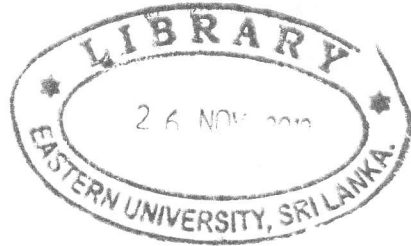


**HUMAN RESOURCE FACTORS AND PERCEIVED  
ENVIRONMENTAL PERFORMANCE OF SELECTED ISO 14001  
CERTIFIED MANUFACTURING FIRMS IN SEETHAWAKA  
EXPORT PROCESSING ZONE**



By:

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## ABSTRACT

This study attempts to find out the relationship between human resource factors and perceived environmental performance of selected organizations, where the human resource factors are the independent variables, while the environmental performance is the dependent variable. In accordance with literature review and existing findings, there are literature and empirical knowledge gaps regarding the relationship between human resource factors and environmental performance of organizations. This study was conducted to fill these gaps with three objectives of the organizations in Seethawaka Export Processing Zone. This study investigated the impact of human resource factors and perceived environmental performance of selected organizations. Based on literature review, the research model has been used to determine the impact of human resource factors on environmental performance. The Conceptual model of this study was established and tested by collecting the data from 07 manufacturing organizations in Seethawaka Export Processing Zone. Structured questionnaire was used to collect the data for this study and univariate, bivariate and multivariate analysis were used of analysis the data. Results indicated that, there is a positive significant relationship between human resource factors and environmental performance and it is denoted that there is a moderate positive relationship between human resource factors and environmental performance. It has convinced that human resource factors impact on environmental performance. The findings of this study are useful in further enlarging and enriching applications of these concepts in practice.

**Key words:** *human resource factors and environmental performance.*

## Table of Contents

ACKNOWLEDGEMENT.....	I
ABSTRACT.....	II
TABLE OF CONTENT.....	III
LIST OF TABLES.....	IX
LIST OF FIGURES.....	XII
ABBREVIATIONS.....	XIII
Chapter – 1 .....	01
INTRODUCTION	
1.1 Background of the Study.....	01
1.2 Research Problem/Gap .....	02
1.3 Research Questions.....	03
1.4 Research Objectives.....	04
1.5 Significance of the Study.....	04
1.6 Scope of the Study.....	05
1.7 Organization of Chapters.....	05
1.8 Chapter Summary.....	06
Chapter – 2.....	07
LITERATURE REVIEW	
2.1 Introduction.....	07
2.2 Research Concepts.....	07
2.2.1 Green Rewarding.....	09
2.2.2 Green Training.....	10
2.2.3 Green Performance Management.....	12

2.2.4 Management Commitment.....	13
2.3 Relationships among the Research Concepts.....	14
2.4 Hypothesis.....	15
2.5 Formulation of Research Model.....	15
2.6 Chapter Summary.....	15
Chapter – 3.....	16

## CONCEPTUALIZATION AND OPERATIONALIZATION

3.1 Introduction.....	16
3.2 Conceptualization.....	16
3.3 Conceptual Framework.....	17
3.4 Definition of Key Concept and Variables.....	17
3.4.1 Green Rewarding.....	17
3.4.2 Green Training.....	18
3.4.3 Green Performance Management.....	18
3.4.4 Management Commitment.....	19
3.4.5 Perceived Environmental Performance.....	20
3.5 Operationalization.....	20
3.6 Chapter Summary.....	22
Chapter – 4.....	23

## RESEARCH METHODOLOGY

4.1 Introduction.....	23
4.2 Research Philosophy.....	24
4.3 Research Approach.....	24
4.4 Research Strategy.....	24

4.5 Time Horizon.....	25
4.6 Type of Study.....	25
4.7 Method of Data Measurement.....	25
4.7.1 Method of Measuring the Human Resource Factors.....	25
4.7.2 Method of Measuring Research Information.....	26
4.8 Unit of Analysis.....	26
4.9 Method of Data Collection.....	26
4.9.1 Primary Data.....	27
4.9.1.1 Questionnaire.....	27
4.9.2 Secondary Data.....	28
4.10 Sampling Methods.....	28
4.10.1 Study Population.....	28
4.10.2 Sample Size.....	28
4.11 Methods of Data Analysis.....	28
4.12 Methods of Data Evaluation.....	29
4.12.1 Univariate Analysis.....	29
4.12.1.1 Mean.....	29
4.12.1.2 Standard Deviation.....	30
4.12.2 Bivariate Analysis.....	30
4.12.3 Correlate Analysis.....	31
4.12.4 Simple Regression Analysis.....	31
4.12.5 Multivariate Analysis.....	32
4.13 Chapter Summary.....	32

Chapter – 5.....	33
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## DATA PRESENTATION AND ANALYSIS

5.1 Introduction.....	33
5.2 Reliability Analysis.....	33
5.3 Data Presentation for Personal Information.....	34
5.3.1 Frequency Distribution of Organization.....	34
5.3.2 Frequency Distribution of Gender.....	35
5.3.3 Frequency Distribution of Age Group.....	35
5.3.4 Frequency Distribution of Position (Designation Level).....	36
5.3.5 Frequency Distribution of Working Experience.....	36
5.4 Data analysis for Research Information.....	36
5.4.1 Univariate Analysis.....	37
5.4.1.1 Level of Environmental Performance in organizations.....	37
5.4.1.1.1 Level of Green Rewarding in organizations.....	37
5.4.1.1.2 Level of Green Training in Organizations.....	38
5.4.1.1.3 Level of Green Performance Management in Organizations.....	39
5.4.1.1.4 Level of Management Commitment in Organizations.....	40
5.4.1.1.5 Level of Environmental Performance in Organizations.....	41
5.4.2 Bivariate Analysis.....	43
5.4.2.1 Relationship between Human Resource Factors and Environmental Performance.....	43
5.4.2.2 Impact of Human Resource Factors on Environmental Performance.....	44
5.4.2.2.1 Simple Linear Regression Analysis for Green Rewarding and Environmental Performance.....	44

