

A Study on Green Workplace Practices and their Influence on Employee Job Satisfaction

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Abstract

Apart from the previous reason for examination, it is equally important for us to point out that the influence of environmental control policies on the extent of project failure constitutes the second because of our studies. First, this refers back to the complete broad style of people that make up the population under study and it amounts to one hundred and thirty people overall. However, as a long-term way because the variety of people is concerned, quantifies the entire diversity of males in part of the sample population at 70, while the relaxation of their 60 females out of one hundred and thirty individuals. Regarding the reporting system, it is equally important for us to note that the method used in our case to collect information is a survey consisting of all the questions asked by the researcher. With regards to the technique used to analyze collected data, it is also equally vital for us to indicate the fact that it was the Likert scale that was applied during the research process. As far as the factors determining the degree of job satisfaction among workers is concerned, it is equally important to indicate the fact that the independent variable plays an important role in our study. Moreover, another factor is the predicted value that amounts to .475 in our case.

Keywords: Green workplace practices, job satisfaction, factor, data analysis and employee job satisfaction.

Introduction

The most vital issues in international commercial enterprises today are sustainability and environmental management. To counteract the impact of climate change, pollution, and natural resource exhaustion, it is imperative for businesses to foster an eco-friendly work environment [1].

Eco-friendly practices in the work environment include activities that businesses undertake in order to be environmentally conscious and efficient in terms of energy usage, reducing wastage, recycling, using sustainable sources of energy, online communication, and other such practices [2]. Not only does this promote environmental preservation, but it also improves organizational reputation. Green Human Resources Management (Green HRM) is one strategy which that are used in this context, as it fosters environmentally conscious behaviors among employees [3].

Job satisfaction of employees emerges as an important predictor of organizational success or failure owing to the linkage between job satisfaction, productivity, and retention of employees. Research has shown that when employees feel appreciated at work, they have higher levels of job satisfaction. Green practices in the workplace have recently been recognized as an important influence on behavior in the workplace. Although the significance of green practices in the workplace is well established, few studies have explored their effect on employee process satisfaction.

The following section presents the second perception that will be developed due to greener activities in the organization. Based on prior research, greener activities promote motivation, thereby leading to job satisfaction [5]. Greener activities are also regarded as those activities that develop a positive organizational climate, which

eventually leads to job satisfaction [6]. This study will explore the impact of greener activities on employee job satisfaction.

Firms engage in green activities like recycling, energy conservation, and email communication to ensure sustainable development. Despite much effort by firms in achieving sustainable development, no prior studies have been done regarding the Impact of greener activities on the process satisfaction.

It will accordingly be vital for the researcher to investigate the impact of greener activities on the process satisfaction.

Related Works

On the same point, Renwick et al. carried out a lot of research on the integration concerning the practice of green human resources management in various industrial organizations. Among the four practices recognized, which include green recruitment, environment skill training, environmental performance appraisal, and motivation for the environmental behavior of the workers, was taken into account. Furthermore, the findings from the study have indicated that while integrating inexperienced green human resources management practices,

The business organization can communicate its workforce to join the way of going green. For comparison, Jabbour & Santos completed a case study on the hyperlink between environmental monitoring and personnel supervision practices.

Concerning the topic under discussion, the hypothesis applied by Daily et al. may be viewed as a prediction of the process results because the EMS affected the behavior of people in regard to corporate citizenship. As stated by Daily et al., motivation is an incentive for sustainability that makes people responsible for their actions.

Empirical Research

It should be mentioned that the empirical research presented by Paillé et al. [10] can be regarded as a kind of alternative research. In other sentences, most of the primary objectives of empirical research performed with the help of Paillé et al. [10], it is miles worth taking up the research on the effects of to implement the green training on employee pride in employees. Speaking approximately the results of empirical studies conducted with the help of Paillé et al. [10], it is easy to state that there is evidence pointing to that the untested practices are quite influential in terms of workers' attitudes and behavior along with each task satisfaction and organizational citizenship behavior which are based totally on motivational elements. Additionally, it should be noted that, according to Ahmad [11], along with the mentioned above factors, it is important to implement the green practices without interacting with anyone in order to gain maximum benefit from them. Influence of Sustainable Human Resources Management Policy on Workforce Performance and Behavior regarding Environmental Sustainability

However, some specific features should be highlighted in connection with the influence of environmentally sustainable HRM. One can assert that environmentally sustainable HRM must undoubtedly be involved in promoting sustainable behavior among staff members during their performance. Besides, it is also necessary to emphasize that Pham et al. have investigated the effects of sustainable HRM extensively [13].

One may state that the topic of Roscoe et al.'s research is defined as follows: The effects of Sustainable HRM on employee motivation and satisfaction. According to the received results, you can say that sustainable HRM has proved to be very beneficial in creating the right climate of motivation and satisfaction among staff. In addition, the object titled The influence of sustainable HRM on employee motivation, satisfaction and productivity has reviewed literature [15].

