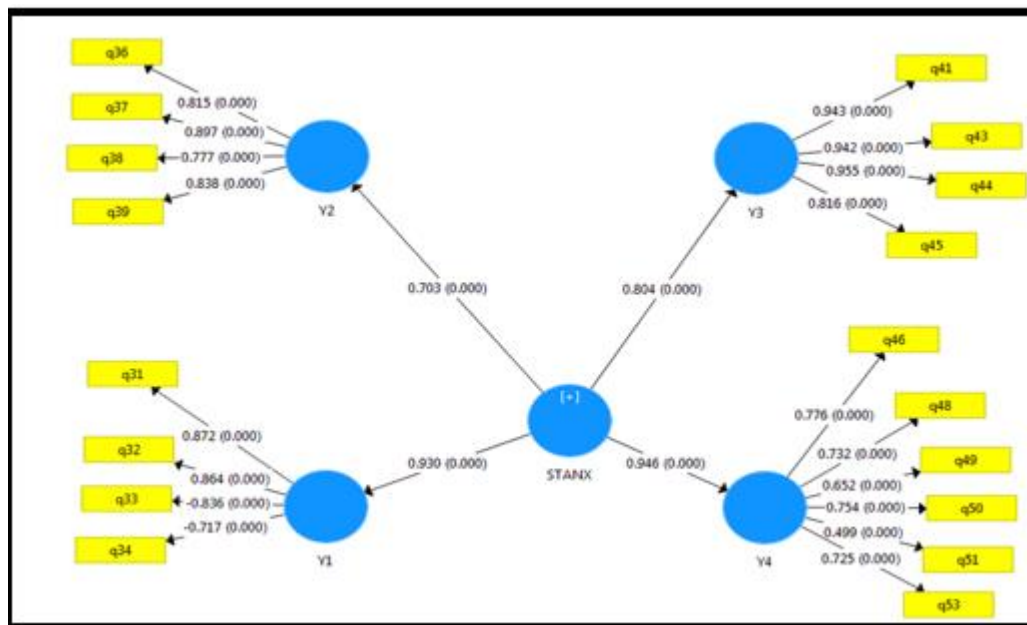


Figure 5. Assertive factor analysis by post-deletion structural modeling method of sustainable production data

Table 5. Indicators of Assertive Factor Analysis of Sustainable Production Data

Latent variable	Indicators				Sample
	Y1	Y2	Y3	Y4	
Saturation	0.926	0.926	0.917	0.918	90
Standard deviation	0.016	0.018	0.018	0.019	
T Value	56.199	52.372	49.809	48.819	
Significance	0.000	0.000	0.000	0.000	
Composite Reliability	0.839	0.831	0.842	0.838	
Average Explained Variance	0.513	0.503	0.519	0.515	
Internal consistency	0.779	0.780	0.786	0.791	
Coefficient of stability	0.760	0.746	0.765	0.758	
BRIGHT	SRMR	X ² /DF	Chi-Square		
1.501-4.358	0.098	2.058	759.314		0.860
			369	DF	

6. Conclusions and Discussions

The results show that the company moderately adopted the distinctive rituals in improving its work rituals, resulting from the inclusion of work relations with the fun colleague and the existence of preferred activities among employees that they perform with their colleagues in a way that does not meet ambition. The company has

adopted daily tasks and routines in a way that improves its work rituals through its interest in routine work relationships related to achievement, in addition to the existence of a daily routine for eating meals with colleagues, accompanied by dialogue sessions on tasks and activities and developing solutions to them in a friendly manner, and this is what the researchers saw from the existence of a designated place To eat during the working day they spend and to discuss various work issues and work to solve them informally. The company paid attention to the economic dimension to improve its level of sustainable production resulting from its endeavor to discover new markets and introduce new and developed products in them, in addition to its search for new environmentally friendly production methods and methods and its tendency to develop effective economic policies to direct its economic activities. The company has shown a clear interest in the sustainable dimension, which stems from its endeavor to preserve the well-being of its workers and society for a long time, and this was embodied in helping its managers and management to formulate long-term policies in a society that realistically prefers immediate, tangible results. Therefore, it is necessary to invest distinctive rituals in improving the level of rituals in the workplace by including work relations with entertainment programs that call for fun and renewal by defining common activities that all parties wish to practice collectively. The company should also maintain the performance of routine tasks consistent with its objectives by strengthening daily working relationships and teamwork practices, which extend to maintaining the ritual of eating meals daily and at a time to which everyone is invited to support informal dialogue between the various organizational levels. In addition, the economic dimension should be given better attention in a way that contributes to improving the company's sustainable production by discovering new markets and introducing new products using production methods that adopt modern, clean manufacturing technology. Finally, the company must invest in rituals in the workplace to improve sustainable production in general, adopting daily speaking rituals in particular and seeking to strengthen the environmental dimension by employing daily speaking rituals, tasks, and daily routines, and using speaking rituals individually to improve the social dimension, and adopting distinctive rituals In upgrading the economic dimension.

