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Electronic Document Management System: Tool for Organizational Sustainability of Oil and Gas Companies in South-South, Nigeria

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Abstract: *The purpose of this study was to examine the relationship between electronic document management system and organizational sustainability of oil and gas companies in the south-south, Nigeria. The study adopted the quasi-experimental research design, taking cognizance of cross sectional survey approach; hence the study was correlational study. The population of the study comprised of nineteen (19) multinational upstream oil and gas companies in south-south, Nigeria. The study sampling elements comprised of 3 management staff of the 19 oil and gas companies which gave a total of fifty seven (57) respondents. Because of the finite nature of the target population, the study adopted the census approach by studying all the population. The structured closed ended 4 point Likert scale questionnaire was used in the collection of the study data. Gathered data were analysed using Pearson Product Moment Correlation Statistics and presented with the aid of Statistical Package for Social Sciences (SPSS) version 20.0. Findings revealed a strong positive and significant relationship between electronic document management system against the measures of organizational sustainability growth and profitability. Relying on the study findings, we concluded that, there is a positive significant relationship between electronic document management system and organizational sustainability. We therefore, recommended that the electronic document management system be utilized by oil and gas companies as it is seen to have strong positive and significant relationship with growth and profitability, the measures of organizational sustainability.*

Key words: *Electronic Document Management System, Organizational Sustainability, Growth and Profitability.*

INTRODUCTION

Electronic document management systems (EDMS) have become increasingly important for organizations seeking to improve efficiency, reduce costs, and enhance sustainability. Electronic document management system refers to software systems designed to organize, store, and manage electronic documents and other digital assets (Sprague, 1995). These systems offer features such as version control, metadata management, search capabilities, and access control, which are crucial for managing the vast amount of information generated by modern organizations (Björk, 2006). The oil and gas industry, particularly in Nigeria's South-South region, faces unique challenges related to document management and sustainability. The sector is characterized by complex

operations, stringent regulatory requirements, and significant environmental impacts (Idemudia, 2012).

Organizational sustainability in the oil and gas sector encompasses economic viability, environmental stewardship, and social responsibility (Schneider et al., 2013). In line with this view, Dyllick and Hockets (2002) defined organizational sustainability as the capacity companies have for leveraging their economic, social and environmental capital for contributing towards sustainable development within their political domain. Also, Munck and Borim- de-Souza (2009) argued that sustainable organizational actions are those responsible for causing the least environmental impact possible due to operational activities, while simultaneously paying attention to socio-economic development that will enable the survival of present and future generations. Such development, according to the authors, should occur in a manner completely dependent upon the people inserted within organizational and societal environments, because they are those ultimately responsible for the final decision and validation of all such propositions. By that, in order to enact their activities, companies consume not only financial resources, but also social and environmental ones. In the context of South-South Nigeria, the adoption of electronic document management system (EDMS) by oil and gas companies faces both opportunities and challenges. The region's unique socio-economic landscape, characterized by a mix of urban and rural areas, presents infrastructural challenges that may affect the implementation of EDMS (Obi, 2010). However, the potential benefits in terms of improved efficiency and sustainability make EDMS an attractive option for companies operating in this region. Recent studies have shown that the adoption of EDMS in Nigerian organizations, including those in the oil and gas sector, is growing but still faces challenges such as inadequate infrastructure, lack of skilled personnel, and resistance to change (Asogwa, 2012). Overcoming these challenges will be crucial for realizing the full potential of EDMS in enhancing organizational sustainability.

