

Major :- HRM

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The role of Green Human Resource Management  
Practices on employees Pro environmental  
Behavior in the Hotel Industry of Islamabad  
Pakistan



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### Abstract :-

The research is centered around showing the significance of the green practices and also suggest that such practices ought to be considered by the organizations. In order to carry out the research hotel industry was targeted. For the purpose of research four variables were taken into consideration namely green human resource management, green employee involvement (independent Variable), pro environmental behaviors and green affective commitment (dependent variable). The study talks about green human resource management in detail and also depicts its importance and usage that organizations or hotels should make GHRM a part of their HR policies. The research also pin points the waste management of hotel industry and also how they are handling it currently. It is also being discussed that how employees can be made affectively committed in their work and also that they should adopt pro environmental behaviors and should implement these in their personal and professional life. Different tests were performed through the software named SPSS to quantify the specific effect and relations of the independent variable on the scaler variable. The test that were performed were Reliability analysis for all variables, correlation , regression , frequency tables for demographics , descriptive statistics and the test of skewness, kurtosis were also performed , the results of these tests were measured according to the value of significance and hypothesis were accepted and rejected accordingly. In the end of the thesis limitations recommendation for the future findings of the research and conclusion have been discussed in detail. Thus the main point of the study is that the organizations should adopt green practices.

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