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The Role of Human Capital in Managing Private Sector Crises and Ways to Promote Sustainable Development

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Abstract

Natural, Social, Technological, And Financial Capital, As Well As The Intricate Relationships Between Them, Must All Play A Part In Any Analysis Of Sustainability. The Value, Practicality, And Potential Of Any Type Of Capital Originates With The Human Mind And The Social Innovations That Result From It. Therefore, Human Capital, Which Includes Social Capital, Is The Most Important Factor In Determining The Sustainability And Efficiency With Which Resources Are Used. The Humanity Is Undergoing A Transition From Its Animalistic Physical Form To A Socially Vibrant, Individually Minded Being. This Shift Has Far-Reaching Implications For People's Capacity For Creative Work, Flexibility, Originality, And Values, As Well As The Structure Of The Economy, Public Policy, Social Consciousness, And Lifestyle Choices That Together Define Sustainability. This Paper Looks At The Importance Of Human Capital In Preventing And Resolving Crises In The Private Sector, As Well As In Fostering Long-Term Sustainability. This Research Used A Partial Least Squares Structural Equation Model To Analyse Data From 232 Participant Questionnaires (Pls-Sem). The Results Demonstrated That Human Capital Has Considerable And Favourable Effect On Sustainable Development In Jordanian Private Sector. It Stated That Development Of Human Capital Is The Primary Determinant Of Long–Term Sustainability And That Attempts To Accelerate The Evolution Of Human Consciousness And Emergence Of Mentally Self-Conscious Persons Will Be The Most Effective Way For Assuring A Sustainable Future. The Most Powerful Tool Is Education. Human Choice Important.

Keywords: Human Capital, Jordanian Private Sector, Pls-Sem, Sustainable Development

Introduction

Different Researchers Have Come To Different Conclusions About What Is Meant By The Term "Sustainability," Making It A Multi-Vocal Concept With A Wide Range Of

Interpretations. Since Its History And Potential Applications Aren't Always Obvious, It's Helpful To Define Them (Lahtinen, & Yrjölä, 2019). New Global Economies In The 21st Century Is Characterized By Acceleration And Complexity, A Growing Awareness Of Environmental Issues, And The Use And Exploitation Of Resources, Along With The Risks They Pose To Future Generations. All Of These Factors Have Contributed To A Rise In Interest In Sustainability And Sustainable Development. The Word "Sustainable" Comes From The Latin "Sub-Tenere," Which Means "To Maintain Or Uphold," And Also Has A Figurative Meaning Of "Tolerable" Or "Something That May Be Said With Assurance." The Ability To Meet Present Needs Without Compromising Future Ones Is What Is Meant By The Phrase "Sustainable" In The Fields Of Politics, Technology, Economics, And Environment. The Conventional View Of Sustainable Development Has, Since The Sturup, And Low, (2019), Included The Protection Of The Rights Of Future Generations To Take Pleasure In The Earth's Natural Beauty And Resources Without Compromising Those Of Present Generations. This View Is Supported By the 3es Rule (Economics, Equity, and Ecological). As Furthermore, Recent Additions Have Broadened The Scope Of The Notion, Enriching It Overall. For Instance, The Concept Of Sustainability Has Been Seen To Include Not Only Economic, Social, And Ecological Concerns, But Also Psychological Concerns Regarding The Quality Of Human Life (Holmberg, & Sandbrook, 2019). To Promote The Prosperity Of All People, The United Nations Established 17 Sustainable Development Objectives (Kaul, Et Al., 2022); Among These Goals Are The Promotion Of Health And Well-Being. Since Then, The Term "Positive Sustainability" Has Become Associated With The Emerging Field Of Psychology Known As "Sustainability" (Anser, Et Al., 2021; Méndez-Et Al., 2022). Sustain Has Traditionally Meant To Keep Something In Its Present State And Carry It Into The Future Without Diminishing In Quality Or Quantity. By Looking At It This Way, The Current Generation Can Gain Control Over Resources Without Endangering Future Generations' Access To Them. Before The Positive Change, However, The Literature Solely Considered How To Minimize Harm To Resources. Rather, The New Viewpoint Necessitates Equal Focus On Resource Preservation And Renewal. Renewable Resources And The Elimination Of Polluting Procedures And Substances Are At The Heart Of The Conventional Viewpoint. Renewable Energy And Procedures That Cleanse And Oxygenate People And The Planet Are At The Heart Of The New Paradigm. The Conventional Viewpoint Emphasizes Safety During Construction, Operation, Processing, Disassembly, Demolition, Disposal, And Recycling. On The Other Hand, The Novel Perspective Views "Re-Wellbeing," "Up-Wellbeing," And "Crea(Te)-Wellbeing" As Key Sustainable Development Goals For Optimistic, Healthy Companies, With An Emphasis On Accountability For The Improvement Of Health/Wellbeing And Renewing/Upgrading Resources. Promoting The Resources Of Individuals And Organizations, And Thereby Developing Their Strengths, Is Fundamental To The Transition From Sickness To Positive Health (Parmentola, Et Al., 2022). This Fresh Strategy Looks beyond The Immediate Environment And Economy To Promote Long-Term Health And Happiness In People, Communities, And Businesses. Greater Progress In Human Capital Formation Has Been Seen In More Developed Nations Than In Less Developed Nations (Oecd, 1996, 3). Human Capital Development And Long-Term Economic Growth, As Seen In The World's Emerging Economies, Have Been Verified By Extensive Empirical Literature Based On Both National And Regional Situations (Rahim, Et Al., 2021). Therefore, It Is Important To Focus Not Only On Economic Growth But Also On Other Factors, Such As Environmental Safeguards, Sustainable Increased Production, Infrastructure, A Better Transportation Network, Health Care Services, Educational And Training Management, Safe Drinking Water, And A More Equitable Distribution Of Benefits, Such As Lower Rates Of Poverty, Pollution, And Unemployment. Qamruzzaman,

