

LEVERAGING ADMINISTRATIVE MANAGEMENT KNOWLEDGE PRACTICES AND CORPORATE SUSTAINABILITY OF MULTINATIONAL COMPANIES IN RIVERS STATE

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Abstract This study examined the extent of the relationship between leveraging administrative management knowledge practices and the corporate sustainability of multinational companies in Rivers State. The study employed a cross-sectional survey design and stratified purposive and random sampling techniques. The study comprised a total target population of 464 managerial personnel from six statistically chosen multinational corporations in the South-South study region. Consequently, we statistically determined a sample size of 215 staff members. We gathered qualitative and quantitative data via a 5-point Likert scale questionnaire, confirming the data-gathering tools' validity and reliability. After data cleansing, 208 copies of the questionnaire were found fit for analysis, and six hypotheses were posited and tested. We used a statistical package for social science software to conduct a descriptive and inferential analysis of the research data utilizing Spearman's Rank Order Correlation Coefficient Statistical Technique with a significance threshold of 0.05. The studies indicated statistically significant positive correlations between the predictor and criteria variables. For instance, strategic planning affected environmental (0.442) and social (0.405), but knowledge management influenced environmental (0.562), environmental (0.557), social (0.669), and social (0.645). Improves corporate sustainability through environmental and social sustainability. These strategies offer robust foundations for the overall performance of the examined organisations.

Key words: Leveraging, Administrative, Management, Knowledge and Corporate.

INTRODUCTION

1.1 Background to the Study

In today's economy, organizations strive to develop quality to increase performance and be part of the global village. Currently, almost all companies operate in an uncertain and dynamic

competitive environment. There are many sources of changes stemming from such factors as intensified international competition, reduction in lead time and life expectancy of products, diversification of demand, and new technologies (Kettunen, 2009). Corporate sustainability has gained increasing attention in recent decades and is pervasive in almost all spheres of human activity; performance is a subjective perception of reality that explains the multitude of critical reflections on the concept and its measuring instruments. Organizations operate in an increasingly competitive and dynamic context, where success hinges on survival and continual adaption (Lampel et al., 2014; Lengnick–Hall & Bbeck, 2011).

Interestingly, Knowledge management practices intersect with corporate sustainability in several ways. Firstly, by promoting knowledge sharing and collaboration, Knowledge Management initiatives foster a supportive organizational environment that provides employees with access to valuable resources and support systems (Wang & Noe, 2010). This access to shared knowledge and experience equips employees with the tools to overcome challenges effectively.

Corporate sustainability is multifaceted, beyond profitability, and includes ecological integrity, social equity, and responsible governance. Administrative Management, which traditionally focuses on organizing and controlling organizational activities, is critical in aligning corporate actions with sustainability goals (Adenji, 2019). Corporate sustainability has become a core priority in the contemporary business environment, reflecting the growing global focus on environmental, social, and economic responsibility. The role of administrative and management Knowledge in advancing corporate sustainability is pivotal as organizations seek to balance profitability with sustainable practices. To foster corporate sustainability, administrative leaders can leverage management skills, including strategic planning, resource allocation, and stakeholder engagement.

Furthermore, Corporate sustainability refers to conducting business that promotes long-term environmental stewardship, social responsibility, and economic prosperity. Elkington (1997) asserted that the button-line approach, which includes social, environmental, and financial aspects, is a guiding framework for sustainability. Effective administrative and management practices are essential for aligning corporate strategies with sustainability goals, ensuring that organizations comply with regulations and proactively contribute to global sustainability efforts. Engaging stakeholders such as employees, investors, customers, and communities in sustainability initiatives can create a sense of responsibility and accountability (Freeman, 2010). Sustainability practices refer to those actions taken in an organization with which internal procedures and policies are environmentally conscious and activities are focused on resource conservation for the benefit of the company, its employees, and the environment today and shortly (Chege & Wang, 2020)

Administrators play a significant role in fostering this collaborative environment and ensuring employees are aligned with the company's sustainability objectives. Achieving corporate sustainability requires a holistic approach integrating environmental stewardship, ethical labor practices, and sustainable profitability into every facet of business operations (Dylick & Muff, 2016). Managers must ensure that investments in sustainable technologies yield both environmental benefits and economic returns. This often requires collaboration with experts to ensure cost-effectiveness aligns with the company's long-term financial goals (Bem et al., 2018).

