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## Integrating Innovation Capability, Knowledge Management, and Digital Leadership for Organizational Sustainability: A Systematic Literature Review

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**Abstract:** Organizational Sustainability has become a strategic priority for organizations seeking long-term competitiveness amid rapid digital transformation and increasing environmental and social challenges. Although Innovation Capability, Knowledge Management, and Digital Leadership are recognized as critical organizational capabilities supporting sustainable performance, previous studies have predominantly examined these capabilities independently. Consequently, limited understanding exists regarding their integrated contribution to Organizational Sustainability. This study systematically reviews the existing literature on the relationships among Innovation Capability, Knowledge Management, Digital Leadership, and Organizational Sustainability using the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA 2020) guidelines. A total of twenty-four peer-reviewed studies were selected and analyzed through qualitative thematic synthesis to identify dominant research themes, theoretical perspectives, empirical findings, and research gaps. The review indicates that Innovation Capability strengthens organizations' ability to develop sustainable innovations, Knowledge Management facilitates organizational learning and knowledge integration, and Digital Leadership enables strategic digital transformation that supports long-term sustainability. However, the literature remains fragmented because these capabilities are rarely examined within a unified framework. This study proposes an integrated capability-based perspective that combines these three organizational capabilities to explain Organizational Sustainability, while offering theoretical insights, managerial implications, and directions for future research.

**Keyword:** Innovation Capability, Knowledge Management, Digital Leadership, Organizational Sustainability, Dynamic Capability, Systematic Literature Review.

## INTRODUCTION

### Background.

Organizational Sustainability has emerged as one of the most significant strategic priorities for organizations operating in an increasingly dynamic, technology-driven, and globally competitive environment. Beyond achieving economic performance, contemporary

organizations are expected to create long-term value by balancing financial success with environmental stewardship and social responsibility. This perspective reflects the principles of sustainable development and the Triple Bottom Line (TBL), which emphasize that organizational success should simultaneously generate economic, environmental, and social benefits (Elkington, 1997; Bansal & DesJardine, 2014). Consequently, Organizational Sustainability is no longer viewed solely as a corporate social responsibility initiative but rather as a strategic organizational capability that enables firms to remain competitive, resilient, and adaptable amid continuous environmental and technological change.

The accelerating pace of digital transformation, globalization, artificial intelligence, and technological disruption has fundamentally altered how organizations pursue sustainability. Organizations increasingly face complex challenges arising from rapid technological innovation, evolving customer expectations, environmental regulations, and stakeholder demands for responsible business practices. These challenges require organizations to continuously renew their capabilities rather than relying solely on traditional tangible resources. Resource-Based View (RBV) argues that sustainable competitive advantage originates from valuable, rare, inimitable, and non-substitutable organizational resources (Barney, 1991). Extending this perspective, Dynamic Capability Theory emphasizes that organizations must continuously integrate, build, and reconfigure internal and external competencies to respond effectively to rapidly changing business environments (Teece, Pisano, & Shuen, 1997). Accordingly, organizational capabilities have become central determinants of long-term sustainability.

Among these capabilities, Innovation Capability has received growing attention because it reflects an organization's ability to continuously generate, adopt, and implement new ideas, technologies, products, services, and business processes. Innovation capability enables organizations to respond proactively to environmental uncertainty, exploit emerging opportunities, and maintain long-term competitiveness. Rather than representing isolated innovation activities, innovation capability encompasses organizational learning, resource integration, creativity, knowledge utilization, and strategic flexibility. Recent empirical studies consistently indicate that organizations possessing strong innovation capability achieve superior sustainable performance through enhanced operational efficiency, product innovation, organizational resilience, and strategic adaptability. Furthermore, innovation capability has been identified as a critical driver of organizational renewal, enabling firms to transform environmental and technological challenges into opportunities for sustainable growth. Despite these findings, much of the existing literature examines innovation capability independently or within specific contexts such as green innovation, technological innovation, or product innovation, leaving limited understanding of how it interacts with other strategic organizational capabilities to strengthen Organizational Sustainability.

