

# SUSTAINABILITY EDUCATION MANAGEMENT SCENARIOS UNDER CHANGES IN THE BANI ERA

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## ABSTRACT

The BANI era defines the rapid changes that the world is facing, including the impact on both organizational dimensions and employees' feelings. Meanwhile, scenario-based planning is a strategic concept of the organization's leaders from the forward-looking management to reduce risks, and the impact of future uncertainty on operational planning and decision-making to lead the organization to achieve its goals effectively. This provides clarity on sustainability education management scenarios under changes in the BANI era. A mixed-method study is qualitative with documentary and in-depth interviews, and a quantitative survey in collecting data. Sustainability education management scenarios including leadership competencies in a disruption era, human resource management for changes, strategic management for changes, decentralization, and participation for changes of key scenarios in the causal relationships to directly and indirectly influence sustainable corporate culture to statistically significant. Therefore, dealing with rapid, uncertain changes in the BANI era, where competent leaders and human resource management are essential to effectively create sustainability for the organization.

**Keywords:** Sustainability, Education Management Scenarios, Under Changes, The BANI Era.

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