

ABSTRACT

This study aims to identify the root causes of sustainability risks in a hybrid social enterprise, with Plastavfall Solution as the case study. Plastavfall is a waste management organization driven by social and environmental values. The research employs a qualitative approach with Thematic Content Analysis, supported by Nvivo 12, and adopts a positivist paradigm with an abductive approach to capture thematic patterns derived from in-depth interviews and literature review.

The findings reveal three main dimensions of sustainability risks. First, human resource risks include fluctuating volunteer commitment and training practices that rely on a learning by doing approach. Second, environmental risks are related to the technical complexity of waste management, which has not yet been fully documented in a systematic manner. Third, financial risks stem from unstable financial systems and limited managerial capacity in financial management and strategic decision-making. These findings are expected to serve as a foundation for gradually strengthening Plastavfall Solution's internal systems without diminishing the social values and collaborative character that represent the organization's core strengths.

Keyword: sustainability risk, root cause analysis, hybrid social enterprise, risk management, Plastavfall Solution