

## **The Impact of Green Human Resource Management Practices on Environmental Sustainability: A Study of Middle Level Employees in Apparel Industry**

Bandara, H. M. R. S.<sup>1</sup> and De Alwis, A. C.<sup>2</sup>

Green Human Resource Management is a newly emerging concept in today's context. Growing concern for the global environment and the development of new policies and procedures for environmental management has created a need for businesses to adopt environmental strategies and programs. Today, the apparel industry has become more conscious about the growing importance of implementation of environmental management and human resource management compared to many others; the apparel industry has a unique business function that deals directly with the environment. The purpose of this study is to identify the impact of Green Human Resource Management (GHRM) practices on Environmental Sustainability (ES) of the organization and encourages organizations to apply and develop GHRM practices in the practical context. Random sample technique was used to select a sample of 110 middle-level employees from the population of 150 employees at MAS Fabric Park Thulhiriya. Primary data was collected through a standard questionnaire with a 94% response rate. The study faced limitations such as the fact that the population selected for the research is too narrow and lacks knowledge. Based on the findings, it was statistically proved that GHRM practices have a positive impact on Environmental Sustainability (ES) and that there is a significant strong positive relationship between GHRM and Environmental Sustainability (ES). Develop best environmental assessment strategies and apply internal and external audits for environmental work, develop own Environmental Management System (EMS) or formal standards, rules and regulations and enhance employee awareness and knowledge about the environment through training and development are recommended.

**Keywords:** *Green Human Resource Management, Environmental Sustainability, Environmental Management Systems*

---

<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [roshanishereen@gmail.com]

<sup>2</sup> Professor, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [klnchamaruresearch@gmail.com]