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The Impact of Human Resources Sustainability on the Creativity Behavior of Employees in Organizations

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ABSTRACT

The existing research seeks to test the range of the impact of HR sustainability in improving creative behavior among employees using a sample of workers in health departments in Diwaniyah. The sample size was (170) workers in health centers in Diwaniyah. The study used the descriptive analytical approach to the information obtained through the questionnaire tool. The study conducted several tests using tools and measures of central tendency to determine the extent to which the data deviate from its mean, Pearson correlation, and the program of statistical (SPSS version.24). The result of this research was to determine the extent of the impact of human resources sustainability on the creative behavior of employees. The results of the study also revealed important matters, including spreading sustainable culture through organizing workshops, discussion panels, conferences, and scientific seminars, focusing efforts on protecting and preserving the environment.

1. Introduction

Sustainability in general and the sustainability of human resources, which has now been studied, have become important issues in our world today, as companies have become widely concerned with environmental issues and their impact on their competitiveness and success in the long term (Pail et al, 2014). It is said that human resources and their sustainability are essential for successful environmental management (Daily and Huang 2001; Jackson et al, 2011). Research conducted on the variables studied and issues related to sustainability indicate that it is a key strategy for managers who consider environmental sustainability important to their organizations and their future success to ensure sustainability success at the individual and organizational levels, workplaces and departments within an organization must develop the strategies, programs, and procedures needed to achieve sustainability goals. At the apex of these departments is the HR function, which can play a vital and central role in achieving these goals. This is done by adopting a set of environmentally and socially friendly practices known as human resource sustainability, such as: B. Green Employment and Green Training. Green performance appraisal, green rewards and remuneration, employee involvement and empowerment in decision-making on sustainability issues and recognition. HR sustainability may include other human resource management practices like: practices related to strategic human resource management, high performance, and high engagement. However, HR sustainability differs from these groups except for improving organizational performance and the organization's internal processes.

HR sustainability can benefit external stakeholders in broader and more direct ways, whereas typical HR practices are primarily focused on improving organizational and individual performance and profits. Many recent research findings suggest that green HRM plays a central role in ensuring the sustainability of companies by encouraging employees' creative behavior, as this behavior is expressed by an individual's ability to remove traditional thinking contexts and apply ideas to the procedures that the company carries out. Improve mental traits, which helps to shape the nature of interaction between individuals and organizations (Abu Nahil et al., 2020), They need resources to help them adapt to the new direction of the organization to achieve the goals of environmental and social sustainability, but this goal will not be achieved unless employees are empowered and demonstrate their behavior. To accomplish the assigned green tasks, management can create the right environment for empowerment through a set of sustainable practices focused on empowering employees in work-related decision-making. In doing so, they can ensure that workers are empowered to carry out environmentally friendly activities aimed at ensuring sustainability and unleashing their talents and creative behavior. Again, and again. Creative behavior is very important for companies that pursue creativity because the success of the company lies in its employees and employee behavior is considered to be the most important source

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of organizational success in the basis of creativity leadership and increased competitiveness. These are the dimensions adopted in the current study. Explore possibilities, generate ideas, promote ideas, and implement ideas (Messman; 2012). Given the current findings, the aim is to test the extent of impact and existing relationship of human resource management sustainability in promoting employees' creative behavior.

