

## **Impact of Green Human Resource Practices on Organizational Citizenship Behaviour Towards the Environment**

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Researchers and environmental policymakers from throughout the world express that human behaviour is at the basis of environmental problems like resource shortages, rising pollution, global warming, and biodiversity loss. However, some researchers proving that organizational citizenship behaviour can make a positive influence of environmental sustainability. In modern world many of organizations try to align HR practices with environmental sustainability. These practices called Green HRM practices. This study observing the impact of green human resource practices on organizational citizenship behaviour towards the environment in Sri Lankan context. As a response, the authors develop research questions to assess the relationship between Green HRM practices (Training & Development, Performance Appraisal, Compensation & Benefits) and OCBE in the manufacturing sector. This study was adopted a quantitative research approach and thus, a self-administrated survey questionnaire was applied to a sample of 103 all staff employees who are currently working in the manufacturing sector in Kalutara district. The sample was selected using the simple random sampling technique. To test the hypothesized relationships between the constructs, the regression analysis was performed using SPSS 23.0 version. Three hypotheses were constructed for this purpose, and all hypotheses were failed to reject based on the correlation analysis and thus study's findings confirmed that Green Human Resource Practices has a positive impact on OCBE. The model of this study can be used for future researchers by adding new dimensions to examine this study's results and to highlight and study Green HRM practices for organizational citizenship behaviour. Furthermore, this study provides insight to policy makers, to ensure to make a healthy environment specially affected by the manufacturing sector within the country.

**Keywords:** *Green HRM, OCBE, Training & Development, Performance Appraisal, Compensation & Benefits*

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