Et Al., (2021) Argues That Improving People's Human Capital Could Be The Key To Solving Many Of The World's Most Pressing Development Problems. The Lack Of Coordinated Actions At All Levels (Global, National, Regional, Local, Institutional, And Individual) Is A Serious Problem. However, Expanding Access To Education Is Meaningless Unless It Is Accompanied By Equally Dramatic Gains In Educational Quality (Bawono, 2021). Economic Growth, According To The Human Development Report Of 1996, Is A Means To An End (Human Development). Therefore, An Increase In A Country's Total Wealth Or Productivity Over Time Can Increase Its Potential To Alleviate Poverty, Find Solutions To Other Social Problems, And Foster The Growth Of Its Human Capital. Alternatively, Improved Economic Output And Living Standards Can Result From Investing In People's Human Capital. As A Result, It Is Possible To Speculate As To Whether Or Not The Cultivation Of Human Capital Serves As The Foundation For Sustainable Development. Hence, This Study Investigated The Role Of Human Capital In Managing Private Sector Crises And Ways To Promote Sustainable Development.

Literature Review

Sustainable Development

In 1980, The International Union For The Conservation Of Nature Proposed The World Conservation Strategy, In Which Sustainable Development Was First Mentioned (Dantas, Et Al., 2021). The Ruggerio, (2021) Popularized The Definition Of Sustainable Development As "Development That Meets The Demands Of The Present Generation While Letting Future Generations Satisfy Their Own Needs." Economists Have Made Strides In Clarifying Their Definition Of "Sustainable" In Recent Years. Key To This Is The Fact That Academics Have Successfully Distilled Sd Into Three Pillars: Economic Growth, Social Justice, And Environmental Protection (Khosla, Et Al., 2021). Weak Sustainability And Strong Sustainability Are The Two Primary Criteria For Sustainable Development. Total Capital (Productive Base) In The Form Of Physical, Human, And Natural Capital Not Falling Is What Is Meant By "Weak Sustainability." As A Means of Achieving Long-Term Economic Growth and Social Welfare, Natural Resource Rents Collected By Ws Might Be Re-Invested (Substituted) In Manufactured And/Or Human Capital. However, Strong Sustainability Requires A Minimum Quantity Of Physical, Human, Social, And Natural Capital To Be Conserved. Since Scarce Resources Often Have Competing Demands, The Ws Criterion Has Seen The Most Use In Economics Literature, As Stated By Kaul, Set Al., (2022). Capital Types That Can Be Easily Swapped Out Define The Concept Of Weak Sustainability. Furthermore, Ss Necessitates, In Addition To Ws That Capital Stocks Not Be Falling. Preserving Natural Capital While Allowing Other Types Of Capital To Fall Dramatically Is Not Exactly What One Would Term "Sustainable Development". According To Soergel, Et Al., (2021), Many Economists Agree That The Capital Theory Approach Is A Helpful Way To Measure Sustainability, Especially In Inform Policy Making (Sachs, Et Al., 2021). More And More People Are Raising Doubts About Whether This Approach To Sustainability Is Actually Helpful. The Inclusion Of Human Needs In The Concept Is A Product Of More Recent Thought, In Line With Zakari, Et Al., (2022) Positions That People Are At The Center Of Sustainable Development. The Study's Criteria Are Based On An Agreement With Mhlanga, (2021) Assertion That The Human Capital Bias In The Current Method To Valuing Sustainable Development Makes It Difficult To Fully Capture The Development That Will Be Left To Future Generations. As Calicioglu, And Bogdanski, (2021) Pointed Out, A Weak Sustainable Development Can Lead To Long-Term Growth. All Of An Economy's Capital Assets, Including Natural Capital, Physical (Manufacturable) Capital, Human Capital (Skills And Knowledge), And So On, Make Up What Is Known As

The Productive Base (Energy, Minerals, Forests, Water, And Land). As An Illustration, Consider How The Availability Of Air Conditioning Mitigates The Effects Of The Daytime's High Temperatures.