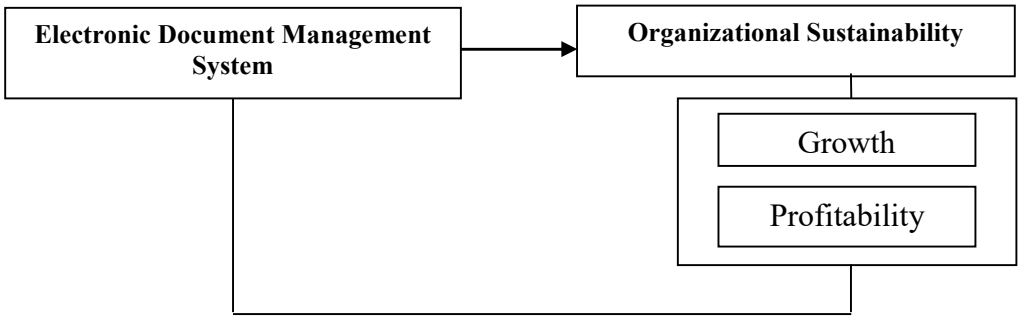

Figure 1: Conceptual Framework for electronic document management system and organizational sustainability

Source: Researcher's Conceptualization (2024)

Task Technology Fit Theory (TFF)

Task-Technology Fit (TTF) theory is a theoretical model that explains how the fit between task characteristics, technology characteristics, and individual capabilities influence the successful adoption and utilization of information technology (IT) by individuals. The theory was developed by Goodhue and Thompson in 1995. The main premise of task technology fit (TTF) theory is that information technology is more likely to be adopted and utilized effectively when there is a good fit or match between the capabilities of the technology, the demands of the task, and the abilities of the individual user. The theory suggests that if the functionality of the technology matches the requirements of the task, and the user has the necessary skills and abilities to operate the technology, then the performance of the task will be enhanced. The theory suggests that when there is a good fit between these three constructs, the individual will experience higher performance impacts, such as improved efficiency, effectiveness, and productivity. Conversely, if there is a poor fit between the task, technology, and individual abilities, the technology is less likely to be adopted or utilized effectively, leading to lower performance outcomes. The task technology fit (TTF) theory has been widely applied and empirically tested in various contexts, including software adoption, mobile technology adoption, and e-commerce applications. It provides a useful framework for understanding the critical factors that influence the successful adoption and utilization of information technology in organizations and individual settings.

Electronic Document Management System

Document management system date back to the initial documentation systems of the early 1970s, when computers were held as recording and storing devices of documents in organizations. Over time, their importance and use had increased, and document management was defined as organizing and maintaining documentation about specific tasks and processes. With the emergence of information technologies, developments of document management systems have changed the way of documentation, and electronic document management systems (EDMS) have gained a strong position with the extensive use of computers in organizations. Earlier, Sprague (1995), asserted that, electronic document management system (EDMS) is "a computer system used to track and store electronic documents and/or images of paper-based information captured through the use of a document scanner. Recently, according to Adam (2007) electronic document management system is a computer application or a set of computer utilities used to store and track electronic documents and versions for changes. This definitional approach, look at the electronic document management system as a flexible approach that allow storage of document for easy changes through the power of technology. Beyond the power of changes that electronic documents management system offered, the system allow for easy retrieval of document and promises long lifespan for documents. The essence of document management is for reuse or reference purposes and electronic document management system provide this accomplishment. Also, Nguyen, Swatman, and Fraunholz (2009) describe electronic document management system (EDMS) as "a computer system used to manage the life cycle of documents from their creation to their disposal, including capturing, storing, retrieving, and maintaining them".

Furthermore, Sharma and Singh (2012) define EDMS as "a system that integrates document and content capture, workflow, document management, output management, and information sharing in a secure, centralized repository. The benefits of implementing EDMS in organizations are widely recognized by scholars. Sprague (1995) notes that EDMS can improve organizational

efficiency by reducing the time and effort required to locate and retrieve documents, as well as minimizing the physical storage space required for paper-based documents. Additionally, EDMS can enhance collaboration and knowledge sharing by providing simultaneous access to digital documents for multiple users. Nguyen et al. (2009) emphasize the role of EDMS in ensuring compliance with regulatory requirements and industry standards. By maintaining a secure and auditable repository of documents, EDMS can facilitate the tracking and reporting of document-related activities, which is crucial in industries with strict compliance mandates. In the same manner, Sharma and Singh (2012) highlight the importance of EDMS in facilitating business process automation and workflow management. By integrating document management with workflow capabilities, EDMS can streamline and optimize organizational processes, reducing manual efforts and increasing operational efficiency (Sharma & Singh, 2012).