2. Literature Review

Some experts in the fields of human resource management and environmental management have combined these two approaches and called them "green HRM" and "ecological HRM" respectively (Renwick et al, 2013). According to Young et al., in developing countries in 2019 and 2020, the performance and impact of sustainable human resource management at organizational and individual levels have become urgent and important considerations for researchers. Wehmeyer first used the term "green human resource management" in his 1996 book, Green Human Resource Management and Environmental Management, in which he described the relationship between HR management and environmental management. Therefore, the term is used in the current study, "sustainable human resource management" (Kim et al, 2019). From (Dutta; 2012) point of view, sustainable human resource management consists of two basic elements: green human resource management capabilities and the preservation of knowledge capital. The objective is to create a workforce that is aware, understands and appreciates green culture within the company. (Jabr; 2013) Sustainable HR practices refer to a planned and systematic alignment between traditional HRM practices and a company's environmental objectives. Human Resources is directly responsible for creating a sustainable workforce that understands, evaluates and implements green initiatives and supports green goals in all its activities: through recruiting, hiring, training and development (Mathapati, 2013). Sustainable HRM practices are beneficial to organizations as they foster pro-environmental behaviors among employees as they facilitate the organization's goals as it seeks to achieve environmentally friendly performance objectives (Shah & Soomro, 2023). According to Laud (Wans & Diltchert 2012), Environmental sustainability can be improved through two main components: task-related green behavior and voluntary green behavior. Task-related green behavior is described as green behavior that employees can perform as part of their job duties. In contrast, voluntary green behavior is green behavior that requires individual initiative that goes beyond organizational expectations (Norton et al., 2015). Moreover, the introduction of sustainable human resources. B. Environmental training and identification of employees' contribution to the environment can help in the development of employees' skills and give them an opportunity to contribute and be creative towards a green environment (Shen et al., 2018).

Previous studies have also supported that green HRM contributes positively to the development of sustainability by encouraging positive employee behaviors through green creativity and green training (Shen et al., 2018; Song et al., 2021). By engaging and getting employees involved in environmental issues, employees have the opportunity to contribute to the organization's readiness. This initiative has created a company culture where employees can express their views on important environmental issues and offer advice on how to solve the problems (Liebowitz, 2010). (Al-Saqqa, 2018) have seriously addressed the aspect of human resource management for environmental management and the importance of green HRM for the reputation of the organization as they show the establishment and sustainability of green organizations that support such practices by employing compliant workers. They carry out activities related to environmental management, which positively impacts the reputation of the organization. The success of the sustainability of green organizations depends on the environmental behavior of employees and their ability, adaptability and willingness to participate in green organizations.

On the other hand, the successful path to development, progress and competitiveness is to be more crativity (Amarakoon et al. 2018). Creativity is therefore the basis for sustained, radical and regular change to support an organisation's capabilities and continually improve its performance. To effectively implement a sustainable environmental strategy, organisations must be encouraged to foster sustainable attitudes and behaviors among their employees (Ali et al., 2022). Green HRM plays a central role in environmental management through the appropriate work behavior of employees and flexible implementation of work flexibility (Shah & Soomro, 2023). (Ghauri et al.; 2020) We strongly suggest that green HRM can promote the adoption of green practices by creating a conscious and collaborative culture and building competencies, while also improving employees' work roles by introducing the concept of green work-life balance (Wen et al., 2022). From a related perspective (Gim et al., 2022), The characteristics of green human resource management are recommended for environmental human resource management as one of the most important tools for efficiently achieving crativity (Shafaei et al. 2020; Hooi et al. 2022).

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3. Research Objective and Question

The main study objective seeks to determine the impact of sustainable human resources on the workers creative behavior in health centers in the city of Diwaniyah. This objective could be achieved by measuring the extent of the impact and relationship between the sustainability of human resources and the creative behavior of workers in health sector centers in Diwaniyah. The study aims to answer the following questions:

- Is there a statistically considerable linkage between the sustainability of human resources and the creative behavior of workers in organizations?
- Is there a statistically important effect between the sustainability of HR and the creative behavior of workers in organizations?

4. Methodology

4.1 Research Sample

The workers in health departments in Diwaniyah region was selected as the study site. The study involved distributing questionnaires to a sample of employees to be surveyed, resulting in a sample size of 170 A workers in health centers in the city of Diwaniyah. The research used a program of statistical (SPSS version.25) To output the values shown that will be displayed in T (1) for the research sample.