The Financial performance implications of corporate sustainability are also significant. However, studies have shown a positive relationship between sustainability practices and financial metrics, such as return on investment (ROL) and return on equity (ROE) in state-owned enterprises (Sharm et al., 2024).

Management and Administrative Knowledge contribute to sustainability by streamlining processes, enhancing decision-making, and promoting corporate governance that prioritizes Sustainability. Administrative leaders are responsible for ensuring that sustainability is integrated into corporate strategies. This involves setting measurable goals, tracking progress, and continually improving sustainable practices (Epstein & Buhovac, 2014). By embedding sustainability into strategic planning, management can ensure that it becomes a part of the organization's long-term visions.

1.2 Statement of the Problem

Organizations today face a dynamic and increasingly complex environment characterized by rapid technological advancements, global competition, and evolving regulatory frameworks. Effective leveraging of administrative management knowledge practices is essential for improving organizational efficiency, optimizing resource allocation, and maintaining a competitive edge. However, many organizations need help integrating and applying these knowledge practices consistently across their operations. Many organizations continue to operate with tailored traditional management systems, leading to inefficiencies and missed opportunities for optimization (Brown & Davis, 2020). Moreover, a comprehensive strategy to train and up-skill management teams in Administrative knowledge is necessary to realize their full potential (Jones & Lee, 2021). Organizations must continuously adapt administrative strategies to evolving market conditions to avoid falling behind competitors and achieve organizational administrative advantages (Williams, 2019). Therefore, there is a need for research that explores the best practices for leveraging administrative management knowledge in various organizations and industries to foster agility, innovations, and sustainable growth. Against this backdrop, this study examines the relationship between leveraging Administrative Management Knowledge practices and the corporate sustainability of multinational companies in Rivers State.

1.3 Objectives of the Study

This Study examines the relationship between Leveraging Administrative Management Knowledge Practices and Corporate Sustainability of Multinational Companies in Rivers State. The specific objectives are as follows:

- To determine the relationship between strategic planning and corporate sustainability of multinational companies in Rivers State.
- To ascertain the relationship between knowledge management and corporate sustainability of multinational companies in Rivers State.
- To evaluate the magnitude of the relationship between knowledge sharing and corporate sustainability of multinational companies in Rivers state

1.4 Research Questions

The following hypotheses were stated in a null form

- ❖ There is no significant relationship between strategic planning and the environmental sustainability of multinational companies in Rivers State.
- ❖ There is no significant relation between strategic planning and the social sustainability of multinational companies in Rivers State.

- ❖ There is no significant relationship between knowledge management and the environmental sustainability of multinational companies in Rivers State.
- ❖ There is no significant relationship between Knowledge management and the social sustainability of multinational companies in Rivers State.
- ❖ There is no significant relationship between knowledge sharing and the environmental sustainability of multinational companies in Rivers State.
- ❖ There is no significant relationship between knowledge sharing and the social sustainability of multinational companies in Rivers State.

2.2 LITERATURE REVIEW

This section explores the theoretical and conceptual frameworks and reviews related empirical studies.

2.1 Theoretical Framework

Resource-based Theory (RBT)

The Resource-based view (RBV) developed by Barney (1991) suggests that a firm's internal resources and capabilities are critical determinants of its competitive advantages. From a resource-based perspective, administrative management knowledge is a critical organizational resource. Furthermore, RBV emphasizes that knowledge of Administrative Management is a form of intellectual capital, an intangible asset that needs to be protected, cultivated, and strategically leveraged. Companies investing in robust administrative knowledge systems through specialized training or technology integration are better positioned to embrace their long-term performance. The underpinning theories of Administrative management knowledge practices demonstrate that the effective management of Administrative Knowledge is not only about creating systems for efficiency but also understanding the organizational context, adapting to environmental conditions, and leveraging knowledge as a strategic asset; organizations can better harness administrative knowledge to drive Performance, innovation, and sustainable growth in an evolving business landscape.