Electronic document management systems (EDMS) have become increasingly important in various industries, including the oil and gas sector. These systems facilitate the efficient management, storage, and retrieval of digital documents and data, streamlining organizational processes and enhancing knowledge sharing. In the context of oil and gas companies, where vast amounts of technical and operational information are generated, EDMS plays a crucial role in knowledge base management. One of the primary benefits of EDMS in the oil and gas industry is the centralized storage and organization of diverse data sources. As highlighted by Alavi and Leidner (2001), effective knowledge management requires the integration of various information repositories, including structured databases, unstructured documents, and tacit knowledge from subject matter experts. Electronic document management system (EDMS) provides a unified platform for managing these disparate data sources, enabling efficient knowledge retrieval and dissemination (Alavi & Leidner, 2001). Furthermore, EDMS supports the management of technical documents, such as engineering drawings, project reports, and regulatory compliance documents, which are essential for oil and gas operations (Caldwell, 2005). By providing version control, access rights management, and audit trails, EDMS ensures the integrity and security of critical information assets (Caldwell, 2005).

The oil and gas industry is particularly challenging due to the geographically dispersed nature of operations. As noted by Amin, Mahmoud and Al-Kanjari, (2012), electronic document management system (EDMS) facilitates the sharing of knowledge across remote locations, enabling collaboration and informed decision-making among teams working on different projects or sites. Another aspect of knowledge base management in the oil and gas industry is the preservation of institutional knowledge. With the retirement of experienced professionals, there is a risk of knowledge loss (Mentzas, Apostolou, Young, & Abecker, 2001). EDMS can capture and retain the expertise and lessons learned from seasoned employees, ensuring the continuity of knowledge within the organization (Mentzas et al., 2001). However, the implementation of EDMS in oil and gas companies is not without challenges. Alkhaldi, Abdelmuti, and Nusari (2017) highlight the importance of user adoption and change management, as well as the need for robust information governance policies and procedures. Successful knowledge base management through electronic document management system (EDMS) requires organizational commitment, training, and a culture that values knowledge sharing. Electronic document management systems play a vital role in knowledge base management within the oil and gas industry. By enabling centralized storage, efficient retrieval, and secure sharing of critical information assets, EDMS supports informed decision-making, collaboration, and the preservation of institutional knowledge. While

implementation challenges exist, effective EDMS can provide a competitive advantage to oil and gas companies by facilitating knowledge management and leveraging their intellectual capital.

Organizational Sustainability

It encompasses the ability of an organization to maintain its operations, adapt to changing circumstances, and create long-term value for its stakeholders while minimizing its environmental and social impacts. For oil and gas industry in South-South Nigeria, organizational sustainability is of paramount importance due to the industry's significant environmental footprint, the socio-economic implications for local communities, and the finite nature of fossil fuel resources. According to Oguntade and Mafimisebi (2011), organizational sustainability in the Nigerian oil and gas industry requires a holistic approach that integrates economic, environmental, and social dimensions. They argue that companies must strike a balance between maximizing profitability, minimizing environmental degradation, and contributing to the socio-economic development of host communities. Failure to address any of these components can jeopardize the long-term viability of an organization and erode its social license to operate.

Akinwale and Adekunle (2019) highlight the importance of effective stakeholder engagement and community relations in achieving organizational sustainability for oil and gas companies in Nigeria. They emphasize the need for transparent and inclusive decision-making processes, as well as robust mechanisms for addressing community grievances and managing social conflicts. By fostering trust and collaboration with local communities, companies can mitigate risks, enhance their reputation, and secure long-term access to resources. Also, Adegbite and Nakajor (2011) examine the role of corporate governance in promoting organizational sustainability in the Nigerian oil and gas industry. They argue that strong governance structures, ethical leadership, and a commitment to transparency and accountability are essential for ensuring responsible and sustainable operations. Effective corporate governance can help companies navigate complex regulatory environments, manage environmental risks, and align their practices with societal expectations.

