# Article information:

Designing for sustainable work during industrial startups—the case of a high-growth entrepreneurial firm  
<https://ideas.repec.org/a/kap/sbusec/v57y2021i2d10.1007_s11187-020-00383-3.html>

# Article summary:

1. Sustainable work is an important dimension of social sustainability that requires attention during industrial startups.

2. Working condition challenges can drive innovative solution-oriented approaches and a strategic focus on sustainability can enable steps towards operationalizing sustainable work dimensions.

3. Early stakeholder collaboration addressing working conditions is an important means for designing for sustainable work and firms can act as agents of sustainable work by continuously considering the three pillars of sustainability over time.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article "Designing for sustainable work during industrial startups—the case of a high-growth entrepreneurial firm" addresses the importance of considering sustainable work prerequisites in new firms, particularly those facing challenges related to pace, time, scalability, and societal changes. The study focuses on a greenfield project within a new industrial domain and highlights the drivers for innovative solution-oriented approaches that can attract, recruit, retain, and develop talented people. The paper also emphasizes the importance of stakeholder collaboration in addressing working conditions and designing for sustainable work.

The article provides valuable insights into how sustainable work can be considered during startups and through stakeholder collaboration. However, it has some potential biases and limitations that need to be addressed. For instance, the study is based on a single case study which may not be generalizable to other contexts. Additionally, the paper does not provide enough evidence to support its claims about the benefits of sustainable work practices for attracting talented people or improving decision-making.

Moreover, the article seems to have a promotional tone towards sustainability without exploring counterarguments or potential risks associated with implementing sustainable work practices. It also lacks discussion on economic sustainability and how it relates to social and ecological sustainability.

Overall, while the article provides useful insights into designing for sustainable work during industrial startups, it could benefit from more balanced reporting that considers both sides of the argument and presents evidence to support its claims.

# Topics for further research:

* Economic sustainability and its relation to social and ecological sustainability
* Risks associated with implementing sustainable work practices
* Counterarguments against sustainable work practices
* Evidence supporting the benefits of sustainable work practices for attracting talented people
* Evidence supporting the benefits of sustainable work practices for improving decision-making
* Case studies on sustainable work practices in different contexts

# Report location:

<https://www.fullpicture.app/item/1381da352d1eb48a0d9fa800df31e97e>