2.2 Henry Fayol's Administrative Theory.

Henry Fayol's Administrative Theory is a primary foundation of administrative management. He identified five essential management functions, planning, organizing, commanding, coordinating, and controlling, that form the core of effective administrative management (Fayol, 1949). He emphasizes the importance of management practices and the development of a systematic

framework for managing large organizations. Fayol’s management principles, such as division of labor, unity of command, and scalar chain, remain relevant today as organizations seek to apply administrative knowledge to streamline decision-making and operational processes (Wren, 2010). Fayol’s Model is often used for its practical applicability across various industries. His approach laid the groundwork for subsequent management theories, including **Classical Management Theory** and **Bureaucratic Management Theory**. Despite critiques of its relevance in dynamic modern contexts, Fayol’s emphasis on structure, authority, and fairness continues to shape organizational managerial practices.

Conceptual Framework

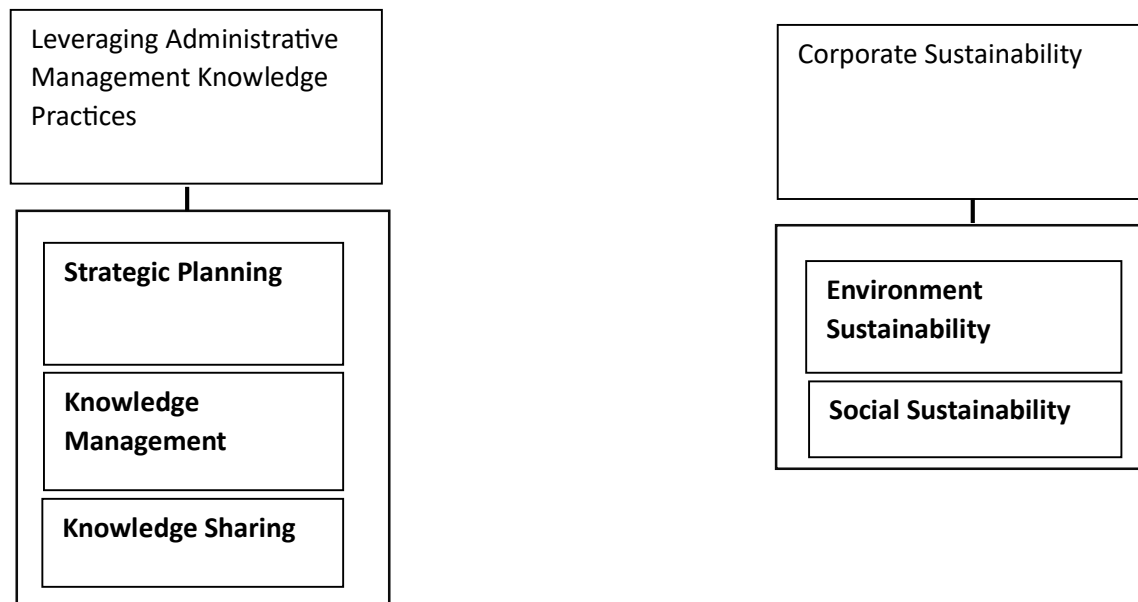


Figure 1.1 Conceptual Framework for Leveraging Administrative Management Knowledge Practices and Corporate Sustainability

2.3 Conceptual Review

The fundamental concepts underpinning this study, including the dependent and independent variables of leveraging Administrative management knowledge practices and corporate sustainability, are examined.

2.4 Concept of Administrative Management Knowledge Practices

Administrative Management Knowledge Practices (AMKP) are structured sets of processes and methodologies used to collect and apply knowledge to improve the administrative functions within an organization. This concept focuses on how organizations leverage management principles and modern knowledge Management practices to manage operations and achieve strategic goals efficiently. According to Henry Fayol (1949), his work emphasizes the importance of planning, organizing, coordinating, and controlling (POCCC MODEL) as core managerial

functions. Fayol's theories laid the groundwork for modern management practices and have been widely relevant to private and public sector management. Leveraging Administrative Management Knowledge Practices is a growing area of focus in organizational and management studies, especially in understanding such efficiency and strategic alignment with organizations. The empirical literature explores the mechanisms and outcomes of effective administrative practices, emphasizing evidence-based approaches and analyzing diverse organizational contexts.

