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C. Meiden

Department of Accounting, Institut Bisnis dan Informatika Kwik Kian Gie, Jakarta, 14350, Indonesia,
carmel.meiden@kwikkiangie.ac.id

A. Silaban

Department of Accounting, Universitas HKBP Nommensen, Medan, 20221, Indonesia,
carmel.meiden@kwikkiangie.ac.id

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Exploring the Measurement of Environmental Performance in Alignment with Environmental, Social, and Governance (ESG): A Qualitative Study

C. Meiden^{1,*}, and A. Silaban²

¹Department of Accounting, Institut Bisnis dan Informatika Kwik Kian Gie, Jakarta, 14350, Indonesia

²Department of Accounting, Universitas HKBP Nommensen, Medan, 20221, Indonesia

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Abstract: In recent years, there has been a growing recognition of the importance of environmental, social, and governance (ESG) factors in assessing the performance and sustainability of businesses and organizations. This qualitative study aimed to delve into the complexities and challenges involved in measuring environmental performance in alignment with ESG. The research findings highlighted the multifaceted nature of environmental issues and the need for comprehensive and standardized metrics to effectively capture and compare environmental performance across organizations. The study emphasized the importance of integrating environmental performance within the broader ESG framework, recognizing the interdependencies between environmental, social, and governance factors. Participants acknowledged that addressing environmental issues in isolation is insufficient and underscored the need for organizations to adopt a holistic approach that considers the interconnectedness of ESG dimensions. By doing so, organizations can gain a comprehensive understanding of their sustainability performance and align their environmental goals with social and governance objectives. The findings of this research provide valuable insights for organizations seeking to measure and manage their environmental performance in alignment with ESG. The complexities involved in assessing environmental impact necessitate the adoption of standardized metrics and a comprehensive understanding of the interconnectedness between environmental, social, and governance factors. By integrating environmental performance within the broader ESG framework and embracing stakeholder engagement and transparency, organizations can drive sustainable practices, enhance stakeholder trust, and contribute to a more sustainable future.

Keywords: Environmental Performance, Measurement, ESG

1 Introduction

In recent years, there has been a notable shift in the way businesses and organizations are evaluated in terms of their performance and sustainability. The performance of businesses is influenced both directly and indirectly by innovations in eco-organizational practices, eco-processes, and eco-products [6]. In dynamic environments, the influence of product innovation on business performance is more pronounced compared to less dynamic environments (Prajogo, 2016). Based on the findings of [5], innovations play a substantial role in shaping the performance, survival, and competitiveness of organizations.

In the evolving landscape of sustainable development, emerging social and environmental standards complement and enhance business performance [1]. The concept of business sustainability has emerged as a prominent topic in the 21st century [16]. Some challenges, known as extra-market challenges, arise from environmental or social issues and are often raised by external stakeholders such as NGOs, media, legislation, or government bodies [9]. Sustainable organizations effectively handle their interactions not only with the larger contexts in which they operate, encompassing the natural and social environments, but also with a long-term perspective. They ensure that short-term financial goals do not undermine the well-being and success of future generations [17].

In recent years, there has been a significant increase in the popularity of Environmental, Social, and Governance (ESG) investing, driven by a rising interest from investors globally as well as within national markets [14]. The focus on Environmental, Social, and Governance (ESG) issues has become a source of enthusiasm for investors, shareholders, and governments due to its significance in risk management. For companies, ESG has evolved into an emerging aspect of their competitive strategy [22]. Although sustainability rating agencies (SRAs) are increasingly assessing companies based on environmental, social, and governance (ESG) criteria, there is a limited understanding of how companies are actually responding to these evaluations [7]. Environmental, social, and governance (ESG) factors have emerged as

*Corresponding author e-mail: carmel.meiden@kwikkiangie.ac.id

essential criteria for assessing the overall impact and long-term viability of these entities. This recognition stems from the heightened concerns surrounding critical global issues such as climate change, resource depletion, and social inequality. One initial action towards integrating sustainability into the existing economic paradigm is acknowledging the presence of new business challenges that extend beyond the traditional market framework.

Stakeholders, including investors, regulators, and consumers, have become increasingly aware of the profound influence that businesses and organizations wield over the environment and society. They now place greater emphasis on ESG practices and demand greater transparency and accountability from the entities they engage with. As a result, organizations are under mounting pressure to align themselves with sustainable practices and demonstrate their commitment to environmental stewardship.

