





Correction

# Correction: Umair et al. Environmental Corporate Social Responsibility, Green Talent Management, and Organization's Sustainable Performance in the Banking Sector of Oman: The Role of Innovative Work Behavior and Green Performance. *Sustainability* 2023, 15, 14303

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The authors would like to make the following corrections about the published paper [1]. The changes are as follows:

- (1) Replacing the word “modelling” with the word “modeling” in Section 4.

On page 8, the word “modelling” was replaced by word “modeling” in the following sentences:

In the present study, partial least squares structural equation modeling (PLS-SEM) using the SmartPLS (4.0) software was used to test the proposed hypotheses. This tool allowed the examination of a set of relationships between one or more independent and dependent variables, irrespective of the characteristics of the variables as continuous or discrete [65]. Furthermore, the reflective measurement model was evaluated, and then the structural model was tested.

- (2) Replacing “0.07” with “0.7” in Section 4.1.

On page 8, “0.07” was replaced by “0.7” in the following sentences:

Initially, the measurement model for the reflective items was analyzed. As in Table 1, the Cronbach's Alphas, and composite reliability for all the constructs was above 0.7, which is considered as the threshold value for both [66]. The values of average variance extracted (AVE) and outer loadings were used to determine the convergent validity of the constructs. In the case of loadings, most of them were above the threshold value of 0.7, but few items had values close to 0.7. However, previous research argues that reflective items with loadings greater than 0.5 can be retained in the model [67]. Hence, these items were retained in the model except one item (GSTM7), as the loading was very low. AVE values for all the constructs were greater than 0.5, which is the threshold value of AVE [68]. It indicates that all the items were relevant to their respective constructs and explained more than 50% variance.



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The authors state that the scientific conclusions are unaffected. This correction was approved by the Academic Editor. The original publication has also been updated.

## Reference

1. Umair, S.; Waqas, U.; Mrugalska, B.; Al Shamsi, I.R. Environmental Corporate Social Responsibility, Green Talent Management, and Organization's Sustainable Performance in the Banking Sector of Oman: The Role of Innovative Work Behavior and Green Performance. *Sustainability* **2023**, *15*, 14303. [[CrossRef](#)]

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