

**RESPONSIBLE LEADERSHIP IMPACTS ON SUSTAINABLE  
ORGANIZATIONAL PERFORMANCE WITH THE MEDIATING  
EFFECT OF SUSTAINABLE HRM WITH A SPECIAL REFERENCE TO  
SELECTED APPAREL SECTOR IN RATNAPURA DISTRICT**

**By:**

**S. SHARANIYA DHARSHANI**

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## ABSTRACT

This study investigates the impact of responsible leadership on sustainable organizational performance with the mediating effect of sustainable Human Resource Management (HRM) within Sri Lanka's apparel industry, specifically in the Rathnapura District. Drawing from stakeholder theory and sustainable HRM frameworks, the research explores how responsible leadership practices influence long-term organizational sustainability outcomes while emphasizing the role of sustainable HRM as an intermediary. Using a quantitative research method, data were collected from 338 employees across two major apparel firms through structured questionnaires. The findings reveal a positive and significant relationship between responsible leadership, sustainable HRM, and sustainable organizational performance. Furthermore, sustainable HRM was identified as a key mediating factor strengthening the link between leadership and organizational outcomes. This study contributes to filling the empirical gap in leadership and sustainability research in developing country contexts and provides actionable insights for industry leaders and HR professionals aiming to align organizational practices with global sustainability goals.

**Key Words** - *Responsible Leadership, Sustainable organizational performance, sustainable Human Resource Management (HRM)*

## TABLE OF CONTENTS

ACKNOWLEDGMENT .....	i
ABSTRACT .....	ii
LIST OF FIGURES.....	vii
LIST OF TABLES .....	viii
Chapter - 01 .....	1
INTRODUCTION .....	1
1.1. Background of the study .....	1
1.2. Research Problem .....	3
1.3 Research Questions .....	4
1.4 Research Objectives.....	4
1.5. Significance of the study.....	5
1.6. Scope of the study .....	6
1.7. Chapter organizations.....	8
1.8 Chapter Summary .....	9
Chapter-02.....	10
LITERATURE REVIEW .....	10
2.1 Introduction.....	10
2.2 Responsible leadership.....	11
2.3 Sustainable Organizational Performance .....	12
2.4 Sustainable HRM .....	14
2.5 Hypothesis Development .....	15
2.5.1 The relationship between responsible leadership and sustainable organizational performance .....	15

2.5.2 The relationship between responsible leadership and sustainable HRM	16
2.5.3 The relationship between sustainable HRM and sustainable organizational performance	18
2.5.4 Mediating role of sustainable HRM in between responsible leadership and sustainable organizational performance	18
2.6 Chapter Summary	19
Chapter-03	21
CONCEPTUALIZATION AND OPERATIONALIZATION	21
3.1 Introduction	21
3.2 Conceptualization	21
3.3 Conceptual framework	22
3.4 Definitions of the variables	23
3.4.1 Responsible leadership	23
3.4.2 Sustainable HRM	24
3.4.3 Sustainable Organizational performance	26
3.5 Operationalization of the variables	27
3.6 Chapter summary	28
Chapter -04	29
RESEARCH METHODOLOGY	29
4.1 Introduction	29
4.2 Research Philosophy	30
4.3 Research Approach	30
4.4 Research Strategy	31
4.5 Methodological Choice	32
4.6 Time Horizon	32

4.7 Area Selection .....	33
4.8 Population of the Study .....	33
4.9 Sampling Method .....	34
4.10 Sampling Framework and Sample Size .....	34
4.11 Method of Data Collection and Sources .....	36
4.12 Research Instrument.....	37
4.13 Sources of Measurement .....	38
4.13.2 Method of Measurement on Research Information .....	39
4.14 The Pilot Study.....	40
4.15 Reliability of Instrument .....	41
4.16 Unit of Data Analysis.....	42
4.17 Method of Data Analysis.....	42
4.18 Method of Data Evaluation .....	46
4.18.2 Correlation Analysis.....	47
4.18.3 Testing Hypothesis .....	47
4.19 Data Presentation .....	48
4.19.2 Data Presentation for Research Information .....	49
4.20 Ethical Considerations .....	50
4.21 Chapter Summary .....	50
Chapter – 05 .....	52
DATA PRESENTATION AND ANALYSIS .....	52
5.1 Introduction.....	52
5.2 Analysis of Reliability.....	52
5.2.2 Reliability of Employee Improvisation.....	53
5.2.3 Reliability of Sustainable organizational performance .....	53

5.3 Data Presentation .....	54
5.3.2 Data Presentation of Research Information .....	57
5.3.3 Testing Hypotheses .....	67
5.4 Chapter Summary .....	77
Chapter – 06 .....	78
FINDINGS AND DISCUSSION .....	78
6.1 Introduction .....	78
6.2 Discussion of Personal Information .....	78
6.3 Discussion of Research Information .....	79
6.4 Chapter Summary .....	84
Chapter – 07 .....	86
CONCLUSIONS AND RECOMMENDATIONS .....	86
7.1 Introduction .....	86
7.2 Conclusions .....	86
7.3 Contribution of the Study .....	88
7.3.1 Theoretical Contribution .....	89
7.3.2 Managerial Contribution .....	89
7.4 Limitations of the Study .....	90
7.5 Recommendations for future research .....	90
7.7 Chapter Summary .....	92
LIST OF REFERENCES .....	93
APPENDIX .....	96