

Sustainable Leadership and Green Human Resource Management in the Nigerian Hospitality Industry

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Abstract : This study will attempt to add to the limited literature on Nigerian Hospitality by exploring the role of sustainable leadership and green human resource management practices. The study will identify leadership perception of sustainable leadership practices, key perceptions based on behaviours, attributes, and skills if they differ across the hospitality sector in Nigeria, and how the identified perception compares to those found in previous research. Also, it explores the leadership competencies most valued in the Nigerian hospitality industry. Furthermore, assesses the benefits and risks of sustainability practices in the Nigerian hospitality industry; this will raise awareness for long-term sustainable practices through integrating renewable energy systems, reducing water and energy consumption, minimizing waste, and promoting an eco-conscious environment for both guests and employees. This will address challenges faced by all levels of management on sustainability practices, and how the influence of these practices will help the organisation to achieve its stated goals and remain competitive. Lastly, the study will propose a multi-level perception competence model (PCM) that contributes to the understanding of sustainable leadership. This competencies model will integrate knowledge, skills, and attitudes of sustainable leadership paradigms to establish a proposed multi-level model that will cut across top, middle, and lower management within the hospitality industry in Nigeria. Competencies in sustainability comprise knowledge, skills, and attitudes that facilitate effective task execution concerning real-world sustainability issues and opportunities. This model would facilitate sustainable leadership policies and strategies that are adaptable, collaborative, and centered on sustainability practices, prioritizing skills, and long-term sustainability objectives. Therefore, the specific objectives are; To examine the perception of sustainable leadership within the Hospitality industry. To identify the sustainable leadership competencies that are effective in the Hospitality industry. To investigate top, middle, and lower management's key challenges in adopting sustainable leadership. To develop a multi-level competencies-based model that contributes to the understanding of sustainable leadership Hospitality industry.

Keywords : sustainable leadership, green human resource management, leadership, hospitality

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