Eweje (2006) explores the concept of environmental sustainability in the Nigerian oil and gas industry, with a particular focus on the Niger Delta region. He emphasizes the need for companies to adopt sustainable practices throughout their operations, from exploration and production to decommissioning and site remediation. Eweje advocates for the implementation of robust environmental management systems, the adoption of cleaner technologies, and the promotion of biodiversity conservation efforts. Omofonmwan and Odia (2009) investigate the social dimensions of organizational sustainability in the Nigerian oil and gas industry, highlighting the importance of corporate social responsibility (CSR) initiatives. They argue that companies should prioritize the development of human capital, support local economic diversification, and invest in infrastructure and social services within host communities. By contributing to the socio-economic well-being of local populations, companies can foster goodwill, enhance their reputation, and secure a stable operating environment.

Ite (2007) investigates the role of multi-stakeholder partnerships in promoting organizational sustainability in the Nigerian oil and gas industry. He argues that collaborative efforts among companies, government, civil society, and local communities are crucial for addressing complex environmental and social issues. Such partnerships can leverage diverse expertise, resources, and perspectives, leading to more effective and sustainable solutions that address the needs and

concerns of all stakeholders. Omofonmwan and Osa-Edoh (2008) focus on the importance of effective waste management practices for achieving organizational sustainability in the Nigerian oil and gas industry. They highlight the environmental and public health risks associated with improper waste disposal, particularly in the Niger Delta region. The authors emphasize the need for companies to adopt best practices in waste management, including waste minimization, recycling, and proper treatment and disposal of hazardous materials.

Akpan (2014) examines the role of innovation and technology adoption in enhancing organizational sustainability in the Nigerian oil and gas industry. He argues that the adoption of cleaner and more efficient technologies can help companies reduce their environmental footprint, improve operational efficiency, and enhance their long-term competitiveness. Akpan highlights the importance of investing in research and development, as well as fostering an organizational culture that embraces innovation and continuous improvement. Overall, the literature on organizational sustainability in the Nigerian oil and gas industry underscores the multifaceted nature of the challenge and the need for a comprehensive and integrated approach. Companies must address economic, environmental, and social dimensions, engage with stakeholders, adopt responsible practices, and contribute to the sustainable development of host communities. By doing so, they can secure their long-term viability, maintain their social license to operate, and contribute to the sustainable development of Nigeria's oil and gas industry.

Growth

Organizational growth is a fundamental aspect of business strategy and a key driver of organizational sustainability. It refers to the increase in an organization's size, scope, or market presence over time. Growth can be measured in various dimensions, including revenue, market share, number of employees, geographical expansion, and product or service diversification. One of the primary dimensions of organizational growth is revenue growth. This metric reflects the increase in an organization's sales or income over a given period, which is often considered a key indicator of success and sustainability (Adegbie & Fakile, 2019). Revenue growth can be achieved through various strategies, such as expanding into new markets, introducing new products or services, increasing sales and marketing efforts, or acquiring other businesses. Sustained revenue growth is essential for organizations to remain competitive, invest in innovation, and maintain profitability (Adeyemo & Tope, 2021).

Market share is another critical dimension of organizational growth. It represents an organization's percentage of total sales or market presence within a specific industry or market segment (Ogbo & Ukpere, 2014). Increasing market share can be achieved through effective marketing strategies, product differentiation, competitive pricing, and superior customer service. A larger market share not only signifies an organization's dominance but also enhances its ability to influence industry dynamics and secure a sustainable competitive advantage (Odirichukwu & Okurime, 2021). Also, geographical expansion is another avenue for organizational growth. Companies can expand their operations into new regions or countries to tap into untapped markets, diversify their customer base, and reduce dependence on a single market (Adegbie & Fakile, 2019). Geographical expansion can be achieved through various methods, such as establishing new offices or facilities, forming strategic partnerships, or acquiring local businesses. However, this growth strategy often requires significant resources, cultural adaptability, and a deep understanding of local market conditions (Ogbo & Ukpere, 2014). Product or service diversification is another approach to

organizational growth. By introducing new offerings or expanding into adjacent markets, organizations can leverage their existing capabilities, reduce reliance on a single product or service line, and cater to a broader customer base (Odirichukwu & Okurime, 2021). Diversification can be achieved through internal research and development efforts, strategic acquisitions, or partnerships with other organizations. However, diversification also carries risks, such as stretching resources too thin or deviating from the organization's core competencies (Adeyemo & Tope, 2021).

