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Sustainability and Performance in Organizations: an Analysis of the Triple Bottom Line Approach

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Abstract

This theoretical study aims to discuss how to define organizational performance regarding sustainability based on the Triple Bottom Line (TBL) approach, that is, economic, social and environmental dimensions. The analysis is based on defining what Sustainability-Oriented Organizational Performance (SOOP) is, and to discuss three theoretical propositions, as follows. Proposition 1: Sustainability-Oriented Organizational Performance should consider, simultaneously and in an integrated way, economic, social and environmental aspects; Proposition 2: Considering the TBL approach, Sustainability-Oriented Organizational Performance will have different compositions within the three dimensions, economic, social and environmental; And finally, Proposition 3: Sustainability-Oriented Organizational Performance will be defined differently for each organization in each period. After an analysis of the unfolding of the propositions, the article is finished with suggestions for an initial research agenda for studies that can empirically investigate its validity.

Keywords: *sustainability, triple bottom line, sustainability performance, performance measurement.*
