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Topic of Research: Environmental Sustainability Performance of Contemporary Organizations: A Study of the Role of Human Resource Management, Sustainability Leadership, and Sustainability Culture

Key Words: Environmental Sustainability Performance; Green Human Resource Management, Environmental Leadership; Environmental Culture; Green Management

FINDING

Based on the Resource-based view, Ability-Motivation-Opportunity Theory, and The Upper Echelons Theory, the researcher has attempted to give empirical evidence on how leadership creates GHRM strategies, which in turn leads to the creation of green culture and improve the firm's environmental sustainability performance. Using SEM, one way-ANOVA and independent sample t-test on a sample size of 325 managers from top companies in India, the study found significant relationship between most of the variables under study.

The relationship of environmental sustainability leadership was found to be positively significant with all the constructs under study. The relationship of two of the three GHRM bundles i.e., green ability enhancing strategies and green opportunity enhancing strategies with environmental sustainability culture and environmental sustainability performance was found to be significant. However, the relationship of green motivation enhancing strategies with both environmental sustainability culture and environmental sustainability performance was not found to be significant. Furthermore, the relationship of GHRM as a system with both environmental sustainability culture and environmental sustainability performance was found to be positively significant. The relationship between environmental sustainability culture and environmental sustainability performance was also significant. The results also revealed that manufacturing organizations performed better than service organizations in most of the areas under study. Also, foreign originated companies performed significantly better than their domestic counterparts in case of four of the six variables.