By leveraging these systems, organizations can make informed decisions about growth opportunities, identify potential risks and challenges, and develop strategies to capitalize on emerging opportunities. Knowledge management systems can also support innovation and product development processes, which are crucial for achieving sustainable growth. As noted by Adegbie and Fakile (2019), "Knowledge management systems can facilitate the sharing of knowledge and ideas across different functional areas, fostering collaboration and accelerating the development of new products, services, or business models." By enabling the effective sharing and integration of knowledge across different functional areas, these systems can foster collaboration, facilitate knowledge transfer, and accelerate the development of new products, services, or business models. Moreover, knowledge management systems can enhance an organization's ability to adapt to changing market conditions and customer needs. As Ogbo and Ukpere (2014) highlight, "By capturing and disseminating best practices, lessons learned, and experiential knowledge, these systems can enable organizations to quickly respond to market shifts, adjust their strategies, and remain agile in the face of disruption." Additionally, knowledge management systems can support the effective integration and knowledge transfer during mergers, acquisitions, or geographical expansions. As Adeyemo and Tope (2021) note that capturing and documenting organizational knowledge, these systems can facilitate the smooth transition of knowledge and processes, mitigating the risks associated with growth initiatives and ensuring the preservation of valuable intellectual capital. Additionally, Adeyemo and Tope (2021) emphasize the significance of market share growth in the Nigerian oil and gas industry, noting that "Increasing market share allows companies to solidify their market position, gain bargaining power, and secure long-term contracts with customers." Geographical expansion is another growth strategy relevant to the Nigerian oil and gas industry. As Odirichukwu and Okurime (2021) explain, by expanding their operations to other regions within Nigeria or internationally, oil and gas companies can tap into new reserves, diversify their production portfolios, and mitigate the risks associated with relying on a single location.

Profitability

Profitability is a fundamental concept in business and a crucial determinant of organizational sustainability. It refers to the ability of an organization to generate a surplus of revenues over expenses, ensuring financial viability and long-term success. Profitability is not only essential for reinvesting in growth and innovation but also for attracting investors, retaining talent, and maintaining a competitive edge in the market. Several factors contribute to an organization's profitability, including cost management, operational efficiency, and innovation. Cost management involves the strategic allocation and optimization of resources to minimize expenses while maximizing value creation. Effective cost management strategies, such as lean operations, supply chain optimization, and process improvements, can significantly enhance profitability by reducing waste, streamlining processes, and minimizing unnecessary expenditures (Porter, 1985).

Operational efficiency is another critical factor that impacts profitability. It refers to the ability of an organization to maximize output while minimizing the input of resources, such as labour, materials, and energy. Efficient operations can be achieved through continuous process improvements, automation, and the adoption of best practices (Slack et al., 2010). By optimizing operational processes and minimizing inefficiencies, organizations can reduce costs, increase productivity, and ultimately improve profitability.