Human Capital

According To Angrist, Et Al., (2021), All Resources And Skills Used To Advance Society Are Kinds Of Capital. Capital That Can Be Put To Productive Use Includes All Resources, Both Natural And Biological, As Well As Financial And Human. Minerals, Energy, And Other Non-Renewable Resources Are All Examples Of Natural Capital. What We Call "Biological Capital" Includes Not Only The Plants And Animals That Provide The Building Blocks For All Other Forms Of Life, But Also The By- And Waste-Products Of These Species, Such As The Organic Matter In Soil (Shela, Et Al., 2021). Human Capital Encompasses A Wide Range Of Human Capabilities, From The Practical, Like Skills And Tools, To The Theoretical, Like Ideas, Knowledge, Science, Technology, And Information, To The Cultural, Like Values, Customs, Way Of Life, Character Formation, Personality Development, And Individuality. Human Capital Is More Important Than Natural Capital For Long-Term Sustainability, Yet It Is Apparent That Capital Comprises Many Other Things. Biological Life Forms, Such As Photosynthesis Of Atmospheric Co2 Into O2, Have An Effect On Natural Capital That Is Either Promoted Or Destroyed By Human Activities. Despite The Fact That Cash (Financial Capital) Can Be Used To Maximize The Effectiveness Of Any Asset, Human Capital Appears To Be The Primary Factor In Ensuring Long-Term Viability (Sima, Et Al., 2020). That's Why The Capital Theory Approach To Sustainable Development Holds That Human Capital Sustainability Is Intrinsically Linked To That Of All Other Forms Of Capital. Both The Weak And Robust Forms Of Sustainable Development Imply This. A Weak Sustainable Development Can Be Inferred If The Capital As Captured Above Is At Least Positive And Not Negative (Non-Declining Productive Base), Whereas A High Sustainability Demands Not Only Nonreducing But In Fact Consistent And Expanding Productive Base (Angrist, Et Al., 2021). Humanity Has Made Incredible Progress In The Last Few Decades, But At The Same Time, Our Demands On The Planet's Natural Resources Have Grown. Increasing Human Welfare, Well-Being, And Sustainable Development Necessitates Finding Ways To Make The Most Of All Forms Of Capital. It Wasn't Until Quite Recently That The Term "Capital" Came To Mean Anything Beyond Monetary Assets Fit For Use In Commercial Or Industrial Investment. Land, Buildings, Machinery, And Human Abilities Are All Examples Of Fixed Capital, But Adam Smith Is Credited With Popularizing A More Expansive Definition Of Capital. In This Study, The Term "Capital" Is Used In An Even Broader Sense To Encompass All Resources And Abilities, Both Natural And Artificial, Biological And Monetary, And Human, That Can Be Utilized To Advance Human Progress (Black, Et Al., 2022).). Minerals, Energy, And Other Non-Renewable Environmental Assets Are The Building Blocks Of Natural Capital. Biological Capital Includes Not Only The Plants And Animals That Provide The Building Blocks For Other Forms Of Life, But Also The Byproducts And Waste Products Of These Species, Such As The Organic Matter In Soil And Coral Reefs. Human Capital Encompasses A Wide Range Of Abilities, From The Practical (Such As Skills And Tools) To The Theoretical (Such As Ideas, Knowledge, Science, Technology, Information, And Culture) To The Psychological (Such As Values, Customs, Ways Of Life, Character Formation, Personality Development, And Individuality). There Is A Close Relationship And Interdependence Between The Many Kinds Of Capital. Natural Resources Are The Backbone Of The Living World. The Inverse, However, Is Also True. Biological Life Forms, Such As Photosynthesis Of Atmospheric Co2 Into O2, Have An Effect On Natural Capital That Is Either Promoted Or Destroyed By Human Activities. There Is No Such Thing As "Financial Capital" Apart From The Human Interactions That Generate It Through Trading And Trust. Money Can Be Used To Increase The Efficiency And Effectiveness Of Any Asset. It Can Be Put To Use In

