The Mediating Role of Organizational Support in the Relationship between Organizational DNA, Strategic Flexibility and Sustainable Performance: An Empirical Study on Egypt Air

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The study aimed at identifying the mediating role of organizational support in the relationship between organizational DNA, strategic flexibility and sustainable performance in Egypt Air. A questionnaire was designed to collect data. Employees in Egypt Air were the sample chosen in the study. 530 questionnaires were distributed, while 463 of them were found valid for analysis using SPSS V.25 and AMOS V.22. Path analysis was used to highlight the direct and indirect effects of organizational DNA on strategic flexibility and sustainable performance through organizational support. The results depicted that organizational support plays a full mediating role in the relationship between organizational DNA and strategic flexibility, while organizational support plays a partial mediating role in the relationship between organizational DNA and sustainable performance.