

**THE INFLUENCE OF GREEN HUMAN RESOURCE MANAGEMENT ON  
GREEN WORK ENGAGEMENT: INVESTIGATING THE MEDIATING  
ROLE OF PERCEIVED GREEN ORGANIZATIONAL SUPPORT IN THE  
TOURISM AND HOTEL INDUSTRYIN BATTICALOA DISTRICT**

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## ABSTRACT

This study examines the influence of Green Human Resource Management (GHRM) on Green Work Engagement (GWE) among hotel employees, with a particular focus on the mediating role of Perceived Green Organizational Support (PGOS). The research was conducted among employees of ten four star rated and above rated hotels in the Batticaloa District, Sri Lanka, where the hospitality sector has increasingly recognized the importance of environmental sustainability and adopted green HR practices to promote environmentally responsible behaviour.

Using a quantitative approach, data were collected through structured questionnaires. From a population of 987 employees, a sample size of 278 was determined using simple random sampling, yielding 264 valid responses. The findings indicate that GHRM has a significant positive effect on GWE, with PGOS partially mediating this relationship. Employees who perceive strong organizational support for environmental practices are more likely to engage in green work activities.

Multiple regression analysis further confirmed the significant association between GHRM and GWE and established the partial mediating role of PGOS. The study addresses existing research gaps in the field and provides practical implications for the hotel industry, highlighting the need to strengthen organizational support and implement effective mechanisms to encourage employees to translate environmental policies into meaningful workplace practices.

**Keywords:** *Green Human Resource Management, Perceived Green Organizational Support, Green Work Engagement*



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