5.4.2.2.2 Simple Linear Regression Analysis for Green Training and Environmental Performance.....	45
5.4.2.2.3 Simple Linear Regression Analysis for Green Performance Management and Environmental Performance.....	46
5.4.2.2.4 Simple Linear Regression Analysis for Management Commitment and Environmental Performance.....	48
5.4.2.2.5 Simple Linear Regression Analysis for Human Resource Factors and Environmental Performance.....	49
5.4.2.3 Multiple Linear Regression Analysis for Human Resource Factors and Environmental Performance.....	50
5.4.2.4 Multiple Linear Regression Analysis for Human Resource Factors and Environmental Performance.....	51
5.6 Chapter Summary.....	53
Chapter – 6.....	54
<b>DISCUSSION AND FINDINGS</b>	
6.1 Introduction.....	54
6.2 Discussion of Personal Information.....	54
6.2.1 Name of the Organizations.....	54
6.2.2 Gender of the Respondents.....	55
6.2.3 Age of the Respondents.....	55
6.2.4 Position/Designation Level of the Respondents.....	55
6.2.5 Working experience of the Respondents.....	55
6.3 Discussion of Research Information.....	55
6.3.1 Discussion on Objective 1.....	56
6.3.1.1 Level of HR Practices of selected organizations.....	56
6.3.1.2 Level of Environmental Performance.....	56

6.3.2 Discussion – Objective 2.....	56
6.3.2.1 The Relationship between human resource factors and perceived environmental performance.....	56
6.3.3 Discussion on Objective 3.....	57
6.4 Chapter Summary.....	58
Chapter -7.....	59
<b>CONCLUSION AND RECOMMENDATIONS</b>	
7.1 Introduction.....	59
7.2 Conclusion.....	59
7.2.1 First Objective of the Study.....	59
7.2.2 Second Objective of the Study.....	59
7.2.3 Third Objective of the Study.....	60
7.3 Contribution of the Study.....	60
7.4 Recommendations.....	60
7.5 Limitations of the Study.....	61
7.6 Future Research Direction.....	62
REFERENCE.....	63
Appendix 01.....	67
Appendix 02.....	71
Appendix 03.....	72



## LIST OF TABLES

Table 3.2: Operationalization Framework.....	21
Table 4.1: Likert Scale Method.....	26
Table 4.2: Decision Rule.....	30
Table 4.3: Decision Criteria for Correlate Analysis.....	31
Table 5.1: Reliability Statistics of Human Resource Factors.....	33
Table 5.2: Reliability Statistics of Environmental Performance.....	34
Table 5.3: Frequency Distribution of Organization .....	34
Table 5.4: Frequency Distribution of Gender of Respondent.....	35
Table 5.5: Frequency Distribution of Age group.....	35
Table 5.6: Frequency Distribution of Position/Designation Level.....	36
Table 5.7: Frequency Distribution of Working Experience.....	36
Table 5.8: Mean and Standard Deviation of Green Rewarding and its' Indicators....	37
Table 5.9: Decision Attribute of Green Rewarding .....	38
Table 5.10: Mean and Standard Deviation of Green Training and it's Indicators.....	38
Table 5.11: Decision Attribute of Green Training .....	39
Table 5.12: Mean and Standard Deviation of Green Performance Management and it's Indicators .....	39
Table 5.13: Decision Attribute of Green Performance Management .....	40
Table 5.14: Mean and Standard Deviation of Management Commitment and it's Indicators .....	40
Table 5.15: Decision Attribute of Management Commitment .....	41
Table 5.16: Mean and Standard Deviation of Environmental Performance and it's Indicators .....	41

Table 5.17: Decision Attribute of Environmental Performance .....	42
Table 5.18: Mean and Standard Deviation of Human Resource Factors and it's Indicators .....	42
Table 5.19: Correlation Analysis of Study Variables.....	43
Table 5.20: Model Summary of Simple Linear Regression for Green Rewarding and Environmental Performance.....	44
Table 5.21: Coefficient of Simple Linear Regression between Green Rewarding and Environmental Performance.....	45
Table 5.22: Model Summary of Simple Linear Regression for Green Training and Environmental Performance.....	45
Table 5.23: Coefficient of Simple Linear Regression between Green Training and Environmental Performance.....	46
Table 5.24: Model Summary of Simple Linear Regression for Green Performance Management and Environmental Performance.....	46
Table 5.25: Coefficient of Simple Linear Regression between Green Performance Management and Environmental Performance.....	47
Table 5.26: Model Summary of Simple Linear Regression for Management Commitment and Environmental Performance.....	48
Table 5.27: Coefficient of Simple Linear Regression between Management Commitment and Environmental Performance.....	48
Table 5.28: Model Summary of Simple Linear Regression for Human Resource Factors and Environmental Performance.....	49
Table 5.29: Coefficient of Simple Linear Regression between Human Resource Factors and Environmental Performance.....	49
Table 5.30: Multiple Linear Regression for Human Resource Factors and Environmental Performance.....	50

Table 5.31: Model Summary of Step Wise Multiple Linear Regression for Human Resource Factors and Environmental Performance.....51