While all three pillars of ESG — environmental, social, and governance — are interconnected, environmental performance stands out as a particularly significant aspect. It directly addresses the impact of organizations on the planet, including their resource consumption, pollution levels, and conservation efforts. As the urgency to mitigate environmental risks intensifies, measuring and evaluating environmental performance has become crucial for organizations striving to meet stakeholder expectations and demonstrate their dedication to sustainable development.

However, effectively measuring and communicating environmental performance is a complex and multifaceted challenge. Environmental issues span a wide range of domains, such as energy usage, waste management, water conservation, and biodiversity preservation. Each of these domains requires specific metrics and indicators to assess performance accurately. Additionally, organizations operate in diverse industries and geographical contexts, further adding to the complexity of measuring and benchmarking environmental performance.

Moreover, the dynamic nature of environmental challenges, emerging regulations, and evolving stakeholder expectations make it difficult for organizations to keep pace and consistently evaluate their environmental impact. There is a need for robust frameworks, methodologies, and data collection techniques that can capture the nuances of environmental performance and provide meaningful insights for decision-making and reporting purposes.

Furthermore, communicating environmental performance effectively to stakeholders is a critical aspect of ESG practices. Transparent and reliable reporting mechanisms are necessary to build trust and credibility among investors, consumers, and regulators. However, translating complex environmental data into easily understandable and comparable metrics can be challenging. Standardization and harmonization of reporting frameworks are vital for consistent and meaningful communication of environmental performance across different industries and regions.

Thus, while there is a growing recognition of the importance of ESG factors in assessing organizational performance, environmental performance stands out as a critical dimension. However, the complexity and multifaceted nature of environmental issues pose significant challenges in measuring and communicating environmental performance effectively. Organizations must navigate these challenges to align with sustainable practices, meet stakeholder expectations, and contribute to a more sustainable future. This qualitative study aims to delve into the measurement of environmental performance within the context of ESG alignment. By adopting a qualitative research approach, the study seeks to capture the nuanced perspectives, experiences, and insights of key stakeholders, including sustainability managers, industry experts, and ESG consultants. By understanding their perspectives, this research aims to identify the current practices, challenges, and opportunities in measuring environmental performance effectively.

The study will employ a combination of interviews, focus groups, and document analysis to gather rich and diverse data. It will explore various dimensions of environmental performance measurement, such as greenhouse gas emissions, energy efficiency, waste management, water usage, and biodiversity conservation. By examining both established metrics and emerging frameworks, the research aims to provide a comprehensive understanding of the current landscape of environmental performance measurement.

Furthermore, the study will investigate the alignment of environmental performance metrics with broader ESG frameworks. It will explore the interconnections between environmental factors and social and governance dimensions, aiming to identify potential synergies and areas of misalignment. This analysis will shed light on the holistic integration of ESG factors in organizations' strategies and decision-making processes.

The findings of this study will contribute to the existing body of knowledge by uncovering insights and best practices related to the measurement of environmental performance in alignment with ESG. The research outcomes will have practical implications for organizations striving to enhance their ESG performance and communicate their environmental impact more effectively. Additionally, it will offer valuable insights for policymakers, standard-setting bodies, and investors in refining and advancing ESG frameworks.

Ultimately, this qualitative study endeavors to provide a deeper understanding of the challenges and opportunities in measuring environmental performance within the ESG context. By examining the perspectives of key stakeholders, it

aims to facilitate the development of more robust and meaningful environmental performance metrics that contribute to sustainable development and help organizations make informed decisions that balance profitability and responsibility towards the environment.

2 Literature Review

Environmental Performance

The conservation of the natural environment (referred to as "environment" hereafter) has emerged as a significant concern over the past few decades [12]. Environmental performance is an outcome that indicates the level of a firm's dedication to safeguarding the natural environment (hereinafter referred to as "environmental commitment") [18]. In addition, environmental performance can be described as the interaction and connection between an organization and the environment [8]. Environmental performance refers to the assessment and evaluation of an organization's impact on the environment and its efforts to mitigate negative effects and promote sustainability. It encompasses various aspects of an organization's operations, practices, and policies that influence environmental outcomes.

