

## **Organisational Learning-Catalyst for Sustainability in Higher Education Institutions**

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### **Abstract**

This study aimed to investigate the impact of organisational learning on the sustainability of South African universities during and after the COVID-19 pandemic. Descriptive and exploratory studies were carried out to describe and provide an in-depth understanding of the research phenomenon. The mixed-methods was employed to collect and analyse the quantitative and qualitative data. Questionnaires and interviews were used to collect the data from 239 respondents in three South African universities. The Statistical Package for the Social Sciences and Analysis of Moment Structures were used to analyse the quantitative data, while the qualitative data was analysed using NVivo (version 12.0). The multiple regression and structural equation model results indicated that the dimensions of organizational learning (training, coaching and mentoring) positively impacted the sustainability of South African universities. On the other hand, the qualitative findings confirmed that the sustainability of South African universities could be promoted through employee training, coaching and mentoring. This study is unique as it provides a deeper understanding of how universities could obtain and maintain a sustainable competitive advantage through organisational learning during and after the COVID-19. The study recommends that universities should continue investing in their intellectual capital.

**Keywords :** Coaching, mentoring, organizational learning, sustainability, training