

The Impact of Green Intellectual Capital and Organizational Learning on Environmental Performance; Evidence from Sri Lankan Manufacturing Organizations

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As manufacturing sector being the largest sub sector in Sri Lankan industries, society's attention on their activities and the impact to the environment has been increased. Though companies picture an ethical contribution through annual reports the evidence shows there's a huge practical issue. From intellectual capital and knowledge based theoretical perspective, this study aims to ascertain the mediating impact of organizational learning on the impact of green intellectual capital on environmental performances in Sri Lankan manufacturing plants. With a sample representation of BOI registered companies in Sri Lanka, an electronically generated structured questionnaire administered to collect data. Findings were derived testing the hypothesis through Partial Least Squares (PLS-SEM 3.0) Structural Equation Modelling. The findings reveal that, compared to the direct impact of green intellectual capital on environmental performance, the intensity of the relationship strengthens when the influence of organizational learning is exerted within the organization. The practitioners' role to integrate human, relational and structural capital is vital to convert the traditional organizational learning into environmental learning which enhances the environmental performances.

Keywords: *Green Intellectual Capital, Organizational Learning, Environmental Performance*