Innovation is a key driver of profitability and organizational sustainability. By developing new products, services, or business models, organizations can create differentiated offerings, tap into new market opportunities, and stay ahead of competitors (Drucker, 1985). Innovation can also lead to improved operational processes, cost reductions, and enhanced customer satisfaction, all of which contribute to increased profitability (Damanpour & Evan, 1984). In the context of the Nigerian oil and gas industry, profitability is of paramount importance due to the capital-intensive nature of the industry, fluctuating oil prices, and increasing competition (Nwachukwu et al., 2017). Cost management is particularly critical for oil and gas companies in Nigeria, as they face significant operational expenses related to exploration, drilling, production, and transportation (Iledare & Nweke, 2001). Adeniyi and Udo (2019) highlight the importance of operational efficiency for Nigerian oil and gas companies, stating, optimizing operational processes and minimizing inefficiencies can significantly improve profitability in this resource-intensive industry, where even small improvements in efficiency can translate into substantial cost savings." They further emphasize the role of technology and innovation in driving operational efficiency and profitability in the Nigerian oil and gas sector. Innovation is also crucial for the long-term profitability and sustainability of Nigerian oil and gas companies. As Okoroafor and Obeta (2019) note, innovation in exploration and production techniques, as well as the development of new products and services, can help these companies diversify their revenue streams, remain competitive in the market, and adapt to changing energy demands and environmental regulations." Knowledge management systems play a vital role in supporting profitability and long-term financial sustainability by enabling organizations to leverage their intellectual capital and knowledge assets. These systems can facilitate the capture, organization, and dissemination of valuable knowledge related to cost management, operational best practices, and innovation (Dalkir, 2011).

Adegbie and Fakile (2019) highlight the importance of knowledge management systems for innovation in the Nigerian oil and gas industry, stating, "Knowledge management systems can support the sharing of technical knowledge, research findings, and market insights, enabling Nigerian oil and gas companies to develop innovative exploration and production techniques, optimize operational processes, and create new products and services to meet evolving energy demands." In addition to supporting cost management, operational efficiency, and innovation, knowledge management systems can also contribute to profitability by enabling organizations to make better-informed decisions based on collective knowledge and insights (Davenport & Prusak, 1998). By providing access to relevant knowledge and analytics, these systems can support data-driven decision-making, strategic planning, and risk mitigation, ultimately leading to improved profitability and financial sustainability. However, it is important to note that the effective implementation and utilization of knowledge management systems require a supportive organizational culture that values knowledge sharing, continuous learning, and innovation (Ndlela & Du Toit, 2001). Organizations must foster an environment that encourages open communication, collaboration, and the active participation of employees in knowledge capture and dissemination

processes. Furthermore, the alignment of knowledge management systems with the organization's overall business strategy and objectives is crucial for maximizing their impact on profitability and financial sustainability (Alavi & Leidner, 2001). Organizations should ensure that their knowledge management initiatives are closely aligned with their strategic goals, performance metrics, and operational processes. Additionally, knowledge management systems can contribute to revenue growth and market expansion, which are critical drivers of profitability. By capturing and disseminating market intelligence, customer insights, and competitive analysis, these systems can inform strategic decisions related to product development, pricing strategies, and market entry (Omotayo, 2015). This can help organizations identify new revenue streams, tailor their offerings to customer needs, and capitalize on emerging market opportunities, ultimately driving top-line growth and profitability.

METHODOLOGY

This study adopted the quasi-experimental research design, taken cognizance of the cross sectional survey in a non-contrived environment, hence the study was correlational. The population of the study consists of 19 oil and gas companies operating in south-south, Nigeria. Owing to the size of the study population, the entire population was sampled using the census approach. However, sampling elements from the study population comprised of 57 management staff of the 19 oil and gas companies in south-south, Nigeria. The primary data source was adopted through the use of structured closed ended questionnaire with collected data analysed with descriptive and inferential statistics. The study hypotheses were tested using Pearson Product Moment Correlation statistics and presented with the aid of the Statistical Package for Social Science (SPSS) version 20.0.

Below is the Pearson's product moment correlation co-efficient formula.

$$r = \frac{n\sum xy - \sum x \sum y}{\sqrt{\left(n\sum x^2 - \sum x^2\right)\left(n\sum y^2 - \left(\sum y\right)^2\right)}}$$

Reliability of Instrument

According to Zeb-Obipi (2007) a reliability of a research instruments pacifies the level to which it is error free and warrants consistent measurements across time and across the various items in the instrument. The reliability test of the structured questionnaire was ascertained through Test-re-test in which a pilot administration of the questionnaire was made on a portion of the chosen sample and administered after two months and relationship between the two results determined by correlation coefficient, through SPSS version 20. Our reliability test will be anchor on the Cronbach Alpha at 0.7. Ahiauzu (2006) has also reiterated that the Cronbach's Alpha is a good reliability coefficient that indicates how well items in a questionnaire set are positively correlated to one another.

