

Exploring Factors that Enhance Organizational Sustainability: A Case Study of Ningshawng Social Institute, Myitkyina, Kachin State, Myanmar

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Abstract

The aim of this research is to explore factors that influence organizational sustainability of Ningshawng Social Institute. The factors that were examined were community engagement, funding, human resources, leadership and organizational strategy in NSI Organization in Myanmar. The study used a mixed-method design. The participants of the study were NSI staff, top management, and volunteers who were requested to participate in an online survey. Sixty-three (63) answered the questionnaire and analyzed answers from open-ended question for qualitative data results. The researcher utilizes the Cronbach's Alpha Reliability Test, descriptive analysis, and inferential analysis for quantitative data analysis whereas the qualitative data was open-ended questions that ask the staffs' opinions for the most needed area to explore factors for NGO sustainability. The results indicated that organizations' sustainability is influenced by community engagement and human resources. The qualitative data highlight that organizational strategy and funding will improve the sustainability of the organization. Based on the overall result some areas need to develop according to employees' perspectives of the NSI organization. Therefore, recommendations based on the findings were proposed to enhance NGO sustainability.

Keywords: Myanmar NGO, CSO, sustainability, human resources, organizational strategy, community engagement, funding, leadership.

Introduction

Non -Government Organizations (NGO) are important in any culture. According to Wright (2015), NGOs provide crucial services because they perform activities not necessarily performed by the public and private sectors. (Gitonga, 2018). Non-governmental organizations (NGOs) are crucial for society with respect to the humanitarian, political, social objectives they have and the economic activities that take place within them (Metin & Coskun, 2016).

Today, there are approximately 20 international donors, multilateral and bilateral funding development projects in Myanmar. The Local Resource Center, Myanmar's coordinating body for more than 600 civil society organizations, listed 59 international non-governmental organizations working in the country.

Background of the Organization