2.5 Dimensions of Administrative Management Knowledge Practices

❖ Strategic Planning

Strategic Management is a systematic process organizations use to envision a desired future and develop goals, objectives, and actions to achieve that vision. Strategic Planning involves factors that affect an organization's long-term performance (Bryson, 2018). Strategic planning involves determining what an organization intends to accomplish and how it will direct itself and its resources toward attaining its goal over the long term (Mintzberg et al., 1998). Strategic planning involves several vital stages: mission and vision formation, environmental analysis, setting goals and objectives, strategy formulation and implementation, and monitoring. Strategic planning provides several benefits, including resource allocation, improved organizational communication, and environmental changes. Strategic planning also helps align stakeholders with organizational objectives, reducing conflicts and improving accountability (Bryson, 2018). Strategic planning remains essential for organizations navigating complex and competitive landscapes, while the traditional model provides a structured approach to decision-making (Bryson, 2018). It noted that the value of strategic planning ultimately lies in its capacity to align resources with goals while remaining responsible for change, a balancing act that continues to evolve.

❖ Knowledge Management (KM)

Knowledge Management (KM) is crucial in a fast-changing environment where timely and accurate information can be a competitive advantage. Organizations that foster dynamic knowledge management handle information within an organization systematically. Knowledge management involves processes like knowledge creation, storage, retrieval, and sharing to improve decision-making, foster innovation, and drive efficiency. This practice is essential for maintaining organizational memory and capitalizing on collective expertise. Davenport and Prusak (1998) state that knowledge management captures, distributes, and effectively uses knowledge. The Knowledge Management process involves several key stages, such as Knowledge creation, sharing, and storage. Knowledge Management is a vital process that enhances organizational effectiveness, drives innovation, and maintains competitive advantage. Dalkiri (2019) asserts that its objectivity is to leverage the collective expertise of an organization to improve decision-making, efficiency, and adaptability. There are two types of Knowledge: **Explicit Knowledge** and **Tacit Knowledge**. Explicit Knowledge is easily documented, stored, and transferred. It includes data, technical manuals, and other structured information; while Tacit Knowledge is personal, insights are often acquired through experience. Knowledge management is critical in today's complex, information-driven economy; organizations

that apply knowledge are better positioned to innovate, improve efficiency, and maintain competitive advantage despite its challenges. Knowledge Management provides valuable frameworks and processes that foster a learning-oriented culture and drive organizational growth.

❖ **Knowledge Sharing**

Knowledge Sharing is an essential process within organizations and communities, enabling the exchange of information, skills, and insights among individuals and groups. It fosters collaborative learning, supports innovation, and enhances effectiveness and decision-making capabilities. Knowledge sharing helps explain its significance and the role it plays. There are essential elements of Knowledge sharing. Successful Knowledge-sharing initiatives address both types, as tacit knowledge-sharing often promotes more profound understanding and skill development. Knowledge sharing can be seen as the process through which individuals exchange information, insights, and experiences to help one another and promote collective learning. Huang et al. (2013) noted that organizations that promote a culture of cross-functional knowledge-sharing experience improve decision-making and faster organizational learning due to better access to information across departments, reducing the need for repetitive work and fostering creativity among teams. Marler and Fisher (2013) also observed that collaborative knowledge sharing, such as enterprise social networks and intranets, improves the accessibility of information across Administrative functions. These systems have been found to enhance job performance by providing employees with on-demand access to critical knowledge resources, particularly in dynamic and fast-paced industries.

2.6 MEASURES OF CORPORATE SUSTAINABILITY

Environmental Sustainability:

Environmental sustainability involves practices and policies to preserve natural resources and maintain ecological balance, enabling future generations to meet their needs; environmental sustainability focuses on reducing environmental degradation and ensuring responsible resource management. Climate change is among today's most pressing environmental issues (IPCC, 2021). Strategies are geared towards reducing greenhouse gas emissions and enhancing carbon. Policies and government structures play a critical role in implementing environmental sustainability practices, effective policies such as carbon pricing, subsidies for renewable energy, and conservation laws (Sacha et al., 2019). Environmental sustainability refers to the responsible interaction with the environment to avoid the depletion or degradation of Natural resources, thereby allowing for long-term ecological balance.