Another organizational capability receiving substantial scholarly attention is Knowledge Management. In the contemporary knowledge economy, organizational knowledge represents one of the most valuable strategic assets because it facilitates continuous learning, innovation, problem-solving, and organizational adaptability. According to the Knowledge-Based View (KBV), knowledge constitutes the most strategically significant organizational resource, enabling firms to develop sustainable competitive advantage through effective knowledge creation, acquisition, sharing, integration, and application (Grant, 1996; Nonaka & Takeuchi, 1995). Organizations capable of effectively managing organizational knowledge are generally better positioned to accelerate innovation, improve decision-making quality, strengthen collaboration, and develop dynamic organizational learning. Previous empirical studies have consistently demonstrated positive relationships between Knowledge Management and sustainable organizational performance. Nevertheless, existing research frequently positions Knowledge Management as an isolated managerial practice rather than integrating it with broader strategic capabilities that collectively shape Organizational Sustainability.

In parallel with technological advancement, leadership has also undergone significant transformation. Organizations are increasingly expected to develop leadership approaches capable of managing digital transformation, technological innovation, organizational agility, and continuous learning. This emerging perspective has led to the development of Digital Leadership, which emphasizes leaders' ability to strategically integrate digital technologies, inspire innovation, facilitate organizational learning, and guide digital transformation initiatives. Digital leaders are expected not only to possess technological competencies but also to cultivate innovation-oriented organizational cultures, encourage collaboration, and support knowledge sharing across organizational boundaries. Recent empirical evidence indicates that Digital Leadership contributes significantly to organizational innovation, employee adaptability, digital capability, and sustainable organizational performance. However, despite the growing number of studies investigating Digital Leadership, most research examines its direct influence on organizational outcomes without considering its complementary relationship with Innovation Capability and Knowledge Management.

Although Innovation Capability, Knowledge Management, and Digital Leadership have individually received considerable attention within the fields of strategic management, organizational behavior, innovation management, and sustainability research, the current body of literature remains fragmented. Most empirical investigations focus on the independent effects of a single organizational capability on organizational performance, innovation, or sustainability. Consequently, previous studies provide limited understanding regarding how these strategic capabilities complement one another in creating Organizational Sustainability. This fragmentation has also resulted in theoretical inconsistencies, where Resource-Based View, Knowledge-Based View, and Dynamic Capability Theory are often applied separately rather than integrated within a comprehensive organizational capability perspective.

The fragmented nature of the literature becomes particularly evident when reviewing recent empirical studies. Research on Innovation Capability primarily emphasizes product innovation, process innovation, and technological innovation as antecedents of organizational performance. Meanwhile, studies on Knowledge Management generally focus on knowledge sharing, organizational learning, and knowledge integration without explicitly considering innovation capability or leadership capability. Likewise, investigations of Digital Leadership frequently concentrate on digital transformation, employee performance, organizational agility, or technology adoption, with relatively limited attention to its interaction with innovation capability and knowledge management. As a result, there remains no comprehensive synthesis explaining how these three strategic organizational capabilities jointly contribute to Organizational Sustainability.

From a theoretical perspective, this limitation represents an important research gap. Resource-Based View proposes that sustainable competitive advantage originates from valuable strategic resources and capabilities (Barney, 1991), while Knowledge-Based View identifies knowledge as the most critical strategic organizational asset (Grant, 1996; Nonaka & Takeuchi, 1995). Dynamic Capability Theory further argues that organizations sustain competitiveness by continuously renewing and integrating organizational capabilities in response to environmental change (Teece et al., 1997). Collectively, these theoretical perspectives suggest that Organizational Sustainability should be understood as the outcome of multiple complementary organizational capabilities rather than a single organizational resource. Nevertheless, systematic evidence integrating Innovation Capability, Knowledge Management, and Digital Leadership within one capability-based framework remains scarce.