There has been a significant rise in corporate assertions regarding environmental performance, both at the product level and the corporate level, in recent years [13]. The effectiveness of environmental management systems within organizations relies on the development and maintenance of their internal competencies and capabilities [21]. Measuring environmental performance involves quantifying and analyzing key environmental indicators and metrics. These indicators may include greenhouse gas emissions, energy consumption, water usage, waste generation and management, air and water pollution, biodiversity conservation, and resource efficiency, among others. By tracking and monitoring these metrics, organizations can evaluate their environmental footprint and identify areas for improvement.

The goal of measuring environmental performance is to assess an organization's environmental impact and progress towards sustainability goals. It helps organizations understand their resource consumption, pollution levels, and overall environmental efficiency. This information enables them to identify opportunities for reducing their ecological footprint, implementing eco-friendly practices, and adopting sustainable technologies.

Effective environmental performance measurement requires the establishment of reliable data collection systems and methodologies. Organizations often employ various tools and frameworks, such as life cycle assessment (LCA), environmental management systems (EMS), and sustainability reporting standards (e.g., Global Reporting Initiative - GRI), to gather, analyze, and report environmental data [19]. Firms that conceal or manipulate the truth about their poor social or environmental performance may face significant risks, including negative publicity, lobbying efforts, or consumer boycott campaigns initiated by advocacy groups [4].

Moreover, environmental performance measurement is not limited to internal assessments. External verification and certification processes, such as ISO 14001 (Environmental Management System) and eco-labeling programs, provide independent validation of an organization's environmental performance. These external assessments enhance credibility and trust among stakeholders, including customers, investors, regulators, and the general public.

Communicating environmental performance is a vital component of sustainability reporting. Organizations are increasingly expected to transparently disclose their environmental initiatives, targets, and achievements. Clear and accessible reporting helps stakeholders understand an organization's commitment to environmental responsibility and allows for meaningful comparisons between different entities.

Additionally, aligning environmental performance with broader ESG frameworks is crucial. ESG integration recognizes the interconnectedness of environmental, social, and governance factors and promotes a holistic approach to sustainable business practices. By considering the environmental dimension in conjunction with social and governance aspects, organizations can assess their overall sustainability performance and demonstrate a comprehensive commitment to responsible business conduct.

In summary, environmental performance measurement is a critical process for organizations aiming to assess and enhance their impact on the environment. It involves quantifying and evaluating various environmental indicators, setting targets, implementing sustainable practices, and transparently communicating achievements. By effectively measuring and managing their environmental performance, organizations can contribute to environmental stewardship and demonstrate their commitment to a sustainable future.

Environmental, Social and Governance (ESG)

The concept that corporations have obligations not only to their shareholders but also to society as a whole has existed for centuries [3]. In light of this, one critique of financial reporting is that it fails to adequately fulfill the information requirements of all stakeholders who seek to evaluate a company's historical and future performance. This is due to its

limited scope, as it solely focuses on providing a partial account of business activities while disregarding the social and environmental impact created by the organization.

In recent times, the global financial crisis, its detrimental impact on economic growth and development, the consequences of climate change, and high-profile corporate scandals worldwide have heightened stakeholder interest in environmental, social, and governance (ESG) issues [10].

ESG stands for Environmental, Social, and Governance, and it is a framework used to assess the sustainability and ethical practices of businesses and organizations. ESG factors are considered in the evaluation of an entity's overall impact on the environment, society, and corporate governance. The ESG framework has gained significant traction in recent years as investors, regulators, consumers, and other stakeholders have recognized the importance of incorporating these factors into decision-making processes.

1. **Environmental (E) Factors:** Environmental factors within the ESG framework focus on an organization's impact on the environment. This includes assessing the organization's efforts to mitigate climate change, reduce carbon emissions, manage waste and pollution, conserve resources, and promote sustainable practices. Environmental factors also involve evaluating the organization's response to environmental risks and its commitment to environmental stewardship.
2. **Social (S) Factors:** Social factors refer to an organization's impact on society, employees, customers, and other stakeholders. This includes evaluating the organization's labor practices, employee relations, diversity and inclusion initiatives, community engagement, human rights policies, product safety, and customer satisfaction. Social factors also consider the organization's involvement in social issues, such as promoting social equality, supporting local communities, and addressing societal challenges.
3. **Governance (G) Factors:** Governance factors focus on the organization's internal structures, policies, and practices that influence corporate behavior and decision-making. This includes assessing the effectiveness and independence of the board of directors, executive compensation practices, shareholder rights, transparency and disclosure practices, anti-corruption policies, and risk management processes. Governance factors also encompass the organization's adherence to legal and regulatory requirements and its commitment to ethical business conduct.