Social Sustainability:

Social sustainability is a broad area emphasizing the importance of social equity, community well-being, and human development alongside environmental and economic sustainability. Dempsey et al. (2011) noted that social sustainability involves social equity, cohesion, quality of life, and opportunities for future generations to flourish. They suggested that fostering "livable, equitable, and inclusive communities" is central to social sustainability. Social capital, which includes community networks and relationships, is essential for social sustainability. Socially sustainable communities often demonstrate high trust, community engagement, and collective action. In another development, Colantonio (2019) emphasizes that social sustainability must support "basic needs, education, health, and a stable and participative

society.” Social sustainability includes building resilient communities that can adapt to changes, whether they come from environmental, economic, or social pressures. Communities with strong social networks and support systems are better equipped to recover from challenges, making resilience an essential focus in social sustainability (Magis, 2010).

2.7 REVIEW OF RELATED EMPIRICAL STUDIES

Alkantara and Onuoha (2023). Knowledge management and organizational sustainability of Nigeria Port Authority. A cross-sectional survey design was used, and the population covered was 3029 Nigerian Port Authority workers. A sample size of 341 employees was drawn from the population, and the simple random sampling technique was used. Data were collected using copies of questionnaires and analyzed using Spearman Rank Order Correlation to determine the relationship between the dimension of knowledge management (knowledge acquisition, knowledge organization) and the measures of organizational sustainability (economic and environmental organizational sustainability). The result of the analysis showed that there is a significant and positive relationship between knowledge management and organizational sustainability. The study concluded that enhancing knowledge acquisition and organization is vital in boosting the Nigerian port authority's economic and environmental sustainability. Among others, the study recommended that the Nigerian port authority employ highly talented workers who can help drive the organization's success, which will help boost the firm's sustainability.

Tajpour, Hosseini, Ratten, Bahman-Zangi, and Soleymanian (2023). The role of entrepreneurial thinking mediated by social media on the sustainability of small and medium-sized enterprises in Iran. The goal was to investigate the effect of entrepreneurial thinking, mediated by social media, on the sustainability of SMEs in Iran from January to February 2022. The statistical population comprised 407 SME managers based in the Pardis Technology Park and the Science and Technology Town (Iran). Using Cochran's formula, a sample of 197 SME managers was selected via the simple random method. The data were collected using a 5-point Likert scale questionnaire with 25 questions, the reliability and validity of which had been examined and confirmed. The data were analyzed in SmartPLS 3. The results revealed that entrepreneurial thinking plays a pivotal role in managerial decisions and is a crucial factor in the sustainability of SMEs in Iran. As creators and reformers of the internal business environment, managers can establish and enhance a strong link between business sustainability and employees' ability to acquire entrepreneurial thinking.

Xiao & Su (2022). The role of technological innovation in achieving social and environmental sustainability: mediating roles of organizational innovation and digital entrepreneurship. Digital evolution has greatly helped deal with climatic changes and promote sustainability. This has helped entrepreneurial organizations adopt innovative approaches to tackle inflexible challenges. Few developed, and developing countries are at the forefront of technological innovation and encounter significant challenges in innovating and adopting new technologies. There is still a study vacuum as to whether the influence of technical innovation on achieving social and environmental sustainability differs depending on the sustainability stage. This quantitative study has explored these effects by collecting data from SMEs (small and medium enterprises). The study's findings show that attitude toward technological innovation is vital in organizational innovation, digital entrepreneurship, and environmental and social sustainability. Organizational

innovation is a potent mediator between technological innovation and sustainability, while digital entrepreneurship could not find significant results as a mediator. This study will be helpful in the countries and organizations involved in adopting new technologies, considering their organization's role in achieving overall eco-friendly and social sustainability.