Table 1: Cronbach Alpha Reliability Coefficient of the variable measures

S/N	Dimensions/Measures/Moderating variable	Number of Items	Number of Case	Cronbach Alpha (a)
1	Electronic Document Management System	4	48	.947
2.	Growth	4	48	.985
3.	Profitability	4	48	.977

Source: SPSS Result (Version 20)

Table 2: Descriptive Statistics for electronic document management system

	N	Minimum	Maximum	Mean	Std. Deviation
The use of electronic device to store document enhances organizational growth.	48	1	4	3.17	1.059
Organizing knowledge through electronic medium protect document of physical damage.	48	1	4	3.40	.893
The use of electronic device for documents storage enhances paperless management.	48	1	4	3.23	1.036
Storing the right documents using electronic devices increase organization long-term knowledge management.	48	1	4	3.27	1.026
Valid N (listwise)	48				

Source: SPSS Output 2024 version 20.0

Table 2 illustrates that there is a high level of confirmation (where x > 2.50) as regards the indicators of electronic document management system which is a dimension of enterprise knowledge management systems. The construct examined the context and manifestations of electronic document management system within the target organizations with indicators aimed at examining respondents' perception of electronic document management system through its indicators. The results affirm to all four indicators of electronic documents management system within the target organizations as also supported by the low disparity in response (SD <2.00). The implication of these responses is that the respondents in the oil and gas companies are strongly of the opinion that electronic document management system is an observed phenomenon in their organizations that lead to effective organizational sustainability, hence are largely on the agreement range of the scale.

Table 3: Descriptive Statistics for Growth

	N	Minimum	Maximum	Mean	Std. Deviation
The reduction of stationeries in organization through the use of electronic document management system enhances organizational growth.	48	1	4	3.04	1.129
Effective knowledge work system utilization increases organizational growth.	48	1	4	3.21	1.031
The process of reducing expenses in organization increases chances of organizational growth.	48	1	4	3.13	1.024
Good knowledge storage enhances organizational growth.	48	1	4	2.94	1.119
Valid N (listwise)	48				

Source: SPSS Output 2024 version 20.0

The data in Table 3 illustrates that there is a high level of confirmation (where x > 2.50) as regards the indicators of growth which is a measure of organizational sustainability. The construct examined the context and manifestations of growth within the target organizations with indicators aimed at examining respondents' perception of growth through its indicators. The results affirm to all four indicators of growth within the target organizations as also supported by the low disparity in response (SD <2.00). The implication of these responses is that the respondents in the oil and gas companies in south-south, Nigeria are strongly of the opinion that growth is an observed phenomenon in their organizations and hence are largely on the agreement range of the scale.

Table 4: Descriptive Statistics for Profitability

	N	Minimum	Maximum	Mean	Std. Deviation
The use of electronic document management system enhances organizational profitability level.	48	1	4	2.94	1.040
Effective storage of organizational knowledge enhances chances of profitability.	48	1	4	3.06	1.099
The level of profit margin of organization detects the sustainability of organization.	48	1	4	3.02	1.082
Poor handling of knowledge management system may affect organizational profitability.	48	1	4	3.02	1.101
Valid N (listwise)	48				

Source: SPSS Output 2024 version 20.0

The data in table 4 illustrates that there is a high level of confirmation (where x > 2.50) as regards the indicators of profitability which is a measure of organizational sustainability. The construct examined the context and manifestations of profitability within the target organizations with indicators aimed at examining respondents' perception of profitability through its indicators. The

results affirm to all four indicators of profitability within the target organizations as also supported by the low disparity in response (SD <2.00). The implication of these responses is that the respondents in the oil and gas companies in south-south, Nigeria are strongly of the opinion that profitability is an observed phenomenon in their organizations and hence are largely on the agreement range of the scale.

