

Level of Adaptation of Green Human Resource Management Practices in the Apparel Industry in Sri Lanka

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This study is dedicated to identify the extent to which the human resource management processes have aligned with green management practices as green human resource management practices in the Apparel Industry in Sri Lanka. The sample was selected based on simple random sampling method and population refers to the apparel industry in Sri Lanka. For the selected sample of thirteen companies in the apparel industry in Sri Lanka, well-structured questionnaire was distributed and the results gathered from the responses were analyzed using descriptive statistics technique for testing the achievement of objectives and frequencies and percentages for data presentation. Data were collected using both primary and secondary sources. Primary data were collected through questionnaires and secondary data was collected from the previous studies, websites, books, articles and other related publications. Twelve objectives were set to test eleven human resource management practices to achieve the research purpose.

Findings revealed that only job design and analysis showed a high level of adaptation of green management concept while all the other human resource management practices showed moderate and low level of adaptation of green management concepts. Thus, the study bridged a gap in the literature in revealing the extent of adopting green human resource management practices in the apparel industry in Sri Lanka, while recommending to the apparel companies to adapt green HRM at least in the major HR processes like recruitment and selection, training and development, performance management, reward management and health and safety management in order to improve their environmental performance in a more sustainable manner.

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