

The hypothesized relationship between recycle strategy and organizational performance is positive and significant with an estimate of 0.59 and a t-value of 5.72, which recommended the acceptance of the first hypothesis. To test the effect of resources allocation as a mediator on the hypothesized relation between recycle strategy and organizational performance, the author carried out two regression analyses where the predictor variable (recycle strategy) and moderator variable (resources allocation) were entered in the first step and the interaction of the predictor and the relevant interaction term was entered second. Similarly, two other regression analyses were carried out with reference to profitability and sales growth. The results are presented in Table 6.

Table 6. Moderating effect of resource allocation

Regression of environmental outcomes on resource allocation and recycle strategy								
Step	Variable entered	R ²	Adjusted R ²	ΔR ²	ΔR ² Sig	b	β ^a	Sig
1	Resources Allocation					-0.435	-0.322	0.069
	Recycle Strategy	0.685	0.683			0.229	0.191	0.412
2	RA × RS	0.687	0.68	0.051	0.011	0.150	0.854	0.91
Regression of profitability on resource allocation and recycle strategy								
Step	Variable entered	R ²	Adjusted R ²	ΔR ²	ΔR ² Sig	b	β ^a	Sig
1	Resources allocation					0.271	0.181	0.528
	Recycle Strategy	0.029	0.18			0.498	0.188	0.285
2	RA × RS	0.031	0.13	0.001	0.502	-0.52	-0.376	0.503
Regression of sales growth on resource allocation and recycle strategy								
Step	Variable entered	R ²	Adjusted R ²	ΔR ²	ΔR ² Sig	b	β ^a	Sig
1	Resources allocation					0.741	0.667	0.000
	Recycle Strategy	0.681	0.676			-0.372	-0.315	0.067
2	RA × RS	0.683	0.676	0.003	0.287	0.042	0.189	0.288

^a Coefficients from the final step

As shown in Table 6, the interaction of resource allocation and recycle strategy was significant in all the different the case of environmental outcomes ($\beta=0.854$; $p < 0.01$) explaining 5.1% of its variance. According to the previous results, the second hypothesis was partially accepted.

6. Discussion and Conclusions

The main outcome of the current study is that recycle strategy has a direct and significant effect on organizational performance. On the other hand, resource allocation moderates only the relation between recycle strategy and environmental outcomes. The previous results are consistent with the conclusion reached by Skinner et al., 2008, which states that repair and disposal strategies have a direct impact on the level of performance. In addition, they are consistent with the results of Khor and Udin (2012), which state that repair and recycling strategy has a direct impact on the company's profitability with the presence of resources allocation as a moderator variable that governs this relation.

According to Schulze et al. (2014), a large percentage of purchased goods in the household industries will be returned, which will affect profit, so companies need to use different disposition strategies to reclaim a part of the returned product cost. The current research finding supports the effect of used dispositions strategies (recycle) in the paper industry on performance. The working companies in the Egyptian paper industry should continue to use recycle

strategy as a tool for gaining a competitive advantage through reducing cost and improving performance. In addition, the companies need to allocate adequate resources for such strategy to make sure of its effectiveness.

The current study is one of the few studies in Egypt that evaluated the relation between one of the strategies of disposition and performance levels and also tackled the impact of resource allocation in this relation. Nevertheless, one of its points of weakness is its application on one industrial sector only. Hence, the hypotheses of the study must be reassessed and reapplied to different industrial sectors to form a clear image of the nature of the relation between the variables of the study in Egypt. In addition, this study has not taken into account external environmental variables such as laws and governmental legislations, which have an impact on the given relations between the variables of the study.

Finally, a number of recommendations could be set with the aim of attracting attention to disposition strategies and their impact on the environment:

1-The state and its institutions must set a number of mechanisms and legislations to contribute to the application and usage of different disposition strategies due to their positive effect on the environment.

2-Non-governmental organizations in Egypt must raise awareness of the importance of protecting the environment and its impact on the level of performance and profitability of companies.

3-The private sector and its different companies should work on passing on the experiences of companies in developed countries and the technologies used in handling dispositions in a way that maintains the environment.

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Biography

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