Odokoro, Uzuagu, and Abanyam, (2022). Strategies adopted by small and medium scale enterprises in implementing corporate social responsibility and environmental sustainability in Enugu State. The study adopted a descriptive research design. The population of the study was seventy-eight (78). A validated questionnaire was used for data collection. Mean and standard deviation were used to analyze the research question, while ANOVA was used to test the hypothesis at a 0.05 significance level. Findings revealed that the strategies used by SMEs in implementing CSR in Enugu State included ensuring the safety of employees, adequate waste disposal management, and prevention of waste pollutants in host communities. Findings also indicated that the strategies used by SMEs in implementing ES included ensuring that the business activities do not affect the natural environment, reducing pollutants in the environment, and implementing green manufacturing practices such as waste reduction, reuse, and recycling, among others. ANOVA showed that there was no significant difference in the mean responses of SMEs on the strategies used in implementing environmental sustainability.

Li, Abbas, Dongling, B., & Zhang (2022). Cultural tourism to social entrepreneurship: Role of social value creation for environmental sustainability. The study has drawn a sample through a non-probabilistic convenience sampling method for desired data collection as investigators approached tourists visiting the tourism destinations. The study reports data received with the help of tourists visiting cultural heritage in the Gilgit-Baltistan region of Pakistan. The study has employed the PLS_SEM approach for analysis purposes to draw the results. The findings showed a significant relationship between cultural tourism, environmental sustainability, and social value creation that significantly predicts environmental sustainability. The results revealed a significant positive association between social entrepreneurship, value creation, and environmental sustainability. Besides, results showed that social value creation mediates the relationship between cultural tourism, social entrepreneurship, and environmental sustainability.

Ogbo, Igwe, Ezeobi, Modebe and Kalu (2019). The impact of social entrepreneurship on the sustainability of selected small and medium enterprises in Nigeria. This paper examined the impact of social entrepreneurship on the sustainability of business development in Nigeria. The study's objectives include identifying major evolutions experienced by social enterprises in Nigeria, identifying key challenges in social entrepreneurship in Nigeria, identifying current trends in social entrepreneurship in Nigeria, and carrying out an analysis of sources of funds for financing social entrepreneurs. The survey approach was the research design used with particular reference to select small and medium enterprises (SMEs) in Nigeria. It was observed that political, economic, sociocultural, cross-country, and technological factors are the significant evolution experienced by social enterprise in Nigeria. It was also observed that lack of education in entrepreneurship, financial assistance, comparative disadvantages to business, government support, and skilled workforce are the key challenges in social entrepreneurship in Nigeria. The current trends in social entrepreneurship in Nigeria are social media and the role of technology, the rise of decentralized micro-giving opportunities, cross-sector partnerships, and the

government's drive for all-inclusive economic growth and development through SMEs. The analysis carried out on sources of funds for financing the social entrepreneurs are contributions from social entrepreneurs, subventions from the government, donor support, loans and advances, and retained earnings/reserves.

2.8 Methodology

The research employed a cross-sectional survey design and stratified purposive and random sampling techniques. The research encompassed a target population of 464 managerial personnel from six statistically selected pertinent oil and gas firms in the South-South region. We statistically selected a sample size of 215 staff members. We gathered qualitative and quantitative data with a standardized questionnaire based on a 5-point Likert scale, verifying the validity and reliability of the data-gathering methods. After data cleansing, we identified 208 valid copies of the questionnaire and formulated and tested hypotheses accordingly. Using a social science statistical software package, we used the Spearman Rank Order correlation coefficient at the 0.05 significant level to conduct descriptive and inferential research data analyses.

Table 1: Correlation between Strategic planning and measures of Corporate Sustainability

			Strategic Planning	Environmental Sustainability	Social Sustainability
Spearman's rho	Strategic Planning	Correlation Coefficient	1.000	.442**	.405'*
		Sig. (2-tailed)		.000	.000
		N	208	208	208
	Environmental	Correlation Coefficient	.442**	1.000	.536**
		Sig. (2-tailed)	.000		.000
		N	208	208	208
	Social	Correlation Coefficient	.405**	.536**	1.000
		Sig. (2-tailed)	.000	.000	
		N	208	208	208

** Correlation is significant at 0.05 level (2-tailed)

Source: SPSS output, 2024.

