

**The impact of innovation on organizational resilience on
Jordanian pharmaceutical industry sector: The mediating
role of organizational learning**

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Abstract

This study aimed to investigate the impact of innovation on organizational resilience, with organizational learning as mediator variable, in the Jordanian pharmaceutical industry sector. In order to achieve the objectives of this study, the researcher developed the questionnaire, the study community is made up of all (23) Jordanian pharmaceutical companies working in upper and middle management, (270) questionnaire have been distributed and (210) of them are available for analysis at a rate of (77.7%), and analyzed using the software of the Statistical Package for Social Sciences (SPSS) and the modeling of constructive equations through the method of (PLS-SEM).

The results showed that the mediating variable (organizational learning) mediates the positive relationship between innovation and organizational resilience. In addition, there is a statistically significant effect between the independent variable (innovation)

in its combined dimensions (radical innovation, incremental innovation, breakthrough innovation, disruptive innovation) and the dependent variable (organizational resilience) in its combined dimensions (adaptive capabilities, response capabilities, cognitive capabilities, behavioral capabilities) in the Jordanian pharmaceutical industry sector.

The study recommended that upper management of Jordan's pharmaceutical industry sector should keep abreast of technological developments and technical changes in the global pharmaceutical industry and promote and support the introduction of new technology in the workplace. In addition, to develop the regulatory processes in the Jordanian pharmaceutical industry sector by committing to continuous development in order to improve current products.

Keywords: Innovation, Organizational Learning, Organizational Resilience, Jordanian pharmaceutical industry sector.