

Navigating the Ethical Maze: Balancing Digital Resilience and Ethical Imperatives for Sustainable Business Practices in the Digital Age: A Multidimensional Framework

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Abstract

Digital resilience, the ability to withstand and recover from digital disruptions, is a critical aspect of contemporary organizations in the competitive business world. In this research, we explore the foundational concepts of digital resilience and emphasize the pivotal role of ethical imperatives in achieving its desired outcomes. This research poster makes a significant theoretical contribution to the arena of digital resilience by introducing a novel conceptual framework that extends existing literature and incorporates ethical imperatives and sustainable business practices. Drawing upon prior research on digital resilience and its outcomes, our study enriches the understanding of this concept by introducing a comprehensive and multidimensional framework. This framework is valuable for researchers and practitioners, offering insights into the intricate relationship between digital resilience, ethical imperatives, and sustainable business practices. Through a systematic literature review and thematic analysis, this study extracts essential dimensions and characteristics from previous research, shedding light on the most relevant aspects of digital resilience. Notably, our research represents the first attempt to conceptualize digital resilience in the context of sustainable business practices, highlighting its underlying dimensions.

Furthermore, we emphasize the crucial role of ethical imperatives, including the psychosocial safety climate, organizational values, and organizational learning, in mediating the connection between digital resilience and the successful implementation of sustainable practices. Our research introduces the TAS model (Technological Advancement, Agility and Adaptability, Stakeholder Engagement) as a practical framework for understanding the digital resilience process while promoting ethical principles and sustainability.

This study contributes theoretically and practically, offering organizations a structured approach to navigating the dynamic digital landscape while upholding ethical standards and promoting sustainability. Further, our research adds a comprehensive perspective to the ongoing academic discourse in this field by exploring the interplay of digital resilience, ethics, and sustainable practices.

Keywords

Digital Resilience; Psychosocial safety climate; Organizational values; Organizational learning; Sustainable business practices

Biography

G.G. Udaya Priyasantha Rathnayake, currently pursuing his PhD at the Faculty of Business and Law, University of Wollongong, NSW, Australia, brings a rich academic and professional background to his research. His educational journey spans a Master's in Human Resource Management and a Postgraduate Diploma in Human Resource Management and Labor Relations from the University of Colombo, Sri Lanka, capped by a BSc in Business Management from Rajarata University of Sri Lanka. Udaya's expertise is enriched by over 12 years as an HRM practitioner within prominent companies like Sri Lankan Airlines, Orange Electric and Maliban Biscuits Manufacturing in Sri Lanka. In addition to his extensive industry experience, Udaya is an active academic, contributing to research, publications, and guest lectures across various educational institutions. His work is featured

in several journals and conference proceedings, underscoring his commitment to scholarly activity alongside his professional career. Udaya's research is both varied and specialized, reflecting his comprehensive background. His interests delve into realms such as employee citizenship behavior, organizational climate, employee relations, engagement, and performance, focusing on manufacturing sectors and occupational health and safety. This unique blend of industry practice and academic inquiry positions him as a distinguished figure capable of providing profound insights and contributions to contemporary HRM and organizational studies.