

Factors Affecting the Implementation of Green Human Resource Management Practices in Katunayake Export Processing Zone in Sri Lanka

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Abstract

In the modern business world, the new concept of green human resource management practices has become an integral part of organizations. However, in implementing green human resource management practices, it can be observed that Sri Lanka is still in a low position compared to other developing countries. The general objective of this research is to examine the factors influencing the implementation of green human resource management practices in Katunayake Export Processing Zone. Management commitment, employee empowerment, organizational culture, technology, and implementation costs were the independent variables while implementation of green human resource management practices is the dependent variable in the current study. The population of the study was executives, middle-level managers, supervisors and other employees of factories in Katunayake Export Processing Zone, and the sample was 160 individuals selected by employing the convenient sampling technique. An online distributed structured questionnaire was used for data collection purposes and collected data were analyzed by applying regression and correlation analysis with the help of SPSS version 21 as a data analysis tool. Research findings reveal that dependent variable has been significantly influenced by all the selected independent variables meanwhile there was a strong positive and significant relationship between employee empowerment and green human resource management practices implementation. The outcome of this study is important to a variety of stakeholders such as factories in export processing zones, executive and middle level-managers, prospective researchers and relevant authorities as well as it can be used to provide an excellent service to all the enterprises in Sri Lanka.

Keywords: Employee empowerment, green human resource management, management commitment, organizational culture