Strategic Planning and Corporate Sustainability: The examination of the correlation between strategic planning and Corporate sustainability indicates a substantial association between environmental (rho = .442, P = 0.000), as well as a notable relationship between strategic planning and social (rho = .405, P = 0.000). If the significance level is below 0.05, the research indicates a substantial correlation between

strategic planning and Corporate sustainability metrics. The assumption here is that the null hypotheses can be accepted ($P > 0.05$) or rejected ($P < 0.05$) according to the decision criterion.

Table 2: Correlation between knowledge management and Measures of Corporate Sustainability

			Knowledge management	Environmental	Social sustainability
Spearman's rho	Knowledge management	Correlation Coefficient	1.000	.58*	.55*
		Sig. (2 tailed)		.000	.000
		N	206	206	206
	Environmental	Correlation Coefficient	.552*	1.000	.536*
		Sig. (2 tailed)	.000		.000
		N	206	206	206
	Social	Correlation Coefficient	.557*	.536*	1.000
		Sig. (2 tailed)	.000	.000	.
		N	206	206	206

** Correlation is significant at the 0.05 level (2-tailed)

Source: SPSS output, 2024

Knowledge Management and Environmental: The findings indicate a substantial correlation between knowledge management and Environmental ($\rho = -.562$, $P = 0.000$), as well as between Knowledge management and Social ($\rho = .557$, $P = 0.000$). If the significance level is below 0.05, the research indicates a substantial correlation between knowledge management and Corporate sustainability metrics. This meets the requirement for accepting ($P > 0.05$) or rejecting ($P < 0.05$) the null hypotheses, which is used in conclusion-making.

Table 3: Correlation Between knowledge Sharing and Measures of Corporate Sustainability

			Knowledge sharing	Environmental	Social
Spearman's rho	Knowledge Sharing	Correlation Coefficient	1.000	.669*	.645*
		Sig. (2 tailed)		.000	.000
		N	208	208	208
	Environmental	Correlation Coefficient	.659*	1.000	.536*
		Sig. (2 tailed)	.000		.000
		N	206	206	206
	Social	Correlation Coefficient	.645*	.536*	1.000
		Sig. (2 tailed)	.000	.000	.
		N	206	206	206

** Correlation is significance at the 0.05level (2tailed)

Source: SPSS output, 2024

Knowledge Sharing and Environmental: Statistical analysis reveals a strong correlation between Environmental ($\rho = -.669$ and $P = 0.000$) and Social ($\rho = .645$ and $P = 0.000$). The data indicates a substantial correlation between Knowledge Sharing and Corporate Sustainability metrics ($P < 0.05$). When P is greater than 0.05 or less than 0.05, the null hypotheses are accepted or rejected according to the decision criteria.

2.9 CONCLUSION

Based on the findings of this study, the analysis reveals a significant correlation between leveraging administrative management knowledge practices and corporate sustainability.

The following conclusions were drawn:

1. Administrative management practices should incorporate sustainability objectives directly into strategic planning. This alignment can help ensure business decisions reflect economic and environmental considerations, fostering a more sustainable and resilient organization.
2. Administrative managers can leverage tools like sustainable procurement, digital documentation, and energy-efficient operations to optimize resource use, which helps management to reduce waste, minimize cost-effectively, and lessen environmental impacts.
3. Effective administrative management should involve employees, customers, suppliers, and communities in sustainability initiatives, encouraging collaboration to achieve sustainability targets.
4. Management should prioritize sustainable practices that can enhance a company's operational resilience and create long-term positive impacts; this integration helps organizations to reduce risks, meet regulatory requirements, attract sustainability-conscious stakeholders, and build competitive advantage.

Recommendations

Based on the summary and conclusion above, the following recommendations are proffered:

1. Multinational companies should create an avenue to make sustainability a core part of the organization's vision, mission, and strategic planning. This will ensure that sustainability goals are explicitly stated in business plans and measured alongside financial performance.
2. Organizations can ensure that administrative management supports business growth and positive environmental and social impacts.
3. Human resource managers and departments should seek to collaborate with local NGOs, government agencies, and community groups to support mutual sustainability goals.
4. Multinational companies should encourage diversity in hiring practices, provide equal opportunities for professional growth within the workforce, and create a more positive corporate image.

5. Management should cultivate a culture of corporate sustainability and environmental stewardship by adopting these in-depth strategies to promote corporate sustainability.

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