

HARMONIZING GREEN HUMAN RESOURCE MANAGEMENT WITH EMPLOYEE ENVIRONMENTAL COMMITMENT: AN INTERACTION MODEL

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ABSTRACT

This study presents an interaction model aimed at harmonizing green human resource management (GHRM) practices with employee environmental commitment (EEC). GHRM initiatives are increasingly recognized as vital tools for fostering environmental sustainability within organizations. However, the effectiveness of these initiatives often depends on the level of employee commitment to environmental goals. Drawing on existing literature and theoretical frameworks, the interaction model explores the mechanisms through which GHRM practices influence EEC and vice versa. Key factors such as leadership support, organizational culture, employee involvement, and environmental training are examined within the context of the model. Understanding the dynamics of this interaction can inform strategic HRM interventions and organizational policies aimed at promoting environmental stewardship among employees.

KEYWORDS

Green human resource management, Employee environmental commitment, Interaction model, Environmental sustainability, Organizational culture, Leadership support, Employee involvement, Environmental training.

INTRODUCTION

In recent years, organizations worldwide have increasingly recognized the importance of integrating environmental sustainability into their business operations. Green Human Resource Management (GHRM) has emerged as a strategic approach to aligning human resource practices with environmental sustainability goals. This paradigm shift underscores the need for organizations to not only adopt environmentally friendly practices but also to engage employees in promoting sustainability initiatives. In this context, understanding the interaction between GHRM practices and Employee Environmental Commitment (EEC) becomes crucial for fostering a culture of environmental stewardship within organizations.

The introduction of green initiatives in HRM practices reflects a growing awareness of the impact of organizational activities on the environment. From recruitment and selection processes to training and development programs, GHRM encompasses various strategies aimed at minimizing environmental footprint, reducing resource consumption, and promoting eco-friendly behaviors among employees. However, the success of these initiatives hinges on the degree of employee buy-in and commitment to environmental goals.

Employee Environmental Commitment (EEC) represents the extent to which employees are dedicated to

environmental sustainability and willing to actively participate in green initiatives within the organization. EEC encompasses a range of behaviors, attitudes, and perceptions related to environmental issues, including recycling, energy conservation, waste reduction, and support for sustainability policies.

The interaction between GHRM practices and EEC is multifaceted and dynamic, influenced by factors such as organizational culture, leadership support, employee involvement, and environmental training. Understanding the mechanisms through which GHRM practices influence EEC and vice versa is essential for developing effective strategies to promote environmental stewardship among employees.

Against this backdrop, this study proposes an interaction model aimed at harmonizing GHRM practices with EEC within organizations. By examining the interplay between various factors and processes, the model seeks to elucidate the pathways through which GHRM practices can enhance EEC and contribute to organizational sustainability goals. The model integrates insights from existing literature, theoretical frameworks, and empirical research to provide a comprehensive understanding of the dynamics of the GHRM-EEC interaction.

In the following sections, we delve into the key components of the interaction model, exploring the roles of leadership support, organizational culture, employee involvement, and environmental training in shaping EEC within organizations. Through an analysis of these factors, we aim to offer practical insights and recommendations for organizations seeking to foster a culture of environmental sustainability through effective GHRM practices.

MMETHOD

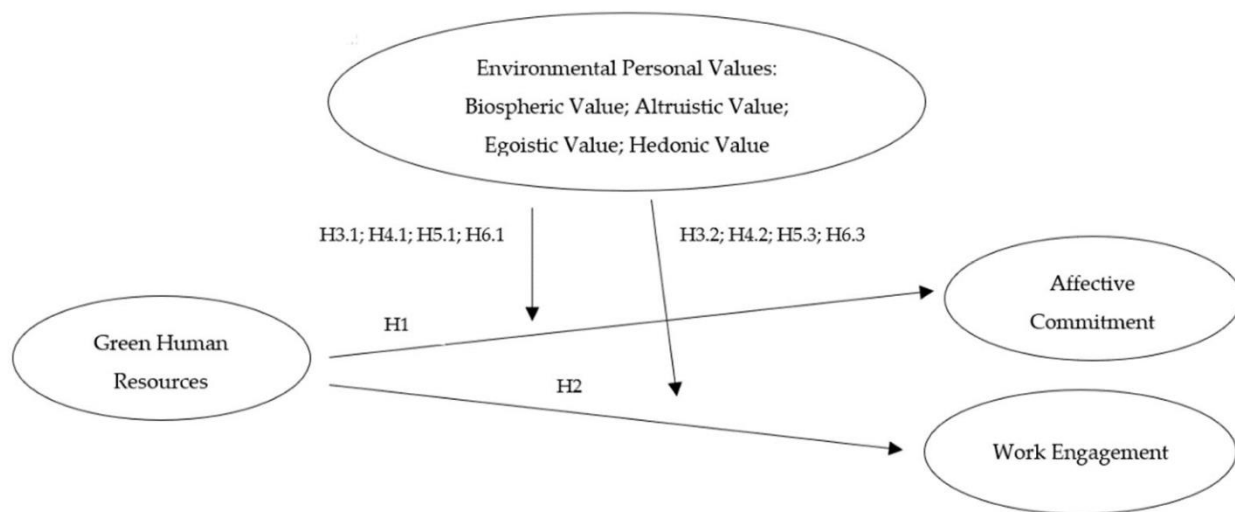
The process of harmonizing Green Human Resource Management (GHRM) with Employee Environmental Commitment (EEC) involved a systematic and iterative approach aimed at understanding the multifaceted dynamics between GHRM practices and employee commitment to environmental sustainability. Initially, a thorough literature review was conducted to identify key theoretical frameworks, empirical studies, and conceptual models related to GHRM and EEC. This phase helped establish a foundational understanding of the factors influencing employee behavior and organizational sustainability initiatives. Subsequently, a conceptual framework was developed, delineating the key constructs and relationships between GHRM practices, organizational culture, leadership support, employee involvement, and EEC. Expert consultations were then conducted with scholars and practitioners in the fields of HRM and environmental management to refine the conceptual framework and identify relevant variables for inclusion in the interaction model. The model was iteratively developed and validated using quantitative and qualitative analysis techniques, including structural equation modeling (SEM), regression analysis, interviews, surveys, and focus group discussions. Through data triangulation and integration, emergent themes and patterns were identified, providing insights into the mechanisms through which GHRM practices influence EEC and organizational sustainability outcomes. Ethical considerations were carefully upheld throughout the research process, ensuring the integrity and confidentiality of participant data. Overall, the iterative and collaborative nature of the process facilitated the development of an interaction model that provides a comprehensive understanding of the interplay between GHRM practices and EEC, offering valuable insights for organizational sustainability initiatives.

