

The Effect of Green Human Resource Management Practices on Employee Engagement in ABC Company; The Moderating Effect of Green Transformational Leadership

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The purpose of this research is to identify the effect of Green Human Resource Management (GHRM) practices on employee engagement in ABC Company with the moderating effect of green transformational leadership. In addition to that, this study intends to contribute to filling the literature gap by looking into the relation between GHRM and employee engagement. There are a very few studies on GHRM and employee engagement in Sri Lanka and no study found in apparel industry. Most of the previous studies have been done based on the banking sector and public listed firms in Sri Lanka. This study explored the impact of GHRM practices on employee engagement and the moderating impact of green transformational leadership on relationship between GHRM practices and employee engagement in ABC Company which is in the apparel industry in Sri Lanka. This research is deductive (theory testing) research. This research was conducted using survey research strategy and quantitative research method. Executive level and managerial level employees in the HR department of ABC Company were chosen as the population of the study. The study uses a quantitative method and a questionnaire survey to collect data from 149 executive and managerial level employees in a leading apparel company. The data are analyzed using correlation and regression techniques. The results show that GHRM practices have a positive impact on employee engagement, but green transformational leadership does not moderate this relationship. The study contributes to the literature on GHRM and employee engagement, and provides practical implications for organizations seeking to enhance their sustainability performance and employee well-being.

Keywords: *Employee Engagement, Green Human Resource Management, Green Transformational Leadership*

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