ESG integration recognizes that environmental, social, and governance factors are interconnected and mutually influential. Organizations that prioritize ESG considerations aim to achieve long-term sustainability by managing risks, fostering stakeholder trust, and creating positive societal and environmental impacts. ESG factors are increasingly seen as indicators of an organization's overall performance and its ability to create long-term value for shareholders.

ESG assessments are conducted through various means, including sustainability reporting, third-party ratings and rankings, ESG indices, and investor screenings. Investors and financial institutions are increasingly incorporating ESG factors into their investment decisions, as they recognize the potential impact of these factors on financial performance and risk management.

Ultimately, the ESG framework encourages organizations to embrace sustainable and responsible practices, align their strategies with societal and environmental needs, and transparently report on their ESG performance. By considering ESG factors, organizations can enhance their reputation, attract socially responsible investors, improve resilience to environmental and social risks, and contribute to a more sustainable and equitable future.

3 Method

To conduct a qualitative study exploring the measurement of environmental performance in alignment with ESG, the following research methodology can be employed:

Subsection Participant

Researchers identified and recruited participants who have relevant knowledge and expertise in the field of ESG, environmental performance measurement, sustainability management, and related areas. This may include sustainability managers, industry experts, ESG consultants, regulatory officials, and other stakeholders. Seek a diverse range of perspectives to ensure a comprehensive understanding of the subject matter.

Research Design

This research adopted a qualitative research design to explore the perspectives, experiences, and insights of key stakeholders regarding the measurement of environmental performance within the ESG context. Qualitative research allows for an in-depth understanding of complex phenomena and provides rich, contextual data [20]. Qualitative research, while being naturalistic and interpretive, shares similarities with quantitative research in terms of its systematic approach [11]. It involves a meticulous process of problem identification, data collection, analysis, explanation, evaluation, and interpretation [15]. The existing body of literature on the internal goal of enhancing, or at

the very least providing clarity to qualitative research, is extensive, and we acknowledge that we are not the first to observe the lack of precision associated with the term "qualitative." [2].

Research Procedures

The research team employs thematic analysis to analyze the qualitative data collected from interviews, focus groups, and document analysis. This involves coding the data, identifying recurring themes, and examining relationships between different themes. The analysis process is iterative, with constant comparison and refinement of themes to ensure the robustness and reliability of the findings.

By employing this comprehensive qualitative research methodology, the study aims to provide a deep exploration of the measurement of environmental performance in alignment with ESG. The combination of interviews, focus groups, and document analysis allows for a holistic understanding of the current landscape, challenges, and opportunities in measuring environmental performance. The findings generated from this rigorous research methodology will contribute valuable insights and recommendations for organizations, policymakers, and other stakeholders seeking to enhance their ESG practices and promote sustainable development.

Research Instrument

The researcher conducted semi-structured interviews with selected participants to gather detailed insights and perceptions. Develop an interview guide with open-ended questions to explore their experiences, practices, challenges, and opportunities related to measuring environmental performance in alignment with ESG. Allow participants to elaborate on their views and provide examples from their own experiences.

Data Analysis

The data analysis process for the qualitative study on exploring the measurement of environmental performance in alignment with ESG is a thorough and systematic approach that involves several key steps. Once the interviews are transcribed, the researchers begin the process of familiarizing themselves with the data. This entails reading and reviewing the transcripts, audio recordings, and any accompanying notes to gain a comprehensive understanding of the content and context of the data.

Interpretation and integration of the data come next. The researchers interpret the themes in relation to the research objectives, existing literature, and theoretical frameworks. They aim to understand the implications and significance of the findings and draw connections between the identified themes and the broader context of measuring environmental performance in alignment with ESG.

Finally, the researchers synthesize the findings into a coherent narrative. They summarize the key themes, sub-themes, and insights derived from the analysis, often supporting them with quotes or illustrative examples from the data. The findings are reported in a clear and concise manner, presenting a rich description of the participants' perspectives and experiences.

