

Organizational Mindfulness Enhances Sustainability Performance: Organizational Learning Capability as Moderator and Mindful Organizing as Mediator

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Abstract

Sustainability is an increasingly pressing global issue that affects everyone on the planet. This study highlights the importance of organizational mindfulness and learning capability in improving sustainability performance in firms. Improving sustainability performance through organizational mindfulness can contribute to achieving sustainable development goals. The data for the study were collected through a survey of 628 middle management employees of food manufacturing firms in Pakistan. The structural equation modelling in AMOS was used to analyze validity and reliability of data and path analysis for testing hypothesis. The results of the study indicate a positive relationship between organizational mindfulness and sustainability performance, as well as a significant moderating effect of organizational learning capability on this relationship. Firms that are better able to acquire, assimilate, and apply knowledge and insights can leverage their organizational mindfulness to improve sustainability performance more effectively. Additionally, the study found that mindful organizing partially mediated the relationship between organizational mindfulness and sustainability performance. These results have important implications for managers and policymakers who seek to promote sustainability in organizations and suggest that cultivating a mindful organizational culture and investing in learning capability can enhance sustainability performance. Mindful organizing can provide a platform for employees to collaborate and share ideas, leading to improved sustainability performance.