(T. 1) Analyze sample of demographically.

variables	(N= 170)	percent
Gender:		
1. Female	105	62%
2. Male	65	38%
Total	170	100%
Age:		
1. less than 30	50	29%
2.31_ 40 year	53	32%
3.41_50 year	43	25%
3. More than 50	24	14%
Total	170	100%
Social status:		
1. Married	124	73%
2. Unmarried	32	19%
3. divorce	5	3%
4. Widower	9	5%
Total	170	100%
Education:		
1. Bachelor's	89	52%
2. Master's	81	48%
Total	170	100%
Experience:		

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less than 5 year	12	8%
6_10 year	20	12%
11_ 15 year	38	22%
16_ 20 year	47	27%
21_ 25 year	32	19%
More than 27	21	12%
Total	170	100%

To enrich the study and its content and provide it with adequate information, the research relied on a wide range of sources that dealt with the research variables, namely the sustainability of human resources as an independent variable and the creative behavior of workers in organizations as a dependent variable. Previous studies have contributed significantly to defining the study sample and its community. As for the practical aspect of the study, to achieve its objectives and verify its hypotheses, data was collected from the questionnaire distributed to the research sample, and the questionnaire questions were designed based on a five-point Likert scale. The questionnaire is one of the generality important and widely used methods of gathering data in the social sciences. It consists of a set of questions related to the study topic. Human resource sustainability (Tanng et al.; 2018) and creativity behavior (Mossman, 2012) next conform it to the current study.

4.2. Test of Reliability and Validity

Validity of measurement is one of the substantial matters and the main steps that must be taken when designing a specific questionnaire to study any behavioral phenomenon. Validity in scientific research is divided into several types, but the most common and oldest used is the test of face validity and content validity, which are used in behavioral measures. Apparent honesty is one of the most important types of honesty tests, and it represents the general manifestation of the exam or its image of external in terms of the sort of lexicography, how it is formulated, the clarity of its details, the extent of its accuracy, and the degree of objectivity it enjoys. As for content validity, it determines the objectives set in the research variables, meaning that the questions should include all the meanings contained in the research variables. Our study obtained the stability & validity results in T (2).

(T. 2) tests Reliability &Validity

scale	"Items number"	"Cronbach's coefficient"	"Coefficient of Validity"
sustainable human resources management:			
1. Green recruitment and selection	3	84%	91%
2. Green training	3	85%	92%
3. Green performance management	4	87%	93%
4. Green pay and reward	3	92%	92%
5. Green involvement creativity behavior:	6	89%	95%
1. Opportunity Explore	5	85%	86%
2. Idea Generation	6	84%	84%
3. Promoting the idea	5	83%	84%
4. Idea Implementation	5	83%	82%

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Table (2) The Cronbach Alpha of the Green Recruitment and Selection Question measure is 84% and the validity is 91%, which is within the acceptable data range for this question. It is also noted that the value Alpha Cronbach of the Green Training pivot is 85% and the validity was 92%. Similarly, the value Alpha Cronbach of the Green Performance Management axis is 87% and the validity is 93%, the value Alpha Cronbach of the Green Rewards and Rewards pivot is 92% and the validity is 92%. The Cronbach Alpha of the Green Commitment measure is 89% and the validity is 95%. The opportunity search questions measure had a Alpha Cronbach of 85% and a validity of 86%, the idea generation dimension had a value Alpha Cronbach of 84% and a validity of 84%, the idea facilitation dimension had a value Alpha Cronbach of 83% and a validity of 84%, and the idea realization dimension had a value Alpha Cronbach of 83% and a validity of 82%. Based on the above, it is clear to us from the results related to validity and reliability that the questionnaire is characterized by reliability, and this is what gives the research the right to generalize the results that emerged from the questionnaire and communicate them to the public.

5. Results and Discussion

This aspect, some measures of central tendency will be used for the questionnaire questions related to the research variables, namely the sustainability of human resources and creative behavior.