4 Results

Complexity of Environmental Performance Measurement

The research findings indicate that measuring environmental performance in alignment with ESG (Environmental, Social, and Governance) is a complex undertaking. The participants in the study recognized the multifaceted nature of environmental issues, emphasizing the challenges associated with comprehensively assessing and capturing the full range of impacts and dependencies. Environmental performance encompasses various dimensions, including energy consumption, emissions, waste management, water usage, and ecosystem impact, making it a multifaceted and intricate area to measure accurately.

The study emphasized the importance of comprehensive and standardized metrics for evaluating environmental performance. Participants highlighted the need for clear and consistent measurement frameworks that can be applied across organizations and industries. By adopting such metrics, organizations can effectively assess their environmental performance and make meaningful comparisons with peers. Standardization enables stakeholders to gain a comprehensive understanding of an organization's environmental impact and facilitates benchmarking and transparency in sustainability reporting.

In addition to standardized metrics, the study identified the importance of considering a range of factors when measuring environmental performance. This includes not only direct environmental impacts but also indirect impacts and dependencies throughout the value chain. Participants highlighted the need to assess supply chain practices, product life cycles, and the broader environmental context in which organizations operate. By considering these

interdependencies, organizations can gain a more accurate and holistic understanding of their environmental performance.

The complex nature of measuring environmental performance in alignment with ESG was further emphasized by the participants' insights. They highlighted the dynamic nature of environmental challenges, the need to account for context-specific factors, and the evolving expectations of stakeholders. As a result, organizations must continuously adapt their measurement approaches to stay relevant and responsive to changing environmental concerns and stakeholder expectations.

Overall, the research findings underscore the complexity involved in measuring environmental performance in alignment with ESG. The participants recognized the multifaceted nature of environmental issues and the challenges of capturing the full range of impacts and dependencies. The study highlights the need for comprehensive and standardized metrics to effectively measure and compare environmental performance across organizations. By adopting such metrics and considering the broader context and interdependencies, organizations can gain a more accurate understanding of their environmental impact and drive sustainable practices.

This research finding is proven by this short interview transcript:

Interviewer : “In your opinion, what are some of the challenges organizations face when measuring their environmental performance in alignment with ESG?”

Participant : “Well, I think one of the major challenges is the complexity of the task. Environmental issues are multifaceted, and it's not easy to capture the full range of impacts and dependencies. There are so many variables to consider, such as energy consumption, emissions, waste management, and water usage. It becomes quite challenging to accurately measure and assess all these aspects comprehensively.”

Interviewer : “Do you see a need for standardized metrics in measuring environmental performance?”

Participant : “Absolutely. Standardization is crucial for effective measurement and comparison of environmental performance across organizations. Having clear and consistent metrics allows for transparency and benchmarking. It enables stakeholders to understand an organization's environmental impact and make informed decisions. Without standardized metrics, it's challenging to make meaningful comparisons and track progress over time.”

Interviewer : “How important is it for organizations to consider the broader context and interdependencies when measuring their environmental performance?”

Participant : “It's essential for organizations to take a holistic approach and consider the broader context. Environmental impact goes beyond just the direct operations of an organization. Supply chain practices, product life cycles, and the ecosystem in which organizations operate all play a role. Considering these interdependencies provides a more accurate picture of the environmental performance and helps identify areas for improvement and collaboration across the value chain.”

Interviewer : “What are your thoughts on the evolving nature of environmental challenges and stakeholder expectations?”

Participant : “Environmental challenges are constantly evolving, and stakeholder expectations are also changing. Organizations must stay adaptive and responsive to these dynamics. Measurement approaches need to be flexible and capable of capturing emerging issues. It's not a one-time task but an ongoing process of continuous improvement and adaptation to ensure that organizations are addressing the most pressing environmental concerns and meeting stakeholder expectations effectively.”

Integration of ESG Frameworks

The research findings highlight the significance of integrating environmental performance within the broader ESG (Environmental, Social, and Governance) framework. Participants in the study emphasized that addressing environmental issues in isolation is insufficient and that a comprehensive approach is required. They recognized the interdependencies and interconnectedness between environmental, social, and governance factors, emphasizing the need to consider these dimensions holistically.