A Variety Of Educational Settings, Technological Endeavors, Social Reform Efforts, Etc. Accordingly, The Long-Term Viability Of Human Capital Depends On The Long-Term Viability Of All Other Forms Of Capital.

Evolution of Human Capital

Human Capital Requires An Evolutionary Perspective On Sustainability, While The Finite Nature Of Material Resources Leads To A Concept Of Sustainability Focused On Conservation. Natural Evolutionary Processes Have Traditionally Been So Slow That They Are Easy To Overlook In Human Terms, But It May Now Be Possible For Humans To Speed Up Biological Evolution. The Development Of Human Awareness, However, Can Proceed At A Considerably Quicker Pace. There Is An Underlying Force Of Change That Is Changing The Status Quo And Organizational Framework Of Society Without Anyone Really Seeing It (Ganda, 2022). This Evolutionary Development Must Be Distinguished From The Surviving, Growing, And Developing Phases That Occur During Each Evolutionary Transition. As A Result, Sustainability Faces New Obstacles During Each Of These Stages. This Stage Of The Game Is Quite Slow And Cautious As You Only Try To Stay Alive. At This Point, Ensuring The Community's Continued Existence Is Key To The Sustainability Dilemma. This Stage Of Development Is Characterized By A Proliferation Of Current Activities Throughout A Larger Geographical Area. Growing Populations And Economies Both Add Strain On The Environment And Pose Sustainability Issues. This Stage Of Development Is Characterized By An Improvement To A More Complex Form Of Social Organization, Such As The Rise From An Agrarian To An Industrial Society Or The Evolution Of The Latter Into A Post-Industrial, Global Service Economy (Garrigos-Simon, Et Al., 2018). Challenges To Sustainability Are Typical During This Epoch, And They Include The Recent Financial Crisis, Growing Unemployment Rates, The Development Of Terrorism, And Climate Change. More Basic Evolutionary Changes In Human Society, As Expressed In The Consciousness Of Individuals And Groups, Must Be Taken Into Account In Any Study Of Sustainability. Shifts In Evolution Frequently Occur At A Fundamental Level And Have Far-Reaching Repercussions, Although These Changes Are Sometimes Coincident With And Masked By Periods Of Fast Expansion Or Development. In Order To Keep Things, The Same, Which Is Essential For Survival, Social Energy Is Required. Creating A Focused Social Energy Force For Growth Is Essential. In Order To Progress, It's Necessary To Set Up New Or Higher-Level Structures. Similar To How Biological Evolution Has Occurred, This Shift In Awareness Complements The Latter. Increases In Sensory Ability In Lower Life Forms And Cerebral Capacity In Higher Life Forms Are Linked To The Evolution Of Higher, More Complex Biological Forms (Lazareva, Et Al., 2018). Consciousness Observes And Intervenes In The World Through The Medium Of Form. However, In The Human Species, The Maturation Of Higher Order Mental Capacities Does Not Automatically Result In The Complete Realization Of The Potentials Of Consciousness Of Which The Form Is Capable. To Facilitate The Acquisition And Transmission Of Knowledge And Skills, Closer, Cooperative Relationships Among Individuals, The Conscious Organization Of Social Activities, Scientific Discovery, Technological Innovation, Recorded History Of The Past, Planned For The Future, Bonds Of Remembrance, Etc., Other Instruments (Social Forms) Such As Language, Family, Education, Mathematics, Etc. Have Evolved Alongside Human Consciousness. The Result Is A Progressive Reconstruction Of Society At Higher Levels, As Well As New Faculties, Perceptions, Values, And Capacities, At Both The Individual And Social Collective Levels. There Are Three Overlapping Evolutionary Stages In Which Human Beings, Human Societies, And, By Extension, Human Capital, Progress Through Shifts In The Relative Dominance Of Three Key Characteristics Or Components Of Human Consciousness. Physical, Vital, And Mental Are The Terms Used By Zia, Et Al., (2021) To Describe These Aspects Of Human Existence (Where "Vital" Refers To The Intense Life Energy And Dynamism That Arise From Relationships Between People And The Social Activities And Interactions That Result From

