

Impact of Green HRM Practice on Organizational Citizenship Behavior towards the Environment: The Mediation Role of Green Organizational Culture of Employees in the ABC Company

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This study's primary purpose was to identify the mediation impact of Green organizational culture on the relationship between Green HRM practice and Organizational citizenship behavior towards the ABC Company's environment. In this study, the population was known and had an equal chance of being selected as a sample subject. Thus, it used the simple random sampling method. Based on the previous literature explanations and empirical findings of these variables' relationships, the researcher has developed the main objective and hypothesis. This study was quantitative, deductive, cross-sectional, and explanatory research in nature. Since this research was conducted among 120 manufacturing employees in the ABC Company, a standard questionnaire was used to collect primary data through a survey. The data were then analyzed using correlation and regression by Statistical Package of the Social Sciences [SPSS] 26.0 version. Descriptive statistics, correlation, regression, and Sobel test were used to analyze the data and make conclusions. Findings revealed that Green organizational culture partially mediates the relationship between Green HRM practice and Organizational citizenship behavior towards ABC Company's environment. Moreover, this study tested an original model that examines the relationship between GHRM practices, GOC, and OCBE using empirical data gathered from employees of a manufacturing firm in Sri Lanka. Specifically, the results suggest that the GHRM practices of recruitment and selection, green training, green performance management, green pay and reward systems, and green involvement have a positive role in developing the green organizational culture. Further, the study's findings provide numerous implications for HR practitioners, management practitioners, and policymakers to enhance Green HRM practice and Organizational citizenship behavior towards the environment and Green organizational culture in ABC Company.

Keywords: *Green HRM practice, Green organizational culture, Organizational citizenship behavior towards the environment*

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