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| Nota di contenuto | 1.Sri Lank: Background and Environmental Challenges -- 2. Green Human Resource Management, High-Performance Work Practices, Leadership,Virtues, Employee Engagement, and Job Performance: Definitions -- 3. Data Collection, Scales, and Data Analysis of Empirical Studies in the Antecedents and Consequences of Green Human Resource Management -- 4. Results of Models of Green Orientation, High-Performance Work Practices, Leadership, and Green Employee Engagement -- 5. Discussion and Conclusions of Empirical Studies of |

Green Orientation, High -Performance Work Practices, Leadership, and Green Employee Engagement -- 6. Applications of Green Human Resource Management to Civilian Industries and Applications of Green Human Resource Management to Other Developing Countries -- 7. Job Performance Studies in the Sri Lanka Military -- 8. Study Limitations and Generalizability of Results to Other Industries and Other Developing Countries -- 9. Suggestions for Industries that do not have Green Human Resource Management Research.

Sommario/riassunto

This book describes green human resource management as practices undertaken by organizations' human resource departments to create supportive environments in which employees can thrive and perform in their most productive capacity. Focusing on the Sri Lankan military, it examines the case of successful green initiatives by theoretically and empirically linking green human resource management, high performance work practices, leadership, and virtues to green orientation and green employee engagement. The authors posit that green initiatives can only be successful if they win the hearts and minds of employees through cognitive engagement, emotional engagement, and behavioral engagement. Aimed at academics in HRM and organizational behavior, this work develops theoretical frameworks to examine green human resource management in developing countries. Anuradha Iddagoda is Senior Lecturer of the Management Science Unit in the Department of Mathematics at the Faculty of Applied Sciences at the University of Sri Jayewardenepura, Sri Lanka. Rebecca Abraham is Professor of Finance at Nova Southeastern University, USA. She is the co-Editor-in-Chief of the Journal of Economic and Administrative Sciences. Manoj Keppetipola is Air Vice Marshal and PhD candidate in the Postgraduate Institute of Management at the University of Sri Jayewardenepura, Sri Lanka. Currently, he is the Director General Administration in the Sri Lanka Air Force. Hasantha Dassanaik is Director General Engineering at Sri Lanka Navy Headquarters. He is a Chartered Engineer of the Institution of Engineers, Sri Lanka. Hiranya Dissanayake is a dedicated educator and researcher with a proven commitment to advancing knowledge in corporate governance, sustainability, and strategic management accounting.