Those Relationships). All Three Parts Are Always Present And Always Important To A Person's Development. A Sequence Of Overlapping Stages, Rather Than Clearly Delineated Steps, Result From The Intensity And Relative Prominence Of Each. This Developmental Path Is Not Uniform; Different Civilizations And Social Classes Progress Through It At Various Rates And With Varying Proportions Of The Three Components. Nevertheless, Despite These Variations, Every Society And The Entire Human Community May Be Broken Down Into Three Stages Of Growth. The Nature Of This Evolution Sheds Light On The Evolution Of Human Skills Across Time And Has Far-Reaching Ramifications For The Survival Of The Species As A Whole. The Physical Phase Of Human History Is Characterized By A Collective Focus On The Battle For Life's Most Basic Necessities: Food, Shelter, And Protection. Primary Social Groups Are The Family, The Village, And The Tribe. Like A Genetic Code That Continually Reproduces Inherited Instructions Without Alteration, "Social Structures Are Often Rigid, Leadership Is Hierarchical, And Traditions Tend To Be Deeply Established In The Past And Resistant To Change" (Çakar, Et Al., 2021). In This Stage, Land Is The Most Important Factor In Generating Income. The Main Economic Activities Include Farming, Hunting, And Making. Each Person Is Expected To Put The Group's Needs Above Their Own, With Little Room For Individuality Or Creativity. When The Physical Structure Of Society Advances To The Point Where Rising Productivity Of Physical Resources Provides Surplus Produce, Energy, And Wealth, This Is The Culmination Of The Physical Stage. The Revitalization Of The Vital And Mental Principles Was Made Possible By The Reform Of Agriculture, Which Paved The Way For The Development Of Commerce And, Later, Industry. This Newfound Pool Of Societal Surplus Energy And Capability Is Beginning To Surge Out Of The Confines Of Established Norms And Into Exciting New Areas Of Endeavor.

