

How does family ownership shape the impact of motives on SMEs' sustainability practices?

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Abstract

The paper aims to enhance understanding of how family ownership influences the relationship between different groups of motives (moral, relational, instrumental) and the SMEs' sustainability practices (environmental, social, governance). Results are reported for a sample of 259 SMEs across multiple industries. The findings indicate that family ownership positively moderates the relationships between moral motives and all three groups of sustainability practices. No statistically significant moderating effect of family ownership on the relationships between relational motives and sustainability practices was observed. Finally, family ownership strengthens the relationships between instrumental motives and two groups of SMEs' sustainability practices, namely social and governance.

Subject Areas: *Decision-Making; Organization Behavior*