

The Moderating Role of the Employees' Green Lifestyle to the Effect of Green Human Resource Management Practices to Job Performance: A Structural Equation Model (SEM)

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Abstract : The Philippines is one of the countries most affected by weather-related disasters. The occurrence of natural disasters in this country increases due to environmental degradation making environment preservation a growing trend in the society including the corporate world. Most organizations implemented green practices in order to lower expenses unaware that some of these practices were already a part of a new trend in human resource management known as Green Human Resource Management (GHRM). GHRM is when business organizations implement HR policies programs processes and techniques that bring environmental impact and sustainability practices on the organization. In relation to this, the study hypothesizes that implementing GHRM practices in the workplace will spillover to an employees lifestyle and such lifestyle may moderate the impact of GHRM practices to his job performance. Private industries located in the Philippines National Capital Region (NCR) were purposively selected for the purpose of this study. They must be ISO14001 certified or are currently aiming for such certification. The employee respondents were randomly selected and were asked to answer a reliable and valid researcher-made questionnaire. Structural equation modeling (SEM) supported the hypothesis that GHRM practices may spillover to employees lifestyle stimulating such individual to start a green lifestyle which moderates the impact of GHRM to his job performance. It can also be implied that GHRM practices help shape employees to become environmentally aware and responsible which may help them in preserving the environment. The findings of this study may encourage Human Resource practitioners to implement GHRM practices in the workplace in order to take part in sustaining the environment while maintaining or improving employees job performance and keeping them motivated. This study can serve as a basis for future research regarding the importance of strengthening the GHRM implementation here in the Philippines. Future studies may focus more on the impact of GHRM to other factors, such as job loyalty and job satisfaction of the employees belonging to specific industries which would greatly contribute to the GHRM community in the Philippines.

Keywords : GHRM practices, Green Human Resource Management, Green Lifestyle, ISO14001, job performance, Philippines

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