Therefore, a comprehensive synthesis of existing empirical evidence is required to clarify the relationships among these organizational capabilities and their contribution to Organizational Sustainability. Systematic Literature Review (SLR) provides an appropriate methodological approach for synthesizing accumulated knowledge, evaluating theoretical developments, identifying methodological patterns, and revealing inconsistencies across

previous studies. By following the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA 2020) guidelines (Page et al., 2021), this study ensures a transparent, rigorous, and reproducible review process while minimizing potential selection bias.

Accordingly, the objective of this study is to systematically review and critically synthesize the existing literature concerning the relationships among Innovation Capability, Knowledge Management, Digital Leadership, and Organizational Sustainability. Specifically, this review aims to (1) identify dominant theoretical perspectives explaining Organizational Sustainability; (2) examine the empirical relationships between Innovation Capability, Knowledge Management, Digital Leadership, and Organizational Sustainability; (3) analyze methodological trends and existing research gaps; and (4) propose an integrated capability-based conceptual framework to guide future empirical research.

This study makes several important contributions to the literature. First, it provides one of the first systematic reviews integrating Innovation Capability, Knowledge Management, and Digital Leadership within a unified framework explaining Organizational Sustainability. Second, it advances theoretical understanding by synthesizing insights from Resource-Based View, Knowledge-Based View, and Dynamic Capability Theory into a comprehensive capability-based perspective. Third, unlike previous review studies that primarily summarize empirical findings, this study develops a critical synthesis that identifies conceptual convergence, theoretical inconsistencies, and emerging research opportunities across the literature. Finally, this review proposes a future research agenda and an integrated conceptual framework that may assist scholars and practitioners in understanding how complementary organizational capabilities collectively enhance Organizational Sustainability in the digital era.

### **Problem Formulation**

Based on the background and literature review that have been described, this study focuses on the following research questions: 1) How does Innovation Capability influence Organizational Sustainability?, 2) How does Knowledge Management influence service performance?, 3) How does digital leadership influence Organizational Sustainability? 4) What are the relationship patterns, consistency of findings, and research gaps regarding green HRM, knowledge management, and digital leadership on organizational sustainability?

### **Research Objectives**

The objectives of this study are: 1) To identify and analyze the influence of Innovation Capability on organizational sustainability using a SLR approach. 2) To examine the effect of knowledge management on organizational sustainability based on reputable journals (SINTA and Scopus). 3) To analyze the influence of the digital leadership on organizational sustainability from various previous studies. 4) To synthesize research findings to understand relationship patterns, consistency of results, and to identify research gaps related to these variables.

## **METHOD**

This study employed a Systematic Literature Review (SLR) to synthesize and critically evaluate the existing body of knowledge regarding the relationships among Innovation Capability, Knowledge Management, Digital Leadership, and Organizational Sustainability. Compared with traditional narrative reviews, SLR provides a transparent, rigorous, and reproducible approach for identifying, selecting, evaluating, and synthesizing scientific evidence while minimizing researcher bias (Page et al., 2021; Tranfield, Denyer, & Smart, 2003).

The review process followed the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA 2020) framework (Page et al., 2021), which has become the international standard for conducting systematic reviews across management, business, and

social science disciplines. PRISMA consists of four sequential stages: identification, screening, eligibility assessment, and inclusion, ensuring that article selection is systematic, transparent, and replicable.

The primary objective of this review was to identify, synthesize, and critically analyze empirical evidence concerning the influence of Innovation Capability, Knowledge Management, and Digital Leadership on Organizational Sustainability, while identifying theoretical developments, methodological trends, and future research opportunities.

