

**THE IMPACT OF HUMAN CAPITAL SUSTAINABLE LEADERSHIP ON  
EMPLOYEE GREEN CREATIVITY IN MANUFACTURING ORGANIZATIONS IN  
NUWARA-ELIYA DISTRICT**



**BY**

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## ABSTRACT

This study investigates the impact of Human Capital Sustainable Leadership (HC-SL) on Employee Green Creativity in manufacturing organizations within the Nuwara-Eliya District of Sri Lanka. With growing environmental concerns and the rising importance of sustainability in the industrial sector, leadership plays a crucial role in driving eco-innovation through employee engagement. The study focuses on four key dimensions of HC-SL: ethical leadership, sustainable leadership, mindful leadership, and servant leadership. A quantitative research design was adopted, using a self-administered structured questionnaire to gather data from 338 employees across selected manufacturing firms. The data were analyzed through descriptive statistics, Pearson correlation, and multiple regression techniques to determine the strength and direction of the relationship between leadership behaviors and green creativity.

The results revealed that all four dimensions of HC-SL have a significant and positive influence on Employee Green Creativity, with sustainable and mindful leadership showing the most substantial impact. Employees reported high levels of leadership support and a strong tendency to engage in eco-conscious thinking, idea generation, and environmentally friendly practices. These findings underscore the importance of leadership in shaping a culture of sustainability and encouraging innovation aimed at environmental improvement. The study contributes to the growing field of green human resource management and leadership by offering practical insights for organizations to cultivate leadership behaviors that inspire green creativity. It also highlights the need for future research to explore additional variables, such as green training, organizational support, and employee environmental values, which may further strengthen the relationship between leadership and sustainable innovation.

**Key Words:** Human Capital Sustainable Leadership, Servant Leadership, Sustainable Leadership, Ethical Leadership, Mindful Leadership.

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