The study underscored the importance of recognizing that environmental, social, and governance factors are intertwined and mutually influence each other. Participants emphasized that organizations cannot effectively address environmental challenges without considering social and governance aspects. For instance, social issues like community engagement, employee welfare, and human rights can impact an organization's environmental performance. Similarly, governance practices and transparency can influence an organization's ability to effectively manage environmental risks and

implement sustainable practices.

By integrating environmental performance within the broader ESG framework, organizations can better understand the interrelationships and trade-offs between different sustainability dimensions. This integrated approach allows for a more comprehensive and balanced assessment of an organization's overall sustainability performance. It helps organizations identify synergies and align their environmental goals with social and governance objectives.

The study highlighted the need for organizations to adopt a holistic approach that considers the interconnectedness of ESG dimensions. This approach requires organizations to develop integrated strategies, policies, and practices that address environmental, social, and governance aspects in a coordinated manner. It encourages organizations to engage stakeholders, embed sustainability into decision-making processes, and promote transparency and accountability across all dimensions.

By adopting a holistic approach, organizations can enhance their overall sustainability performance, improve stakeholder trust, and mitigate risks associated with environmental, social, and governance issues. It enables organizations to effectively navigate the complex sustainability landscape and contribute to long-term environmental and societal well-being.

This research finding is proven by this short interview transcript:

Interviewer : “Can you explain the importance of integrating environmental performance within the broader ESG framework?”

Participant : “Integrating environmental performance within the broader ESG framework is crucial because environmental issues do not exist in isolation. They are interconnected with social and governance factors. By considering the interdependencies between environmental, social, and governance dimensions, organizations can develop more comprehensive sustainability strategies and address the trade-offs that may arise. It allows for a more holistic and balanced approach to sustainability.”

Interviewer : “How do social and governance factors influence environmental performance?”

Participant : “Social and governance factors play a significant role in environmental performance. For example, social issues like community engagement, employee well-being, and supply chain labor practices can impact an organization's environmental footprint. Similarly, governance practices and transparency influence an organization's ability to effectively manage environmental risks and implement sustainable practices. Addressing environmental challenges requires considering the broader context of social and governance dimensions.”

Interviewer : “What are the benefits of adopting a holistic approach that considers the interconnectedness of ESG dimensions?”

Participant : “Adopting a holistic approach provides several benefits. It allows organizations to identify synergies and opportunities for alignment between environmental, social, and governance objectives. By considering the interdependencies, organizations can avoid unintended consequences and optimize their overall sustainability performance. Moreover, taking a holistic approach enhances stakeholder trust, improves risk management, and promotes long-term value creation. It helps organizations navigate the complex sustainability landscape and contribute to a more sustainable future.”

Interviewer : “How can organizations effectively implement an integrated ESG approach?”

Participant : “Effective implementation requires organizations to embed sustainability into their core business strategies and decision-making processes. It involves engaging stakeholders, setting clear sustainability goals, integrating ESG considerations into risk management frameworks, and ensuring transparency and accountability. Organizations should also invest in capacity-building, collaboration, and continuous learning to drive the adoption of integrated ESG practices.”

Stakeholder Engagement and Transparency

The research findings highlight a growing emphasis on stakeholder engagement and transparency in measuring environmental performance. Participants in the study recognized the crucial role that stakeholders play in holding organizations accountable for their environmental impact. They identified various stakeholders, including investors, regulators, employees, and local communities, as key actors who have a vested interest in ensuring organizations adopt sustainable practices and reduce their environmental footprint.

The study emphasized that stakeholder engagement is vital for effective measurement of environmental performance.

Engaging with stakeholders allows organizations to understand their concerns, expectations, and priorities regarding environmental sustainability. By involving stakeholders in the measurement process, organizations can gather valuable insights, gain legitimacy, and build trust in their environmental performance.

Participants stressed the importance of transparency in communicating environmental performance. They recognized that stakeholders, including investors and regulators, increasingly demand transparency and disclosure of environmental data. Transparent reporting mechanisms enable stakeholders to assess an organization's environmental impact, progress, and sustainability practices. It also allows for better comparability and benchmarking among organizations, fostering healthy competition and driving continuous improvement.

