

**GREEN HUMAN RESOURCE MANAGEMENT PRACTICES AND
ORGANIZATIONAL ENVIRONMENTAL PERFORMANCE:
MEDIATING ROLE OF ENVIRONMENTAL COMMITMENT AND
ECO – FRIENDLY BEHAVIOUR OF EMPLOYEES
IN COMMERCIAL BANKS**



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ABSTRACT

The subject of green human resource management in banks' environmental commitment of employee, employee eco – friendly behaviour remains relatively underexplored. Moreover, most studies ignore the mediating effect of how to improve environmental commitment of employee, employee eco – friendly behaviour and banks' organizational environmental performance through green human resource management practices. Hence, this study aims to examine the relationships among those variables and the mediating effect of those variables in the Banks.

In order to achieve the study objectives, primary data were collected from in selected banks and a set of questionnaire was issued among the 300 banks employees in Batticaloa region. Among these 300, researcher has received 294 questionnaires. The simple mediation analysis was used to test the research model. Findings of the study revealed that, there are positive and significant relationships exist among the study variables. Moreover, empirical finding of the study indicated environmental commitment of employee, employee eco – friendly behaviour partially mediates the relationship between green human resource management practices and organizational environmental performance of the banks. The empirical finding of the study contradicted with what was hypothesized in the study. Hence, further empirical studies should be carried out to test and prove the mediating role of environmental commitment of employee, employee eco – friendly behaviour of employees.

Keywords: Green Human Resource Management Practices, Environmental Commitment of Employee, Employee Eco – Friendly Behaviour and Organizational Environmental Performance of the Banks.

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