Research Methodology

The Present Research Was A Quantitative Approach. It Gathered Data From Employees Of Private Sector In Jordan Using A Self-Administered Questionnaire. Employees Of Private Sector Took Part In This Study. The Sample Size For This Research Was Calculated Using The G*Power (2017) Calculator. As A Result, The Sample Size For This Study Is 358 Employees, According To The G*Power (2017) Calculator. The Research Was Carried Out In Jordan, And The Data Was Acquired By A Self-Administered Questionnaire That Respondents Completed On Their Own. The Questionnaires Were Delivered To The Study's Eligible Participants. The Respondents Completed The Questionnaires In The Presence Of The Researcher. The Questionnaire Was Distributed By A Professional Researcher Who Was Familiar With The Study's Objectives In Order To Collect Data More Rapidly And Within A Predetermined Timeframe. Employees Were Given 358 Questionnaires To Fill Out. A Total Of 277 Questionnaires Were Assessed, With 45 Questionnaires Were In Valid. The Respondent Rated Each Of Four The Measuring Instruments On A Ten-Point Likert Scale (1 = Strongly Disagree And 10 = Strongly Agree). Finally, The Research Framework And Hypotheses In This Study Were Examined Utilising Partial Least Square Structural Equation Modelling (Pls-Sem).

Results

The Measurement Model's Reliability and Validity Presented In Table 1 Below. The Acquired Standardised Factor Loading Of Each Of The Items Of All Four Measuring Instruments Of Nhc, Shc, Thc, Fhc And Sd Scales, Was Greater Than 0.70, Demonstrating The Convergent Validity Of All The Constructs (Sarstedt, Et Al., 2022). This Study Also Looked At The Factor Loading Of Individual Items On The Target Construct, The Cronbach Alpha

Coefficient, The Average Variance Extracted (Ave), And The Composite Reliability Of The Scale In This Investigation To See If The Measurement Model Was Unidimensional. Tables 1 Showed That The Standard Loading Of An Individual Item On Its Intended Construct Is Between 0.704 And 0.882 (Zulkifli, Et Al., 2022), The Cronbach Alpha Coefficient Of The Scales Is Between 0.887 And 0.938, The Aves Of The Constructs In The Study Are Between 0.587 And 0.651, And The Scale Composite Reliability Is Greater Than 0.80 (Yahaya 2022). Furthermore, We Investigated Discriminant Validity By Taking The Square Roots Of Aves Obtained For Each Of The Measuring Devices And Displaying Them In Bold And Italic In The Correlation Matrix's Diagonal. Table 2 Demonstrates That The Square Roots Of Ave For Each Construct Are Higher Than Their Correlational With Other Constructs, Implying That The Constructs In Our Study Have Discriminant Validity. As A Result, It's Possible That The Study's Latent Constructs Had Distinct Sets Of Elements. They Are Conceptually Distinct, Reflecting The Discriminant Validity Of The Measurement Model (Boßow-Thies, & Krol, 2022). This Study Employed Sem To Test Three Direct And Two Mediating Hypotheses In The Study, As Outlined In The Conceptual Research Framework

Table 1 *Measurement Model*

	Items	Factor Loading	Cronbach Alpha	Cr	Ave
Financial Human Capital			**0.838**	**0.892**	**0.673**
	Fhc1	Deleted			
	Fhc2	0.769			
	Fhc3	0.83			
	Fhc4	0.849			
	Fhc5	0.832			
Natural Human Capital			**0.859**	**0.895**	**0.63**
	Nhc1	0.766			
	Nhc2	0.838			
	Nhc3	0.861			
	Nhc4	0.738			
	Nhc5	Deleted			
Social Capital			**0.799**	**0.861**	**0.554**
	Shc1	0.786			
	Shc2	0.746			
	Shc3	0.742			
	Shc4	0.733			
	Shc5	0.714			
Technologies Human Capital			**0.863**	**0.898**	**0.639**
	Thc1	Deleted			
	Thc2	0.778			
	Thc3	0.807			
	Thc4	0.846			
	Thc5	0.814			
Sustainable Development			**0.922**	**0.937**	**0.681**
	Sd1	0.846			
	Sd2	0.85			
	Sd3	0.795			
	Sd4	0.806			
	Sd5	0.804			
	Sd6	0.864			
	Sd7	0.81			

