

The Impact of Green Human Resource Management Practices on Environmental Performance: A Study of International Construction Consortium (Pvt) Limited

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With the natural world around us rapidly changing for the worse every passing second, there has never been a better time for organizations to transform into 'greener' institutions. Compared to many others, the construction industry has a unique business function that deals directly with the environment and has a massive role in substantially altering the environment for the better or, for the worse. The purpose of this study is to identify and analyze the impact Green Human Resource Management (GHRM) practices in the organization have on the overall Environmental Performance (EP) of the company. This study supplements literature on GHRM in the Sri Lankan construction sector by particularly studying a managerial employee sample and seeks to encourage organizations to apply and develop GHRM practices in a practical context. The total population of 60 managerial employees in the International Construction Consortium (Pvt) Ltd, were considered as the target sample of the cross-sectional study. Limitations of the study included the inability to analyze behaviour over a period to time and the use of a single primary data collection method. Primary data was collected via an online survey with a 93.3% response rate. Based on the findings, it was statistically proved that GHRM has a positive impact on EP and that there is a significant strong positive relationship between GHRM and EP in the company. Hence, formal evaluation systems of green performance should be adopted and then top management involvement in green practices be increased.

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