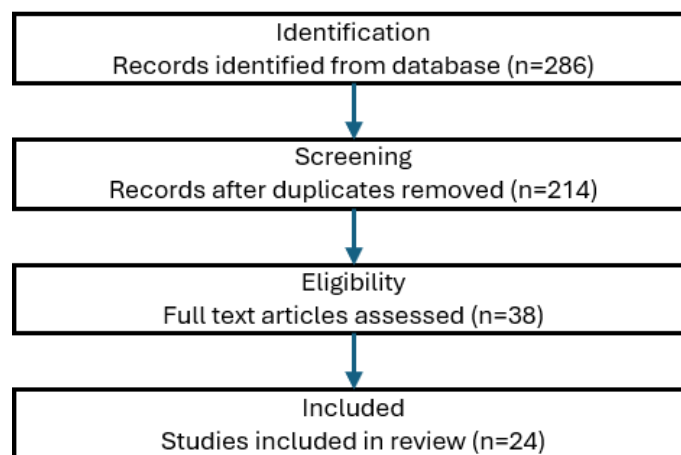
The literature search was conducted using internationally recognized scientific databases to ensure comprehensive coverage of high-quality publications. The databases included: • Scopus , • ScienceDirect, • Emerald Insight , • SpringerLink, • Wiley Online Library, • Google Scholar

The search was limited to peer-reviewed journal articles published in English between 2021 and 2025, reflecting the rapidly evolving nature of innovation management, digital leadership, knowledge management, and organizational sustainability research.

A combination of Boolean operators ("AND" and "OR") was used to retrieve relevant publications. The primary search strings included: • "Innovation Capability" AND "Organizational Sustainability", • "Knowledge Management" AND "Organizational Sustainability", • "Digital Leadership" AND "Organizational Sustainability"

Additional keyword combinations were employed to improve search sensitivity, including: • Sustainable Organization, • Sustainable Performance, • Organizational Capability, • Dynamic Capability, • Digital Transformation, • Organizational Learning

The initial database search yielded a substantial number of potentially relevant publications before the screening process.



**Figure 1. PRISMA Diagram**

The study selection process followed the four stages recommended by PRISMA 2020.

During the identification stage, articles were retrieved from the selected databases using predefined search strings. Duplicate records were subsequently removed.

The screening stage involved reviewing article titles and abstracts to assess their relevance to the research objectives. Articles that did not examine Innovation Capability, Knowledge Management, Digital Leadership, or Organizational Sustainability were excluded.

During the eligibility stage, the full texts of the remaining articles were carefully evaluated against the inclusion and exclusion criteria.

Finally, the inclusion stage resulted in 24 peer-reviewed journal articles that satisfied all selection criteria and were considered appropriate for qualitative synthesis.

The complete selection procedure is illustrated in the PRISMA flow diagram presented in Figure 1.

## RESULTS AND DISCUSSION

### Result

The systematic literature search followed the PRISMA 2020 guidelines described in the methodology. The initial database search identified a broad collection of publications related to Innovation Capability, Knowledge Management, Digital Leadership, and Organizational Sustainability. After removing duplicate records and screening titles and abstracts, potentially relevant articles were subjected to full-text assessment. The eligibility evaluation excluded studies that did not explicitly investigate the relationships among the selected variables or lacked sufficient methodological rigor. Ultimately, 24 peer-reviewed journal articles satisfied all inclusion criteria and were included in the qualitative synthesis.

The selected studies constitute the primary evidence base for identifying dominant theoretical perspectives, methodological characteristics, empirical findings, and emerging research gaps concerning Organizational Sustainability.

### Characteristic of the Selected Studies

**Table 1 summarizes the characteristics of the 24 selected studies.**

| Variable              | Number of Studies | Dominant Method            | Common Analysis    |
|-----------------------|-------------------|----------------------------|--------------------|
| Innovation Capability | 8                 | Quantitative               | SEM / PLS-SEM      |
| Knowledge Management  | 8                 | Quantitative               | SEM                |
| Digital Leadership    | 8                 | Quantitative               | SEM / Regression   |
| Total                 | 24                | Predominantly Quantitative | SEM-based Analysis |

The review demonstrates that research concerning Organizational Sustainability has expanded considerably during the last five years. The selected publications comprise studies investigating Innovation Capability, Knowledge Management, and Digital Leadership from diverse organizational and industrial contexts.

Innovation Capability studies primarily examine how organizations develop innovative products, services, and business processes that strengthen long-term sustainability. Knowledge Management studies generally focus on organizational learning, knowledge sharing, and knowledge integration as mechanisms for sustaining organizational competitiveness. Meanwhile, Digital Leadership research emphasizes leadership competencies required to support digital transformation and sustainable organizational development.

