

THE PERFORMANCE BRIDGE: LINKING HR PRACTICES TO ORGANIZATIONAL SUSTAINABILITY

PHASE 1: THE PERFORMANCE DRIVERS

TRANSFORMATIONAL LEADERSHIP

($\beta = 0.29$)

The strongest predictor of performance, driven by inspirational communication and individualized consideration.

EMPLOYEE ENGAGEMENT

($\beta = 0.24$)

High engagement levels significantly predict the operational performance required to sustain the organization.

NLP & COGNITIVE LEARNING

($\beta = 0.22$)

Neuro-Linguistic Programming enhances self-awareness and emotional regulation, directly boosting individual performance outcomes.

PERFORMANCE AS THE 'BRIDGE'

Sustainability is operationalized through everyday employee actions rather than static policy frameworks.

PHASE 2: THE SUSTAINABILITY OUTCOME

WORKFORCE RESILIENCE

Strong performance-sustainability linkages result in 15–25% lower turnover rates than industry averages.

CAPABILITY REGENERATION

Effective performance creates a 'virtuous cycle' of workforce health, development, and long-term commitment.

CURRENT PERCEPTION VS. ORGANIZATIONAL BENCHMARKS