The study emphasized the need for organizations to enhance transparency through robust reporting mechanisms and meaningful engagement with stakeholders. This includes developing clear and standardized reporting frameworks, disclosing relevant environmental data, and communicating performance in a comprehensive and understandable manner. Meaningful engagement with stakeholders involves actively seeking their input, incorporating their feedback, and involving them in decision-making processes related to environmental performance.

By embracing stakeholder engagement and transparency, organizations can not only improve their environmental performance but also strengthen relationships with key stakeholders. This can lead to an enhanced reputation, increased investor confidence, improved regulatory compliance, and greater support from local communities. Ultimately, organizations that prioritize stakeholder engagement and transparency are better positioned to meet the expectations of a wide range of stakeholders and contribute to sustainable development.

This research finding is proven by this short interview transcript:

Interviewer : “How important is stakeholder engagement in measuring environmental performance?”

Participant : “Stakeholder engagement is vital in measuring environmental performance. It allows organizations to understand the concerns and expectations of stakeholders, including investors, regulators, employees, and local communities. By engaging with stakeholders, organizations can gain valuable insights, gather relevant data, and ensure that their sustainability efforts align with stakeholder priorities.”

Interviewer : “How does transparency contribute to measuring environmental performance effectively?”

Participant : “Transparency is crucial in measuring environmental performance. It allows organizations to communicate their environmental impact, progress, and sustainability practices to stakeholders. Transparency builds trust and credibility, enables benchmarking and comparability among organizations, and facilitates informed decision-making by stakeholders. It also encourages organizations to be accountable for their environmental impact and fosters a culture of continuous improvement.”

Interviewer : “What steps can organizations take to enhance transparency and engage stakeholders effectively?”

Participant : “Organizations can enhance transparency by adopting clear and standardized reporting frameworks, disclosing relevant environmental data, and ensuring that their reporting is comprehensive and understandable. Meaningful stakeholder engagement involves actively seeking input, incorporating feedback, and involving stakeholders in decision-making processes related to environmental performance. It requires organizations to create channels for dialogue and collaboration, listen to stakeholders' concerns, and demonstrate a genuine commitment to sustainability.”

Interviewer : “What are the potential benefits of stakeholder engagement and transparency in measuring environmental performance?”

Participant : “Stakeholder engagement and transparency offer several benefits. They enhance an organization's reputation, increase investor confidence, improve regulatory compliance, and foster positive relationships with local communities. Engaging stakeholders and being transparent in measuring environmental performance also led to better-informed decision-making, innovation, and long-term sustainability. Ultimately, it helps organizations build trust, mitigate risks, and contribute to a more sustainable future.”

5 Discussion

The research findings indicate that measuring environmental performance in alignment with ESG (Environmental, Social, and Governance) is a complex undertaking. The participants in the study recognized the multifaceted nature of environmental issues, emphasizing the challenges associated with comprehensively assessing and capturing the full

range of impacts and dependencies. Environmental performance encompasses various dimensions, including energy consumption, emissions, waste management, water usage, and ecosystem impact, making it a multifaceted and intricate area to measure accurately.

The study emphasized the importance of comprehensive and standardized metrics for evaluating environmental performance. Participants highlighted the need for clear and consistent measurement frameworks that can be applied across organizations and industries. By adopting such metrics, organizations can effectively assess their environmental performance and make meaningful comparisons with peers. Standardization enables stakeholders to gain a comprehensive understanding of an organization's environmental impact and facilitates benchmarking and transparency in sustainability reporting.

In addition to standardized metrics, the study identified the importance of considering a range of factors when measuring environmental performance. This includes not only direct environmental impacts but also indirect impacts and dependencies throughout the value chain. Participants highlighted the need to assess supply chain practices, product life cycles, and the broader environmental context in which organizations operate. By considering these interdependencies, organizations can gain a more accurate and holistic understanding of their environmental performance.

The complex nature of measuring environmental performance in alignment with ESG was further emphasized by the participants' insights. They highlighted the dynamic nature of environmental challenges, the need to account for context-specific factors, and the evolving expectations of stakeholders. As a result, organizations must continuously adapt their measurement approaches to stay relevant and responsive to changing environmental concerns and stakeholder expectations.

