



**THE STUDY ON THE IMPACT OF GREEN
HUMAN RESOURCE MANAGEMENT
PRACTICES ON EMPLOYEE ENGAGEMENT
(With Special Reference to the Domestic Commercial
Banks in Sri Lanka)**

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ABSTRACT

In last few decades both academics and practitioners are paying more attention to green human resource management concept due to the increasing global warming in recent years. However, few researchers are followed about the Green Human Resource Management (GHRM) on banking industry and that is an emerging trend in Sri Lankan context. Banks play a very crucial role in the economic development of nations and there is a huge human capital. The purpose of this research study was to identify the “Impact of Green Human Resource Management Practices on Employee Engagement (with special reference Domestic Commercial Banks in Sri Lanka). This overall research study has been structured based on the conceptual framework built up referring to the two research objectives, of to identify the existing level of GHRM practices in domestic commercial banks of Sri Lanka and to identify the impact of GHRM practices on employee engagement in domestic commercial banks in Sri Lanka. The quantitative research was conducted through questionnaire using 150 employees who are working in human resource department of domestic commercial banks in Sri Lankan context. Data analysis was performed using multiple linear regression and descriptive statistics. Results of the analysis indicated that, existing level of GHRM practices in domestic banking industry in Sri Lanka was small dispersion from moderate level GHRM practices, significantly and positively affect to the employee engagement, and also Green Involvement was a most significant GHRM practice in domestic commercial banks of Sri Lankan context. Finally this study was suggesting the various kind of actions for management of banking industry to improve the GHRM practices. Further, outcomes of this study provided implications for enhancing available literature. This study also suggests some further research areas for future research.

Key Words: *Green Human Resource Management Practices, Green Recruitment and Selection, Green Training and Development, Green Performance Management,, Green Pay and Reward, Green Involvement ,Employee Engagement*