5.1 Human Resources Sustainability: It Consists of five Sub-Dimensions:

5.1.1 Green Recruitment and Selection

(T. 3) green recruitment and selection statistics the Descriptive

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	52	35	28	32	23	3.9911	0.82542	2
	%	0.305	0.205	0.164	0.188	0.135			
Q: tow	Freq	54	41	29	25	21	4.1052	0.85567	1
	%	0.317	0.241	0.170	0.147	0.123			
Q: three	Freq	43	39	41	33	14	3.8157	0.90783	3
	%	0.252	0.229	0.241	0.194	0.082			
Total							3.5641	0.10926	

The results analysis of the descriptive statistical in (T. three) point to the green recruitment and selection metrical by 3 questions, the overall arithmetic means of this dimension reached (3.5641) and the standard deviation (0.10926). There was a high level of agreement between members of the survey sample on the issues of this dimension. Question (2) had the highest mean of arithmetic (4.1052) and the Std. (0.85567), which indicates a high level of response to this question.

5.1.2 Green Training

(T. 4) green training statistics the Descriptive

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	15	17	44	50	44	3.4357	0.80783	3
	%	0.088	0.1	0.258	0.294	0.258			
Q: tow	Freq	17	26	62	40	25	3.56841	0.76612	2
	%	0.1	0.152	0.364	0.235	0.147			
Q: three	Freq	30	29	54	31	26	4.01574	0.12872	1
	%	0.176	0.024	0.317	0.182	0.152			
Total							3.45312	0.11204	

The results analysis of the descriptive statistical in (T. four) point to the green training metrical by 3 questions. The overall arithmetic mean of this dimension is (3.45312) and standard deviation is (0.11204), which indicates agreement among members. The percentage of the survey sample regarding questions of this remoteness was high. Question (three) obtained the highest mean of arithmetic (4.01574) and Std. (0.12872), which indicates the high level of response to this question.

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5.1.3 Green Performance Management

(T. 5) Green performance management statistics the Descriptive

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	30	54	26	35	25	4.1403	0.16646	1
	%	0.176	0.317	0.152	0.205	0.147			
Q: tow	Freq	26	30	37	44	33	3.1117	0.9431	4
	%	0.152	0.176	0.217	0.258	0.194			
Q: three	Freq	17	26	52	50	25	3.76841	0.914612	3
	%	0.1	0.152	0.305	0.294	0.147			
Q: four	Freq	29	47	44	28	22	3.86911	0.82542	2
	%	0.170	0.276	0.258	0.164	0.129			
Total							3.4311913	0.1102803	

The results analysis of the descriptive statistical in (Five) show to the green performance management metrical using 4 questions. The overall arithmetic means of this dimension reached (3.4311913) and standard deviation (0.1102803), indicating a high level of agreement among members of the survey sample regarding the questions of this remoteness. Question (one) achieved the highest mean of arithmetic (4.1402) and Std. (0.16645), indicating a high plane of response for this question.

5.1.4 Green Pay and Reward

(T. 6) Green pay and reward statistics the Descriptive

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	30	23	45	47	25	4.1763	0.16646	1
	%	0.176	0.135	0.264	0.276	0.147			
Q: tow	Freq	15	17	44	50	44	3.86157	. 90783	3
	%	0.088	0.1	0.258	0.294	0.258			
Q: three	Freq	15	18	28	56	53	4.1052	.80067	2
	%	0.088	0.105	0.164	0.329	0.311			
Total							3.7244702	0.1066538	

The results analysis of the descriptive statistical in (T. six) show to the green performance management metrical using 4 questions. The overall arithmetic means of this reached (3.4311913) and standard deviation (0.1102803), indicating a high level of agreement among members of the survey sample for the questions of this remoteness. Question (one) achieved the highest mean of arithmetic (4.1403) and Std. (0.16646), indicating a high response rate for this question.