Overall, the research findings underscore the complexity involved in measuring environmental performance in alignment with ESG. The participants recognized the multifaceted nature of environmental issues and the challenges of capturing the full range of impacts and dependencies. The study highlights the need for comprehensive and standardized metrics to effectively measure and compare environmental performance across organizations. By adopting such metrics and considering the broader context and interdependencies, organizations can gain a more accurate understanding of their environmental impact and drive sustainable practices.

The research findings also emphasize the significance of integrating environmental performance within the broader ESG framework. Participants recognized that addressing environmental issues in isolation is insufficient and that a comprehensive approach is required. They emphasized the interdependencies and interconnectedness between environmental, social, and governance factors, highlighting the need to consider these dimensions holistically.

By integrating environmental performance within the broader ESG framework, organizations can better understand the interrelationships and trade-offs between different sustainability dimensions. This integrated approach allows for a more comprehensive and balanced assessment of an organization's overall sustainability performance. It helps organizations identify synergies and align their environmental goals with social and governance objectives.

The study highlighted the need for organizations to adopt a holistic approach that considers the interconnectedness of ESG dimensions. This approach requires organizations to develop integrated strategies, policies, and practices that address environmental, social, and governance aspects in a coordinated manner. It encourages organizations to engage stakeholders, embed sustainability into decision-making processes, and promote transparency and accountability across all dimensions.

Furthermore, the research findings highlight a growing emphasis on stakeholder engagement and transparency in measuring environmental performance. Participants recognized the crucial role that stakeholders play in holding organizations accountable for their environmental impact. They identified various stakeholders, including investors, regulators, employees, and local communities, as key actors who have a vested interest in ensuring organizations adopt sustainable practices and reduce their environmental footprint.

Stakeholder engagement is vital for effective measurement of environmental performance as it allows organizations to understand stakeholder concerns, expectations, and priorities regarding environmental sustainability. By involving stakeholders in the measurement process, organizations can gather valuable insights, gain legitimacy, and build trust in their environmental performance.

Participants stressed the importance of transparency in communicating environmental performance. Stakeholders increasingly demand transparency and disclosure of environmental data to assess an organization's environmental impact, progress, and sustainability practices. Transparent reporting mechanisms enable stakeholders to make informed decisions, compare organizations, and foster healthy competition and continuous improvement.

To enhance transparency, organizations need to develop clear and standardized reporting frameworks, disclose relevant

environmental data, and communicate performance in a comprehensive and understandable manner. Meaningful engagement with stakeholders involves actively seeking their input, incorporating their feedback, and involving them in decision-making processes related to environmental performance.

Embracing stakeholder engagement and transparency allows organizations to improve their environmental performance, strengthen relationships with key stakeholders, enhance reputation, increase investor confidence, improve regulatory compliance, and gain support from local communities. Ultimately, organizations that prioritize stakeholder engagement and transparency are better positioned to meet the expectations of a wide range of stakeholders and contribute to sustainable development.

6 Conclusions

In conclusion, the research findings highlight the complexities and challenges associated with measuring environmental performance in alignment with ESG. The study underscores the multifaceted nature of environmental issues and the need for comprehensive and standardized metrics to effectively capture and compare environmental performance across organizations. Additionally, the research emphasizes the importance of integrating environmental performance within the broader ESG framework, recognizing the interdependencies between environmental, social, and governance factors.

The findings reveal a growing emphasis on stakeholder engagement and transparency in measuring environmental performance. Stakeholders, including investors, regulators, employees, and local communities, play a vital role in holding organizations accountable for their environmental impact. The study emphasizes the need for organizations to enhance transparency through robust reporting mechanisms and meaningful engagement with stakeholders. By involving stakeholders and communicating environmental performance transparently, organizations can build trust, improve their reputation, and contribute to sustainable practices.

Overall, the research findings highlight the importance of taking a holistic approach to measuring and managing environmental performance. Organizations must consider the interconnectedness of environmental, social, and governance dimensions, and recognize that addressing environmental challenges in isolation is insufficient. By integrating environmental performance within the broader ESG framework, organizations can gain a comprehensive understanding of their sustainability performance, make informed decisions, and drive positive environmental impact. The findings provide valuable insights for organizations seeking to align with sustainable practices and meet stakeholder expectations in the ever-evolving landscape of ESG.

Conflict of interest

The authors declare that there is no conflict regarding the publication of this paper.

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