

The Impact of Green Human Resource Management Dimensions on Organizational Sustainability: A Structural Equation Modelling Approach

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Abstract: The paper concentrates on the relationships between eleven Green Human Resource Management (GHRM) dimensions and the organisational sustainability using structural equation modelling (SEM). The research is founded on the data of 342 respondents, which discuss the effects of some GHRM practises like green culture, green practises, green recruitment and selection, environmental leadership, green compensation and rewards, green performance management, green training and development, green empowerment and participation, green safety and health, environmental protection, and meaningful work on the outcomes of organisational sustainability. The research employed both resource-based view and ability motivation-opportunity models to test twelve hypotheses in a quantitative and cross-sectional study based on the SEM two-step analysis. The results indicated that five dimensions of GHRM - green culture, green practises, green recruitment, green empowerment, and meaningful work significantly predicted the sustainability of organisations and they explained 68 percent of the variance. The model performed well fit. Surprisingly, none of the environmental leadership, green compensation, green performance management, green training, green safety and environmental protection registered any significant impacts which suggest that not all GHRM practises have a similar positive effect on sustainability. Theoretical and practical implications are provided, including the priority of employee empowerment and cultural factors over traditional HRM mechanisms. The study has an implication on the GHRM scholarship as it can examine various dimensions simultaneously, expand the frameworks to take significant work into account, and provide evidence-based practitioner advice that targets sustainability-promoting HRM investments.

Keywords: Green Human Resource Management, Organizational Sustainability, Structural Equation Modelling, Sustainable HRM

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