

Investigate the Impact of Eco – Friendly Incentives and Recognition Program on Employee Job Satisfaction to Better Workplace: Mediating Role of Green Psychological Capital.

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This study explores the intricate dynamics between eco-friendly incentives, recognition programs, employee job satisfaction, and the mediating influence of green psychological capital in contemporary workplaces. As firms place a greater emphasis on environmental sustainability, this study uses a mixed-methods approach to investigate the direct benefits of eco-friendly activities on work satisfaction. According to the research, the good impact of these measures is mediated by the development of green psychological capital, which includes environmental awareness and pro-environmental attitudes. Quantitative data from surveys and qualitative insights from interviews give a complete picture of employee perspectives. The findings contribute to long-term human resource management by providing concrete advice for firms seeking to build a more environmentally friendly and enjoyable workplace, while also acknowledging the critical role of green psychological capital in molding employee well-being.

Keywords: *Eco-Friendly Incentives and Recognition Program, Employee Job Satisfaction, Green Psychological*

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