

ABSTRACT

Growing awareness on sustainability has encouraged stakeholder's broader participation in greener management. The green human resource management practices are emerging as a new concept for sustainable organizations and in the society. The practices which are stimulated employees with a sense of pride for participating in green initiatives while educating them with complexities of environmental management. This study is undertaken to explore the impact of Green Human Resource Management Practices on Environmental Performance in Hotel industry with special reference to 4 & 5-Star hotel in Southern province, Sri Lanka. This research is related to the Resource-Based View (RBV) Theory because the resource-based approach is a management paradigm for determining which strategic resources may employ to gain a long-term competitive advantage. This study aims, to identify the impact of Green Human Resource Management Practices on Environmental Performance and identify the intermedator effect of Employee Green Behavior between Green HRM practices and Environmental Performance in 4 & 5 star hotels in Southern Province of Sri Lanka. The sample has been selected using purposive sampling method and sample size consists with 100 respondents. Quantitative analysis methods have been used to process primary data collected using self-administrated questionnaire. Smart PLS Software for Partial least squares -structural equation modeling was used to test the proposed hypotheses. In this study, positive impact of Green HRM Practices on Environmental Performance has been identified. Also, the intermediating effect of Employee Green Behavior between Green HRM Practices and Environmental Performance has been identified a positive impact of each variable. Future research areas suggested that it will be delighted to study about employee green behaviors between green HRM practices and Environmental performance in Western Province. In concluding, it will worth noting that the green practices will lead to good performances of the 4 & 5 star hotels.

Key words: Green Human Resource Management; Environment Performance; Hotel Industry; Employee Green Behavior; Human Resource Management