References

1. Alayon, c., säfsten, k., & johansson, g. (2017). Conceptual sustainable production principles in practice: do they reflect what companies do?. *Journal of cleaner production*, 141, 693-701.
2. Arslan, f. (2017). The role of green buildings in sustainable production: example of inci aku industrial battery factory, turkey. *Dokuz eylül üniversitesi sosyal bilimler enstitüsü dergisi*, 19(1), 119-145.
3. Birkie, s. E. (2018). Exploring business model innovation for sustainable production: lessons from swedish manufacturers. *Procedia manufacturing*, 25, 247-254. p248
4. Deakin, j. (2015). Exploring organizational culture of restaurants through workplace rituals, the University of Maine honors college. 252.
5. Domenico, M., & Phillips, N. (2009). Sustaining the ivory tower: Oxbridge formal dining as organizational ritual. *Journal of Management Inquiry*, 18(4), 326-343.
6. Domenico, M., & Phillips, N. (2009). Sustaining the ivory tower: Oxbridge formal dining as organizational ritual. *Journal of Management Inquiry*, 18(4), 326-343.
7. Helena Leurent, j. Krishna Kishore & omar abbosh (2018).accelerating sustainable production, a \$5 billion annual opportunity for the automotive and electronics industries Inandhra Pradesh, India, the World Economic Forum.
8. Islam, g., & Zyphur, m. J. (2009). Rituals in organizations: a review and expansion of current theory. *Group & organization management*, 34(1), 114-139.
9. Islam, G., Zyphur, M. J., Rose, J., Barsky, A., Johnson & (2006). Rituals revisited: A new look at organizational rituals. XX Annual Meeting of the National Association of Graduate Programs in Administration. Saviour. Annals... Salvador, 1-16.
10. Joumard, R. (2009, June). How to define the environmental dimension of sustainability? In 8th Int. Conf. of the European Society for Ecological Economics Transformation, innovation and adaptation for sustainability-Integrating natural and social sciences.
11. Kim, Tae wan & Strudler, alan, (2012). Workplace civility: a Confucian approach, *business ethics quarterly*, society for business ethics, volume 22, issue 3,doi: <https://doi.org/10.5840/beq201222334>
12. Krajnc, d., & glavič, p. (2003). Indicators of sustainable production. *Clean technologies and environmental policy*, 5(3-4), 279-288.
13. Low, K. C. (2012). Applying Rituals and Ceremonies to Strengthen One's Leadership and Management Influence.
14. Michael Kerr. (2011). Workplace traditions and rituals build culture and add fun to the workplace; article on: www.mikekerr.com

15. Miray emreol gönlügür. (2019). Sustainable production methods in the textile industry, study on: <https://www.intechopen.com/books/textile-industry-and-environment/sustainable-production-methods-in-textile-industry>
16. Olba-zięty, e., stolarski, m. J., krzyżaniak, m., & gołaszewski, j. (2020). Environmental external cost of poplar wood chips sustainable production. *Journal of cleaner production*, 252, 119854. p1
17. Oliver Lucas. (2021). Workplace rituals that boost engagement and learning, article on: <https://www.eleapsoftware.com/workplace-rituals-that-boost-engagement-and-learning/>
18. Ozenc, k., & hagan, m. (2019). *Rituals for work: 50 ways to create engagement, shared purpose, and a culture that can adapt to change*. John Wiley & Sons.
19. Quinn, m. M., kriebel, d., geiser, k., & moure-eraso, r. (1998). Sustainable production: a proposed strategy for the work environment. *American Journal of industrial medicine*, 34(4), 297-304.
20. Smith, A. C., & Stewart, B. (2011). Organizational rituals: Features, functions, and mechanisms. *International Journal of Management Reviews*, 13(2), 113-133.
21. Swisher '08, Scott (2006) "Sustainable Production: Definition, Comparison, and Application," *The Park Place Economist*: Vol. 14.
22. Veleva, V., & Ellenbecker, M. (2001). Indicators of sustainable production: framework and methodology. *Journal of cleaner production*, 9(6), 519-549. p521