

The Impact of Green Human Resource Management Practices on Organizational Citizenship Behavior: Mediator of Job Satisfaction: The Study of ABC Manufacturing Company In Sri Lanka.

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The purpose of this research is to identify the impact of green human resource management on organizational citizenship behavior through the mediating role of job satisfaction in ABC manufacturing company in Sri Lanka. In addition to that, this study intends to contribute to filling the knowledge gap by looking into the relationship between green human resource management on organizational citizenship behavior with the mediating effect of job satisfaction. There is less research context in Sri Lanka to test green human resource management and organizational citizenship behavior in manufacturing industry, especially in a subsidiary company in a transformational change phase. This research is deductive (theory-testing) research. This research was conducted using a survey research strategy and quantitative research method. Employees in ABC manufacturing company was considered as population. The sample size was 350 according to the Morgan table, data collection was done through a standard questionnaire and simple random sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 327 among 350 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. Result shows that there is a positive impact of green human resource management on organizational citizenship behavior with the mediator effect of job satisfaction.

Keywords: *Green Human Resource Management; Organizational Citizenship Behavior; Job Satisfaction*

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