The number of publications has increased substantially since 2023, indicating growing scholarly interest in organizational capabilities supporting sustainability. While only a limited number of relevant studies were published in 2021, publication activity accelerated during 2023 and reached its highest level in 2024. This trend reflects increasing academic attention toward digital transformation, innovation capability, organizational learning, and sustainable business strategies.

Overall, more than two-thirds of the selected studies were published during 2024 and 2025, demonstrating that Organizational Sustainability remains an emerging and rapidly developing research area.

**Table 2. Publication Trend**

| Year | Number of Articles | Percentage |
|------|--------------------|------------|
| 2021 | 2                  | 8.3%       |

|      |    |       |
|------|----|-------|
| 2022 | 0  | 0%    |
| 2023 | 6  | 25.0% |
| 2024 | 10 | 41.7% |
| 2025 | 6  | 25.0% |

The selected studies originated from various geographical regions, reflecting the global relevance of Organizational Sustainability.

Asian countries contributed the largest proportion of publications, particularly China, Malaysia, Singapore, Indonesia, Saudi Arabia, and South Korea. European countries such as the United Kingdom, Germany, Finland, Italy, and Spain also made substantial contributions. Additional studies were conducted in Australia, the United States, and the United Arab Emirates.

This geographical diversity suggests that Innovation Capability, Knowledge Management, and Digital Leadership have become internationally recognized strategic capabilities supporting organizational sustainability across different economic and institutional contexts.

**Table 3. Geographical Distribution**

| Region        | Countries                                                        | Number of Studies |
|---------------|------------------------------------------------------------------|-------------------|
| Asia          | China, Malaysia, Indonesia, Singapore, Saudi Arabia, South Korea | 13                |
| Europe        | United Kingdom, Germany, Finland, Italy, Spain                   | 8                 |
| North America | United States                                                    | 2                 |
| Middle East   | United Arab Emirates                                             | 1                 |

Most empirical studies employed quantitative research designs. Structural Equation Modeling (SEM) and Partial Least Squares Structural Equation Modeling (PLS-SEM) were the dominant analytical techniques, reflecting the multidimensional nature of Organizational Sustainability and organizational capabilities.

Among the reviewed studies: • 18 studies applied SEM or PLS-SEM. • Three studies used survey-based statistical analysis. • One study adopted a mixed-method approach. • Two studies employed systematic literature review methodologies.

From a theoretical perspective, Resource-Based View (RBV), Dynamic Capability Theory, and the Knowledge-Based View (KBV) emerged as the most frequently adopted theoretical foundations. RBV was primarily used to explain the strategic value of organizational capabilities, whereas Dynamic Capability Theory emphasized organizational adaptation under environmental uncertainty. Knowledge-Based View mainly supported studies investigating Knowledge Management and organizational learning.

**Table 4. Methodological Distribution**

| Method                       | Number of Studies | Percentage |
|------------------------------|-------------------|------------|
| SEM / PLS-SEM                | 18                | 75.0%      |
| Survey                       | 3                 | 12.5%      |
| Mixed Methods                | 1                 | 4.2%       |
| Systematic Literature Review | 2                 | 8.3%       |

The qualitative synthesis identified three dominant capability domains that consistently influence Organizational Sustainability.

First, Innovation Capability was found to strengthen organizational sustainability by enabling continuous product, process, and business model innovation. Organizations

possessing stronger innovation capability demonstrated greater adaptability to environmental changes and improved long-term competitiveness.

Second, Knowledge Management consistently enhanced organizational sustainability through knowledge creation, organizational learning, knowledge sharing, and effective utilization of organizational knowledge. The reviewed studies indicated that organizations with mature knowledge management practices exhibited higher innovation capacity and stronger sustainable performance.

Third, Digital Leadership emerged as an important organizational capability supporting digital transformation and sustainable organizational development. Effective digital leaders promoted innovation-oriented cultures, facilitated organizational change, and aligned technological initiatives with strategic sustainability objectives.

