Impact of Green Human Resources Management on Individual Job Performance: Study of Executive Level Employees in Manufacturing Industry, Sri Lanka

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The main purpose of this study was to identify the impact of Green human resources management on individual job performance. Previous literature explanations and empirical findings of the relationships of these variables. The researcher has developed the main objective and based on that; a hypothesis was developed. This is quantitative, deductive, cross- sectional, and explanatory research in nature. Since this research was conducted among 120 manufacturing employees on manufacturing Company and a standard questionnaire was used to collect primary data through a survey. The data was analyzed using Statistical Package for the Social Sciences [SPSS] 23.0 version. This review incorporates diverse functions of HRM to explore the respective green HRM practices under those functions. The findings of the review have identified and highlighted several   green HRM practices under the 04 functions of HRM such as job design, recruitment, green training and development. Descriptive statistics, normality, linearity, correlation, and regression are used to analyze the data and make conclusions. Findings revealed that Green HRM practice and individual job performance of Executive level employee in manufacturing industry. Moreover, the findings of the study provide numerous implications for HR practitioners, management practitioners, and policymakers to enhance Green HRM practice and individual job performance manufacturing company.

Keywords: *Green Human Resources Management, Green Performance Management, Green Recruitment, Green Training & Development*

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