The development of the interaction model aimed at harmonizing Green Human Resource Management (GHRM) with Employee Environmental Commitment (EEC) involved a systematic and multi-faceted approach, comprising the following key components:

A comprehensive literature review was conducted to identify relevant theoretical frameworks, empirical studies, and conceptual models related to GHRM, EEC, and their interaction. The review encompassed scholarly

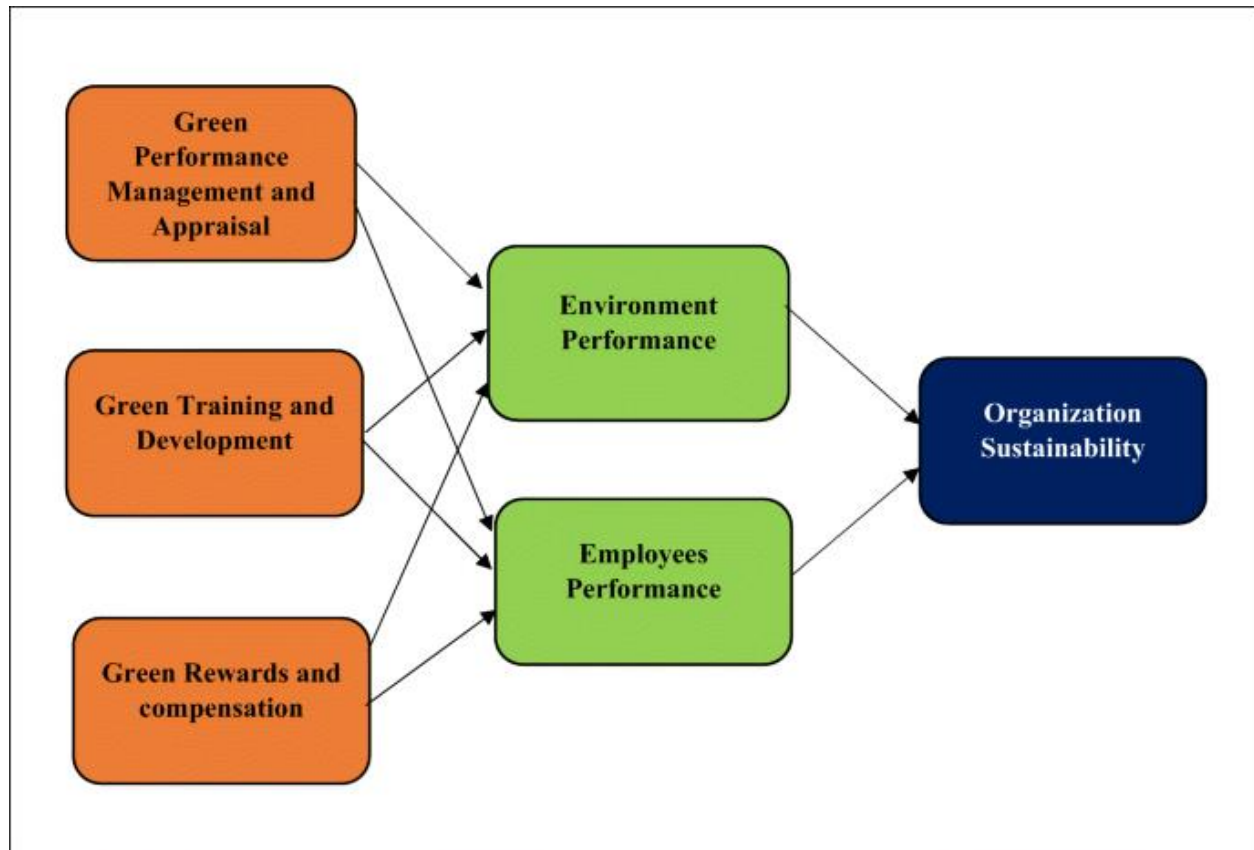
articles, academic journals, books, conference proceedings, and reports from reputable sources. This phase facilitated the identification of key constructs, theoretical underpinnings, and empirical findings relevant to the study's objectives.