Although each capability demonstrated a significant positive relationship with Organizational Sustainability, the synthesis revealed that previous studies predominantly investigated these variables independently. Very few studies integrated Innovation Capability, Knowledge Management, and Digital Leadership within a unified organizational capability framework. This observation highlights an important gap that motivates the conceptual integration proposed in the subsequent discussion.

## **Discussion**

### **Innovation Capability and Organizational Sustainability**

The findings of this systematic review consistently demonstrate that Innovation Capability is one of the most influential organizational capabilities supporting Organizational Sustainability. Across the reviewed studies, organizations with stronger innovation capability exhibit greater adaptability to environmental uncertainty, faster responses to technological disruption, and improved long-term organizational performance. Rather than representing a single innovation activity, innovation capability encompasses the organizational capacity to generate, absorb, implement, and continuously improve products, services, business processes, and managerial practices.

The reviewed literature indicates that innovation capability contributes to sustainability through multiple organizational mechanisms. First, innovation enables organizations to improve operational efficiency by redesigning business processes and reducing resource consumption. Second, continuous product and service innovation enhances organizational competitiveness by responding to evolving market demands and stakeholder expectations. Third, innovation capability strengthens organizational resilience by enabling firms to adapt rapidly to changing technological, economic, and environmental conditions. These findings support Dynamic Capability Theory, which argues that sustainable competitiveness depends on an organization's ability to continuously integrate, build, and reconfigure internal and external competencies in response to environmental change (Teece et al., 1997).

Despite the generally consistent positive relationship, the reviewed studies also reveal several limitations. Most empirical investigations examine innovation capability within specific contexts, such as technological innovation, product innovation, or green innovation, without considering its interaction with other strategic organizational capabilities. Consequently, innovation capability is frequently treated as an isolated organizational resource rather than as one component of a broader capability system. This fragmented perspective limits understanding of how innovation capability operates together with knowledge resources and leadership capabilities to strengthen Organizational Sustainability.

The findings therefore suggest that innovation capability should not be viewed merely as an organizational outcome but rather as a dynamic organizational capability that interacts with complementary capabilities. Organizations capable of sustaining innovation over time are generally those that simultaneously develop effective knowledge management systems and leadership capable of directing innovation toward long-term sustainability objectives.

### **Knowledge Management and Organizational Sustainability**

The review confirms that Knowledge Management (KM) constitutes another essential organizational capability supporting Organizational Sustainability. Consistent with the Knowledge-Based View, the reviewed studies demonstrate that organizational knowledge represents one of the most valuable strategic resources because it facilitates organizational learning, innovation, problem-solving, and strategic decision-making.

Knowledge Management contributes to Organizational Sustainability through four primary mechanisms: knowledge creation, knowledge sharing, knowledge integration, and knowledge application. Organizations capable of effectively managing these processes are better positioned to convert individual knowledge into organizational capability, thereby strengthening innovation and improving organizational adaptability. The reviewed studies consistently report positive relationships between mature knowledge management practices and sustainable organizational performance.

However, the literature also reveals a conceptual limitation. Most previous studies focus primarily on internal knowledge processes while giving limited attention to the interaction between knowledge management and other strategic organizational capabilities. Knowledge Management is frequently positioned either as an antecedent of innovation or as an isolated managerial practice, rather than as a capability operating within an integrated organizational system.

This observation suggests that the contribution of Knowledge Management extends beyond organizational learning alone. Knowledge provides the foundation upon which innovation capability develops and enables leaders to make evidence-based strategic decisions during digital transformation. Consequently, Knowledge Management should be understood as an enabling capability that connects organizational learning, innovation, and leadership in pursuit of Organizational Sustainability.

### **Digital Leadership and Organizational Sustainability**

The review further identifies Digital Leadership as a strategic capability that has gained substantial attention in recent years. Unlike traditional leadership approaches, Digital Leadership emphasizes leaders' ability to combine technological understanding with strategic vision, organizational change management, innovation support, and digital transformation.