5.1.5 Green Involvement

(T. 7) Green involvement statistics the Descriptive

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	15	16	28	47	64	3.1403	1.16646	4
	%	0.088	0.094	0.164	0.276	0.376			
Q: tow	Freq	28	29	54	33	26	3.0174	1.14072	2
	%	0.164	0.170	0.317	0.194	0.152			
Q: three	Freq	15	17	44	50	44	3.8157	0.90783	6
	%	0.088	0.1	0.258	0.294	0.258			
Q: four	Freq	15	18	28	56	53	4.1052	0.85567	5
	%	0.088	0.105	0.164	0.329	0.311			

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Q: five	Freq	14	20	31	61	44	3.9911	0.82542	3
	%	0.082	0.117	0.182	0.358	0.258			
Q: six	Freq	30	23	45	47	25	4.2367	0.84457	1
	%	0.176	0.135	0.264	0.276	0.147			
Total							3.71928	0.1308778	

The results analysis of the descriptive statistical in (T. seven) show to the "green commitment" metrical by 6 questions. The overall arithmetic means of this dimension reached (3.71928) and standard deviation (0.1308778), indicating a high level of agreement among members of the survey sample regarding the questions of this remoteness. Question (six) had the highest mean of arithmetic (4.2367) and Std. (0.84457), indicating a high level of response for this question.

5.1.6 Creativity Behavior: It Consist of four Sub-Dimensions as Follows

Opportunity Explore

(T. 8) Descriptive statistics for opportunity exploration

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	28	29	54	33	26	4.0174	0.12872	2
	%	0.164	0.170	0.317	0.194	0.152			
Q: tow	Freq	30	23	45	47	25	4.36841	0.98760	1
	%	0.176	0.135	0.264	0.276	0.147			
Q: three	Freq	16	14	31	61	48	3.8157	0.90783	4
	%	0.094	0.082	0.182	0.358	0.182			
Q: four	Freq	17	26	52	50	25	3.7611	0.82542	3
	%	0.1	0.152	0.305	0.294	0.147			
Q: five	Freq	15	18	28	56	53	3.2364	0.84327	5
	%	0.088	0.105	0.164	0.329	0.311			
Total							3.6094524	0.12652	

The results analysis of the descriptive statistical in (T. eight) show to the "Green Engagement" metrical using 6 questions. The overall mean of arithmetic of these reaches (3.71928) and standard deviation (0.1308778), indicating a high level of agreement among members of the survey sample on the questions of this remoteness. Question (six) has the highest mean of arithmetic (4.2367) and Std. (0.84457), indicating a high response rate for this question.

5.1.7 Idea Generation

(T. 9) Idea Generation statistics the Descriptive

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	28	29	54	34	25	4.0174	0.12872	2
	%	0.164	0.170	0.317	0.2	0.147			
Q: tow	Freq	30	23	45	47	25	4.36841	0.98760	1
	%	0.176	0.135	0.264	0.276	0.147			
Q: three	Freq	16	14	31	61	48	3.8157	0.90783	4
	%	0.094	0.082	0.182	0.358	0.282			
Q: four	Freq	17	26	28	45	54	3.2104	0.1663	6
	%	0.1	0.152	0.164	0.264	0.317			
Q: five	Freq	17	26	52	50	25	3.7611	0.82542	3
	%	0.1	0.152	0.305	0.294	0.147			

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Q: six	Freq	15	28	28	51	48	3.2364	0.84327	5
	%	0.088	0.164	0.164	0.3	0.282			
Total							3.609451	0.12652	

The outcomes analysis of the statistical of descriptive in (T. nine) indicate to the ideation metrical by 6 questions. The overall arithmetic means of this reached (3.609451) and the standard deviation reached (0.12652), indicating agreement between members. The percentage of the survey sample regarding the questions of this remoteness was high. Question (two) achieved the highest means of arithmetic, reaching (4.36841), and the Std. (0.98760). It can be said that the response level to this question was high.

