

**Major: HUMAN RESOURCE MANAGEMENT**

**Sr. No. (22)**

**IMPACT OF GREEN HRM PRACTICES ON EMPLOYEE  
PERFORMANCE IN PRIVATE ORGANIZATIONS OF  
ISLAMABAD AND RAWALPINDI**



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## ABSTRACT

This study is conducted to identify the impact of green human resource management practices on employee performance in private organizations of Pakistan. This study has represented human resource management practices with green recruitment and selection, green training, green performance management, and green pay and reward, and considered as independent variables. Whereas, employee performance is considered as a dependent variable within this study. In this research, the major emphasis was on proving the significant relationship amongst green HRM practices (green recruitment and selection, green training, green performance management, and green pay and reward) and employee performance in private organizations of Pakistan. To prove this relationship, a survey has been conducted through a structured questionnaire, in which officials associated with the private organizations of Pakistan have shared their opinions regarding this study. Then, to identify the results on data gathered through the responses by the respondents, different statistical instruments have been used for data analysis. Several statistical instruments used in this study includes descriptive frequencies, reliability, correlation, regression, ANOVA, and coefficients to conduct data analysis within this study. Results of these statistical instruments have shown that there exists a significant positive relationship between green HRM practices (green recruitment and selection, green training, green performance management, and green pay and reward) and employee performance in private organizations of Pakistan. Conclusively, it has been proved that green HRM practices have a strong positive impact on employee performance in private organizations of Pakistan.

**Keywords:** Green Human Resource Management, Green Human Resource Management Practices, Green Recruitment and Selection, Green Training, Green Performance Management, Green Pay and Reward, Employee Performance, etc.

## Table of Contents

<b>ACKNOWLEDGEMENT</b> .....	2
<b>ABSTRACT</b> .....	3
<b>CHAPTER 1: INTRODUCTION</b> .....	7
<i>1.1 Contextual Background</i> .....	7
<i>1.2 Private Sector of Pakistan</i> .....	8
<i>1.3 Research Gap</i> .....	9
<i>1.4 Research Problem</i> .....	10
<i>1.5 Research Questions</i> .....	10
<i>1.6 Research Objectives</i> .....	10
<i>1.7 Research Significance</i> .....	11
<i>1.8 Structure of Thesis</i> .....	11
<i>Chapter Summary</i> .....	12
<b>CHAPTER 2: LITERATURE REVIEW</b> .....	13
<i>Introduction</i> .....	13
<i>2.1 Streams of Research</i> .....	13
<i>2.2 Green HRM Practices</i> .....	13
<i>2.3 Green Recruitment and Selection</i> .....	14
<i>2.4 Green Training</i> .....	16
<i>2.5 Green Performance Management</i> .....	18
<i>2.6 Green Pay and Reward</i> .....	21
<i>2.7 Employee Performance</i> .....	24

<i>2.8 Theoretical Framework Model</i> .....	30
<i>2.9 Hypothesis</i> .....	31
<i>Chapter Summary</i> .....	31
<b>CHAPTER 3: METHODOLOGY</b> .....	32
<i>3.1 Introduction</i> .....	32
<i>3.2 Research Methodology</i> .....	32
<i>3.3 Data Collection Tool</i> .....	32
<i>3.3.1 Primary Data</i> .....	32
<i>3.4 Population Size</i> .....	32
<i>3.4.1 Pilot Study</i> .....	33
<i>3.5 Instrumentation and Data Collection</i> .....	33
<i>3.6 Data Analysis</i> .....	33
<i>3.7 Validity and Reliability</i> .....	34
<i>3.7.1 Validity of Questionnaire</i> .....	34
<i>3.7.1.1 Internal Validity</i> .....	34
<i>3.7.1.2 Structure Validity of the Questionnaire</i> .....	34
<i>3.7.2 Reliability of the Research</i> .....	34
<b>CHAPTER 4: ANALYSIS AND FINDINGS</b> .....	35
<i>4.1 Data Analysis</i> .....	35
<i>4.1.1 Descriptive Analysis</i> .....	35
<i>4.1.2 Reliability</i> .....	36
<i>4.1.3 Correlation</i> .....	36

4.1.4 Regression Analysis .....	37
<b>CHAPTER 5: CONCLUSIONS AND RECOMMENDATIONS .....</b>	<b>40</b>
<i>5.1 Discussion</i> .....	40
<i>5.2 Practical Implication</i> .....	41
<i>5.3 Conclusion</i> .....	41
<i>5.4 Recommendations and Future Research</i> .....	42
<i>5.5 Research Limitations</i> .....	43
<b>REFERENCES</b> .....	<b>44</b>
<b>APPENDIX</b> .....	<b>49</b>