The reviewed studies consistently indicate that digital leadership positively influences Organizational Sustainability by promoting organizational agility, innovation culture, digital capability, and employee adaptability. Digital leaders facilitate organizational transformation by aligning technological investments with long-term strategic objectives while encouraging collaboration and continuous organizational learning.

Nevertheless, the literature remains fragmented regarding the strategic position of Digital Leadership. Most empirical studies investigate digital leadership independently, focusing primarily on digital transformation, employee performance, organizational agility, or technology adoption. Few studies explicitly examine how Digital Leadership complements Innovation Capability and Knowledge Management in supporting sustainable organizational development.

From a capability perspective, Digital Leadership should be interpreted as an orchestration capability rather than merely an individual leadership competency. Leaders create value not only by introducing digital technologies but also by integrating organizational knowledge, encouraging innovation, allocating strategic resources, and coordinating organizational transformation toward sustainability goals. This broader perspective reinforces the importance of considering Digital Leadership alongside Innovation Capability and Knowledge Management rather than examining it in isolation.

## **Integrated Synthesis and Research Gap**

One of the most important findings emerging from this review is that Organizational Sustainability cannot be adequately explained by any single organizational capability. Instead, sustainability appears to result from the interaction among multiple complementary capabilities that reinforce one another.

Innovation Capability enables organizations to continuously generate and implement new ideas. Knowledge Management provides the knowledge infrastructure that supports learning, knowledge sharing, and innovation. Digital Leadership coordinates organizational resources, establishes strategic direction, and facilitates digital transformation. Together, these capabilities form an integrated capability system that strengthens organizational resilience, competitiveness, and long-term sustainability.

This integrated perspective aligns with Resource-Based View, Knowledge-Based View, and Dynamic Capability Theory. RBV emphasizes that sustainable competitive advantage originates from valuable organizational resources and capabilities. KBV identifies knowledge as the organization's most strategic resource. Dynamic Capability Theory further explains how organizations continuously renew these capabilities to respond to environmental change. Rather than competing theoretical explanations, these perspectives complement one another and collectively explain Organizational Sustainability.

The synthesis therefore suggests that future organizational sustainability research should shift from investigating isolated variables toward examining capability configurations that jointly explain sustainable organizational performance. Such an integrated perspective provides a more comprehensive explanation of how organizations maintain long-term competitiveness in dynamic environments.

The systematic review identifies several important research gaps that provide opportunities for future investigation.

First, previous empirical studies predominantly examine Innovation Capability, Knowledge Management, or Digital Leadership independently. Integrated empirical models simultaneously incorporating these three organizational capabilities remain extremely limited.

Second, most studies employ cross-sectional survey designs, restricting the ability to explain how organizational capabilities evolve over time. Longitudinal research is required to capture the dynamic development of organizational capabilities and sustainability outcomes.

Third, although Resource-Based View, Knowledge-Based View, and Dynamic Capability Theory are widely applied, they are generally used separately. Greater theoretical integration is necessary to explain the complex relationships among organizational capabilities.

Fourth, most existing studies focus on large organizations operating in manufacturing or technology sectors. Comparatively little attention has been given to public organizations, small and medium-sized enterprises (SMEs), nonprofit organizations, educational institutions, and emerging economies.

Finally, rapid developments in artificial intelligence, big data analytics, digital ecosystems, and sustainable innovation suggest that Organizational Sustainability research should increasingly consider new organizational capabilities that extend beyond traditional management perspectives.

## **CONCLUSION**

Based on the results of the review using the SLR approach with the PRISMA method on 24 relevant articles, the conclusions are: 1) Innovation capability positively influences organizational sustainability because organizational values, norms, and behavioral standards shape employee attitudes and service orientation. 2) Knowledge management positively affects organizational sustainability because motivation functions as a driving force that encourages employees to perform tasks effectively and consistently. 3) Digital leadership positively influences organizational sustainability because competence reflects the knowledge, skills,

abilities, and professional capabilities needed to perform work effectively. 4) Simultaneously, innovation capability, knowledge management, and digital leadership collectively have a positive influence on organizational sustainability.

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