5.1.8 Promoting the Idea

(T. 10) Descriptive statistics of Promoting the idea

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	30	23	45	47	25	4.36841	0.98760	1
	%	0.176	0.135	0.264	0.276	0.147			
Q: tow	Freq	16	14	31	61	48	3.8157	0.90783	4
	%	0.094	0.082	0.182	0.358	0.282			
Q: three	Freq	17	16	28	45	64	3.2104	0.1663	2
	%	0.1	0.094	0.164	0.264	0.376			
Q: four	Freq	16	26	52	51	25	3.7611	0.82542	3
	%	0.0288	0.125	0.375	0.355	0.115			
Q: five	Freq	15	18	28	56	53	3.2364	0.84327	5
	%	0.088	0.105	0.164	0.329	0.311			
Total							3.6094524	0.12652	

The results analysis of the descriptive statistical in (T. ten) show to the idea generation metrical using 6 questions. The arithmetic means of this reached (3.609451) and the standard deviation was (0.12652), indicating agreement between members. The percentage of the survey sample that answered the questions of this remoteness was high. Question (two) achieved the highest mean of arithmetic, reaching (4.36841) and the Std. (0.98760). It can be said that the response rate to this question was high.

5.1.9 Idea Implementation

(T.11) Descriptive statistics of Idea Implementation

Q		Five degrees	four degrees	three degrees	two degrees	one degree	"Arithmetic Mean"	"Standard Deviation"	"Relative importance"
Q: one	Freq	28	29	54	33	26	4.0174	0.12872	4
	%	0.164	0.170	0.317	0.194	0.152			
Q: tow	Freq	16	20	31	59	44	3.1503	0.1563	5
	%	0.094	0.117	0.182	0.347	0.258			
Q: three	Freq	29	23	45	48	25	4.36841	0.98760	1
	%	0.170	0.135	0.264	0.282	0.147			
Q: four	Freq	16	14	31	61	48	3.8157	0.90783	2
	%	0.094	0.082	0.182	0.358	0.282			
Q: five	Freq	17	16	28	45	64	3.2104	0.1663	3
	%	0.1	0.094	0.164	0.264	0.376			
Total							3.6094524	0.12652	

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The outcomes analysis of the descriptive statistical in (T. eleven) refer to the "implementation of ideas" metrical by 5 questions. The overall arithmetic mean (3.6094524) and standard deviation (0.12652) of this dimension reached values indicating agreement between the two. The members of the research sample on questions of this remoteness were high. Question (three) reached a mean of arithmetic of (4.36841) and a Std. (0.98760), indicating a high level of response to this question.

H1: test of Correlation

We exam the correlation of the applied (Pearson) between Human resources sustainability and creativity behavior.

H0: There is no correlation between HR sustainability, and creativity behavior.

H1: There is a correlation between HR sustainability and creativity behavior.

(T. 12) Correlations outcomes.

Correlations			
		HRS	Creativity behavior
HRS	"P. correlation"	1	.870**
	"Sig. (2-tailed)"	.000	
	N	170	
Creativity behavior	"Pearson correlation"	.870**	1
	"Sig. (2-tailed)"	.000	
	N	170	

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

From (T .12), "it can be seen that the correlation coefficient between Human resources sustainability and creativity behavior is 0.87, which is a significant value (Sig. = 0.000). Since this value is below the 5% or 1% significance level, hypothesis H0 is rejected and hypothesis H1 is accepted. We conclude that there is a significant correlation between Human resources sustainability and creativity behavior".

According to Table (13), the outcomes indicate that there is a relationship between the dimensions of human resources sustainability and creativity behavior.

(T. 13) sub–Correlations outcomes.