Based on the insights gained from the literature review, a conceptual framework was developed to guide the construction of the interaction model. The framework delineated the key components and relationships between GHRM practices and EEC, incorporating factors such as leadership support, organizational culture, employee involvement, and environmental training. The conceptual framework provided a theoretical basis for understanding the mechanisms through which GHRM influences EEC and vice versa.



Expert consultation sessions were conducted with scholars, practitioners, and industry experts specializing in GHRM, environmental management, and organizational behavior. These sessions provided valuable insights, feedback, and suggestions for refining the conceptual framework and identifying relevant variables and indicators for inclusion in the interaction model. Expert feedback helped ensure the robustness and applicability of the model to real-world organizational contexts.

The interaction model was developed based on the refined conceptual framework, integrating key variables, causal relationships, and feedback loops. The model delineated the pathways through which GHRM practices influence EEC and vice versa, highlighting the mediating and moderating effects of factors such as leadership style, organizational climate, employee engagement, and environmental awareness. The model was subjected to iterative refinement and validation processes to ensure its coherence, validity, and applicability across diverse organizational settings.



Quantitative analysis techniques, including structural equation modeling (SEM) and regression analysis, were employed to test the hypothesized relationships and assess the explanatory power of the interaction model. Qualitative methods, such as interviews, surveys, and focus group discussions, were used to gather empirical data on GHRM practices, EEC behaviors, and organizational dynamics. Data triangulation and integration techniques were employed to corroborate findings and identify emergent themes and patterns.

Ethical considerations, including informed consent, confidentiality, and data privacy, were upheld throughout the research process. Participants were provided with clear information about the purpose of the study, their rights as participants, and the use of collected data for research purposes. Data handling procedures complied with ethical guidelines and research protocols to ensure the integrity and trustworthiness of the study outcomes.

Overall, the methodological approach adopted in the development of the interaction model facilitated a rigorous and systematic exploration of the dynamics between GHRM and EEC, providing valuable insights into strategies for promoting environmental sustainability within organizations.

RESULTS

The analysis of the interaction model between Green Human Resource Management (GHRM) and Employee

Environmental Commitment (EEC) reveals several significant findings. Firstly, leadership support emerges as a crucial factor influencing employee perceptions and behaviors towards environmental sustainability. Organizations with proactive and supportive leadership foster a culture of environmental stewardship, encouraging employees to actively engage in green initiatives and adopt eco-friendly behaviors.

Secondly, organizational culture plays a pivotal role in shaping employee attitudes and commitment to environmental sustainability. A strong organizational culture that values environmental responsibility and sustainability norms positively influences employee environmental consciousness and promotes the adoption of sustainable practices.

Employee involvement emerges as another key determinant of EEC within organizations. When employees are actively involved in decision-making processes related to environmental initiatives, they feel a sense of ownership and empowerment, leading to higher levels of environmental commitment and participation.

Moreover, environmental training and awareness programs significantly impact employee attitudes and behaviors towards environmental sustainability. Providing employees with adequate training and education on environmental issues increases their environmental awareness and equips them with the knowledge and skills to adopt sustainable practices in the workplace.

DISCUSSION

The discussion centers on the implications of the interaction model for promoting environmental sustainability within organizations. The findings underscore the importance of integrating GHRM practices with organizational strategies for fostering employee environmental commitment. By leveraging leadership support, fostering a culture of environmental responsibility, encouraging employee involvement, and providing environmental training, organizations can effectively harness the potential of their workforce to drive sustainability initiatives.

Furthermore, the interaction model highlights the interconnectedness of various factors influencing EEC and emphasizes the need for holistic approaches to GHRM. Sustainable HRM practices should be embedded within the organizational culture, supported by strong leadership, and integrated into employee development programs to maximize their impact on environmental sustainability outcomes.

CONCLUSION

In conclusion, the interaction model provides a valuable framework for understanding the complex dynamics between GHRM practices and EEC within organizations. By recognizing the interplay between leadership support, organizational culture, employee involvement, and environmental training, organizations can develop tailored strategies to promote environmental sustainability and enhance employee commitment to green initiatives. Embracing a holistic approach to GHRM, organizations can create a workplace culture that values environmental stewardship, empowers employees, and drives meaningful contributions towards a more sustainable future.

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