Table 2 *Discriminants Validity*

	Financial Human Capital	Natural Human Capital	Social Human Capital	Sustainable Development	Technology Human Capital
Financial Human Capital	**0.821**				
Natural Human Capital	0.709	**0.794**			
Social Human Capital	0.548	0.674	**0.745**		
Sustainable Development	0.623	0.666	0.508	**0.825**	
Technology Human Capital	0.694	0.619	0.680	0.528	**0.799**

Table 3 Revealed The Test Of Direct Hypotheses. The Results Revealed That Financial Human Capital Has Direct And Significant On Sustainable Development (B = 0.533, P < 0.000). This Supported The H1. In Addition, The Result Indicated That Natural Human Capital Has Positively And Significantly Influence Sustainable Development (B = 0.310, P < 0.000). Hence, H2 Was Supported. Moreover, Social Human Capital Influence Sustainable Development Positively and Significantly (B = 0.188, P < 0.000). Consequently, H3 Was Supported. Furthermore, Technology Human Capital and Sustainable Development Have Positive and Significant Relationship (B = 0.249, P < 0.000). Therefore, H4 Was Supported.

Table 3 *Test of Hypotheses*

	Path Coefficients	Standard Deviation	T Statistics	P Values
Financial Human Capital -> Sustainable Development	0.533	0.027	19.826	0.000
Natural Human Capital -> Sustainable Development	0.310	0.029	10.666	0.000
Social Human Capital -> Sustainable Development	0.188	0.033	5.638	0.000
Technology Human Capital -> Sustainable Development	0.249	0.036	7.009	0.000

Discussion and Conclusion

The Importance Of Education To Human Flourishing Is A Theme That Runs Throughout This Work. Fertility, Infant Mortality, Health, Life Expectancy, Population Growth, Employability, Income Levels, Economic Growth, Consumption Patterns, Technological And Social Innovation, Entrepreneurship, Public Awareness, Social Values, Public Policy, Type Of Government, And Quality Of Governance Are Just Some Of The Many Spheres Of Human Existence That Are Impacted By Education. Education Is The Way Through Which A Culture Transmits To Subsequent Generations The Sum And Essence Of Its Accumulated Knowledge And Experience Over The Course Of Many Centuries. Skills And Knowledge Learned In Elementary And Secondary School Are Bolstered By The Expansion Of Horizons Provided By Postsecondary Education. However, The Current Model Of Formal Education Does Not Even Come Close To Maximizing The Educational

Possibilities Available To Its Students. Values, Interpersonal, And Psychological Skills, In Addition To Academic Knowledge, Mental, And Practical Abilities, Can Be Transmitted Through Education And Are Crucial For Increased Success, Welfare, And Well-Being. It May Also Be Used Consciously As A Vehicle For Maturing One's Sense Of Self And Expanding One's Horizons. The Greatest Opportunity For The Future Development Of Human Consciousness And The Sustenance Of Life On Earth Lies In The Area Of Education, Yet Current Educational Systems Are Not Directed To Develop This Higher Range Of Human Capacities. Nowadays, The Problem Is Not Bounds Imposed By Our Bodies, But By The Quality Of Our Decisions And Deeds. The Rapid Pace Of Economic Expansion And Increased Demand Are Having Devastating Effects On The Natural Environment, Which Can Only Be Partially Offset By Technical Solutions. Until Humanity Reaches A Higher State Of Consciousness, The Concept Of Sustainable Development Will Remain A Paradox. In The Words Of Carl Jung, "In The History Of The Collective As In The History Of The Individual, Everything Rests On The Evolution Of Consciousness." Rather Than Seeking Happiness Through Ever-Increasing Material Consumption, People Today Are Feeling The Pull Of Today's Economically Developed Societies To Evolve To A Mental Stage Where They Seek More Pleasure In Harmonious Relationships, Psychological Gratification, And Cultural Enrichment. Thus, The Ultimate Determinant Of Sustainability Is The Progressive Development Of Human Capital Made Possible By The Continuous Evolution Of Human Awareness. In Order To Make The Enhancement Of Human Capabilities And The Promotion Of Human Welfare And Well-Being The Focal Point Of Sustainable Development Strategy, This Article Asks For A Far More Fundamental Shift In Thought And Action.

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