



Impact of Green Human Resource Management Practices on Employees' Job Commitment: With Reference to Apparel Industry in Sri Lanka

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ABSTRACT

Need for a proactive approach has been emerged due to the increased environmental effect caused by the businesses in various means. Therefore, most of the businesses tend to transform their business processes into green. In that process transforming human resource of the business organizations into green is crucial. Yet few researches related to the Green Human Resource Management have been carried out in Sri Lankan context so far. To bridge the gaps in the existing literature this study was carried out to investigate the impact of Green Human Resource Management Practices on employees' job commitment and the level of adaptation of GHRMP in the Sri Lankan Apparel Industry. Questionnaires were distributed among 150 employees to gather the necessary data to assess the objectives of the research. Questions were asked regarding six GHRM practices and findings revealed that, there was a significance impact of green human resource management practices on the employees' job commitment. Further, the study showed a very high level of adaptation of green employee empowerment and participation and a high level of adaptation of green training and development in the apparel industry in Sri Lanka. In order to create a sustainable development in the environment, further adaptation of GHRMP is essential.

Keywords: *Green Human Resource Management, Green Human Resource Management Practices, Job Commitment, Sustainable Development*