Electronic Document Management System and Organizational Sustainability

Table 4 shows the result of correlation matrix obtained for electronic document management system and organizational sustainability. Also displayed in the table is the statistical test of significance (p - value), which makes us able to answer our research question and generalize our study findings to the study population.

Table 5: Correlation matrix for Electronic Document Management System and Organizational Sustainability

		Electronic Document Management System	Growth	Profitability
Electronic Document Management System	Pearson Correlation	1	.979**	.951**
	Sig. (2-tailed)		.000	.000
	N	48	48	48
Growth	Pearson Correlation	.979**	1	.975**
	Sig. (2-tailed)	.000		.000
	N	48	48	48
Profitability	Pearson Correlation	.951**	.975**	1
	Sig. (2-tailed)	.000	.000	
	N	48	48	48

**. Correlation is significant at the 0.01 level (2-tailed).

Research Question 1: How does electronic document management system relate with organizational sustainability of oil and gas companies in South-South, Nigeria?

The correlation coefficient (r) result in table 4.18 was used to answer the research question 1 stated in the chapter one of this study. Table 4.18 shows a Pearson Product Moment Correlation Coefficient (r) of 0.979 on the relationship between electronic document management system and growth. This value implies that strong relationship exists between the variables. The direction of the relationship indicates that the correlation is positive which implying that, an increase in organization growth was as a result of the adoption of electronic document management system. Therefore, there is a strong positive relationship between electronic document management system and growth of oil and gas companies in south-south, Nigeria.

Similarly, Table 5 shows a Pearson Product Moment Correlation Coefficient (r) of 0.951 on the relationship between electronic document management system and profitability. This value implies that a strong relationship exists between the variables. The direction of the relationship indicates that the correlation is positive; implying that an increase in profitability was as a result of the adoption of electronic document management system. Therefore, there is a strong positive correlation between electronic document management system and profitability and of oil and gas in south-south, Nigeria.

Therefore, to enable us accept or reject hypotheses 1 & 2 as well as generalizing our findings to the study population, the p- value was used as shown below:

H_{o1}: There is no significant relationship between electronic document management system and growth of oil and gas companies in south-south, Nigeria

Similarly displayed in the Table 5 is the statistical test of significance (p-value) which makes possible the generalization of our findings to the study population. From the result obtained from Table 4.18, the sig- calculated is less than significant level ($p = 0.000 < 0.05$). Therefore, based on this finding the null hypothesis earlier stated is hereby rejected and the alternate upheld. Thus; there is a significant positive relationship between electronic document management system and growth of oil and gas companies in south-south, Nigeria.

H_{o2}: There is no significant relationship between electronic document management system and profitability of oil and gas companies in south-south, Nigeria

Also displayed in the Table 5 is the statistical test of significance (p-value) which makes possible the generalization of our findings to the study population. From the result obtained from Table 4.18, the sig- calculated is less than significant level ($p = 0.000 < 0.05$). Therefore, based on this finding the null hypothesis earlier stated is hereby rejected and the alternate upheld. Thus; there is a significant positive relationship between electronic document management system and profitability of oil and gas companies in south-south, Nigeria.

Therefore, the results for the first set of hypotheses with regards to the relationship between electronic document management system and organizational sustainability measures are stated as follows:

i. There is a strong positive and significant relationship between electronic document management system and growth, the outcome of organizational sustainability of oil and gas companies in south-south, Nigeria.
ii. There is a strong positive and significant relationship between electronic document management system and profitability, the outcome of organizational sustainability of oil and gas companies in south-south, Nigeria.

Conclusion

The empirical findings of this study has proved that the integration of electronic document management system (EDMS) has demonstrated a positive correlation with organizational sustainability outcome of growth and profitability in oil and gas companies in the South-South Nigeria. Therefore, the study concluded that, there is a strong positive and significant relationship between electronic document management system and organizational sustainability of oil and gas companies in South-South, Nigeria.

Recommendations

i. Based on the findings of this study, we recommended that management of oil and gas companies should ensure the utilization of electronic document management system as it enhances effective document storage, knowledge reservation and retrieval process which influences growth and profitability for organizational sustainability.

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