

The Impact of Green Human Resource Management towards the Career Development of Employees: A Study of Frontline Employees in the Hotel Industry Sri Lanka

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This study investigates the impact of green human resource management on career development of the employees of the Hotel and Tourism Industry in Sri Lanka. Data were collected from the randomly selected Green Hotels' front line employees in Matale and Dambulla areas in Sri Lanka using a questionnaire. A quantitative methods were used to analyze data. The results revealed that there is a positive moderate impact of Green HRM on career development of front line employees. There are many other factors which can affect the career development of employees such as personality, education, culture and job performance. This study also sought to determine the Green HRM practices of the hotel and tourism industry in Sri Lanka. It was evident from the sustainability policies obtained from the hotels which was selected for the data collection process.

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