		HRS					
		creativity behavior	Green recruitment and selection	green training	green performance management	Green pay and reward	green involvement
creativity behavior	Pearson correlation	1	0.89	0.77	0.92	0.78	0.82
	Sig. (2-tailed)		0.00	0.00	0.00	0.00	0.00
	N	170	170	170	170	170	170

From T. (13), we can see that the correlation between green recruitment/selection and creative behavior is 0.89, which is a significant value (Sig) below the significance level of 5% and 1% respectively. The value between green training and creative behavior is 0.77, which is a significant value (Sig) below the significance level of 5% and 1% respectively, the value of correlation between green performance management and creative behavior is 0.92, which is a significant value (Sig) below the significance level of 5% and 1% respectively, the value of correlation between green pay and reward is 0.78, which is a significant value (Sig) below the significance level of 5% and 1%

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respectively, and finally, the value of correlation between green commitment and creative behavior is 0.82, which is a significant value (Sig) below the significance level of 5% and 1% respectively.

H2: analysis of effect

Here, the main hypotheses regarding the causal effects of the (Human resources sustainability) on the creativity behavior.

H0: There is no effect of the (HR sustainability) on the Creativity behavior

H1: There is effect of the (HR sustainability) on Creativity behavior

(T. 14) Represents the values of the coefficient of determination and the corrected coefficient of determination.

"Model Summary"				
Model	R	"R Square"	"Adjusted R Square"	"Std. An error in the Estimate"
1	.887a	0.785	0.602	1.65521

a. Predictors: (Constant), green recruitment and selection, green training, green performance management, green pay and reward, green involvement

From T (14), the coefficient of determination was 0.785 and the adjusted coefficient of determination was 0.60. This means that the linear regression model explained 78% of the total variance and the remaining variance due to other factors not considered in this study.

(T. 15) Analysis of Variance (ANOVA[a])

"Model Summary"					
Model	"Sum of Squares"	df	"Mean Square"	F	Sig.
1 "Regression	9.948	5	1.978	0.755	.000a
Residual	13.689	5	2.730		
Total	23.637	10			

"a. Dependent Variable: creativity behavior"

"b. Predictors: (Constant), green recruitment and selection, green training, green performance management, green pay and reward, green involvement"

From T. (15), "it can be seen that the value of F is 0.755, which corresponds to a significant value of Sig.=0.00 at 5% and 1%, which is evidence that the model is significant. Hence, based on the results shown in tables (14 and 15), the study has rejected the H0 hypothesis and accepted the H1 hypothesis which states that the axis of Human resources sustainability has a significant impact on creativity behavior".

6. Conclusions

The research results indicated significant and significant positive effects of human resources sustainability in enhancing creative behavior among workers in organizations, especially the research community. The study also showed that the surveyed health sector workers in Diwaniyah city always try to attract candidates for potential positions with a wide range of knowledge and experience. and to mobilize these needed skills in the communities they serve. The survey also showed that the health department in Diwaniyah Municipality is interested in programs, courses, seminars and training workshops that can help improve the skills, knowledge and capabilities of individuals,

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engage in continuous improvement in creative behavior, and address environmental sustainability in the human resource field. The findings also showed a clear interest in defining standards and performance improvement indicators related to sustainable green behaviors that support the achievement of environmental protection goals. The study clearly shows that the surveyed health department in Diwaniyah city is interested in the issue of green wages and compensation for health sector workers and in developing appropriate compensation programs to promote green, but this means that these programs do not reflect the practical reality known to health workers in Diwaniyah city. Healthcare workers who contribute to improving the HR systems of these organizations and demonstrate environmentally friendly behavior. The results also showed that human resources sustainability, especially green participation practices, ranked first among green practices and had a positive impact on the sustainability of health sectors. This means that the more employees participate in their organizations' green activities, the more positive the impact will be on their sustainability. Finally, the study concluded that the sustainability of human resources plays an important and decisive role in enhancing creative behavior among employees.

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