

# A STUDY ON GREEN HUMAN RESOURCE MANAGEMENT PRACTICES IN ISO 14001 IMPLEMENTED ORGANIZATIONS IN SRI LANKA

Samanmalee, W.G.M.\* and Priyankara, H.P.R.

*Department of Business Management, Faculty of Management Studies,  
Sabaragamuwa University of Sri Lanka, Belihuloya, Sri Lanka.*

*\*[manelsamanmali@gmail.com](mailto:manelsamanmali@gmail.com)*

## 1. Introduction

Green Human Resource Management (GHRM) has received huge attention as a pillar of sustainable Human Resource Management. Empirical study into its underpinnings is still scarce in developing countries such as Sri Lanka. Therefore, the research problem of the study is: what extent to which ISO 14001 implemented organizations in Sri Lanka practice GHRM? The research objective of the study is to identify the extent to which ISO 14001 implemented organizations in Sri Lanka practice GHRM.

## 2. Research Methodology

The researchers investigated the practice of GHRM from positivism philosophy. The descriptive approach guided this study in a structured way and applied the reductionism principle for operationalization. A reliable, valid, and self-administered questionnaire was distributed via email to collect data from 59 conveniently selected human resource departments of ISO 14001 certified organizations in Sri Lanka. Data were prepared and analyzed using MS Excel and SPSS software, and mean analysis was used.

## 3. Findings and Discussion

Descriptive statistics of the study revealed that selected ISO 14001 implemented organizations in Sri Lanka practice GHRM practices, namely Green Training (GT) and Green Involvement (GI) at a higher level. Green Recruitment and Selection (GRS), Green Performance Management (GPM), and Green Pay and Reward (GPR) are practiced at a lower level.

## 4. Conclusion and Implications

The findings of the quantitative descriptive study reflect a varied use of GRS, GT, GPM, GPR, & GI in concerned organizations. The study significantly contributes to uncovering the practicality of GHRM in ISO 14001 implemented organizations in Sri Lanka.

**Keywords:** Environmental sustainability, Green Human Resource Management, ISO 14001, Sri Lanka.