

The Study on the Impact of Green Human Resource Management Practices on Employee Engagement (With Special Reference to Domestic Commercial Banks in Sri Lanka)

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In the last few decades, both academics and practitioners are paying more attention to green human resource management concepts due to the increasing global warming in recent years. However, few researchers are followed about the Green Human Resource Management (GHRM) on the banking industry and it was an emerging trend in the Sri Lankan context. Banks play a very crucial role in the economic development of nations with 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 was structured based on the conceptual framework built up referring to the two research objectives, 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. Quantitative research was conducted through a questionnaire using 150 employees who are working in the human resource department of domestic commercial banks in the Sri Lankan context. Data analysis was performed using multiple linear regression and descriptive statistics. Results of the analysis indicated that the existing level of GHRM practices in the domestic banking industry in Sri Lanka were a small dispersion from moderate level GHRM practices, it significantly and positively affects on the employee engagement, and also the green involvement was a most significant GHRM practice in domestic commercial banks of Sri Lankan context. Finally, this study suggested a various kind of actions for the management of the banking industry to improve GHRM practices.

Keywords: Green human resource management practices, Employee engagement