To summarize, one may claim that, although many researchers have written about green practices and their effects on the environment, job satisfaction has been overlooked sufficiently.

Materials And Methods

Study Design

To investigate the effect of the sustainable work practice on the job satisfaction, quantitative descriptive research methodology was applied in this research. To collect number one data

for this have a look at, cross-sectional survey studies setup changed to used.

Population and Sample size

In relation to this particular objective of the research, therefore, the sample of this research should be the one that participates in green activities within the work environment. In the current study, the total number of participants needed amounted to 130 respondents; 70 of which were male while 60 were females. The sample method used in the current study is convenience sampling.

Statistical Analysis

Independent Variable: Responsible behavior with regards to environment (nature and incidents), rate of such behavior, energy saving, recycling, and emails.

Dependent Variable: Job satisfaction (employee's feelings of satisfaction, motivation, and commitment).
Statistical Tools

The accumulated records had been evaluated through the use of laptop software, which is known as SPSS. Statistical analysis methods used inside the research

- Two-Way ANOVA: This methodology of statistical analysis was employed to determine how employee job satisfaction depends on gender and the level of implementation of green practices at work.
- Multiple Linear Regression Analysis: This statistical analysis method changed to use for examine the impact of sustainable workplace on employees' job satisfaction.
- FA (PCA): This statistical analysis method will be utilized to assess the factors related to green practices and the workforce.

Result

Analysis of Gender and Green Workplace Practices on Employee Job Satisfaction Using Two-Way ANOVA

H₀: There is no statistically significant difference between gender, green management centres and task pride among employees.

H₁: There is a statistically massive difference between gender, inexperienced place of business practices, and employees' task joy.

Table 1: Descriptive Statistics - Green Workplace Practices and Job Satisfaction by Gender

Gender	Green Workplace Practices	Mean	Std. Deviation	N	F	Sig.
Male	High	4.12	0.62	32		
	Moderate	3.65	0.71	28		

Gender	Green Workplace Practices	Mean	Std. Deviation	N	F	Sig.
	Low	2.98	0.83	10		
	Total	3.75	0.74	70		
Female	High	4.38	0.54	26		
	Moderate	3.89	0.63	24		
	Low	3.10	0.78	10		
	Total	3.93	0.66	60		
Total	High	4.23	0.59	58		
	Moderate	3.77	0.67	52		
	Low	3.04	0.80	20		
Total	Total	3.83	0.71	130		

Source: Primary data

Table 2: Table 2: Examination of Between-Group Effects (Two-Way ANOVA)

Source	Type III SS	Df	Average Square	F	Sig.
Adjusted Model	18.542	5	3.708	14.632	.000
Intercept	612.481	1	612.481	2417.205	.000
Gender	2.916	1	2.916	11.511	.001
Green Workplace Practices	12.428	2	6.214	24.520	.000
Gender × Green WP (Interaction)	1.112	2	.556	2.195	.116
Error	31.552	124	.254		
Total	1912.000	130			

Source	Type III SS	Df	Average Square	F	Sig.
Corrected Total	50.094	129			

Source: Primary data

Probability of the Model: 0.000 ($p < 0.05$). It means that it is relevant to speak about the fact that the probability of the model is statistically significant since the significance level is higher than the probability of the model. That is, there is no point in talking about the null hypothesis in this particular case. However, according to the obtained results, it should be noted that the gender variable is statistically significant ($p = 0.001$). Consequently, one can say that the difference in job satisfaction among males and females is statistically significant. In addition, it should be noted that green practices have a positive effect on people's job satisfaction ($p = 0.000$). However, the interaction between gender and green practices does not turn out to be statistically significant ($p = 0.116 > 0.05$).

Factors affecting employee job satisfaction – regression analysis hypothesis

Ho: There is no complete relationship between independent variables and employee task pleasure.

H1: There is a good dating between independent variables and worker task satisfaction.

Table 3: Summary of the Model

Regression Model	R	Coefficient of Determination (R ²)	Adjusted Coefficient of Determination	Standard Estimation Error
1	.533	.284	.270	.539

a. Predictors: (Constant), Management evaluation of utilization of employees, frequency of green workforce report review

Source: Primary data

Table 4: ANOVA – Significance of the Regression Model

Model	Source	Total Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	11.629	2	5.814	20.000	.000
	Residual	29.362	127	.231		
	Total	40.990	129			

Source: Primary data

Table 5: Coefficients - Regression Examination

Research Variable	B	Standard Error	Beta	t	Significance
(Constant)	.742	.184		4.035	.000
Management Evaluation of Employee Utilization	.491	.094	.475	5.248	.000
Frequency of Green Workforce Report Review	.133	.097	.124	1.367	.175

Source: Primary data

However, what needs to be mentioned here is that the null hypothesis is not common because of the lifestyles of statistical significance of the acquired effects because the F-fee is equal to 20,000 and the p-value is zero.000, less than zero.05. According to the willpower coefficient ($R^2 = 0.284$), the proportion of versions in staff job satisfaction this is defined by using the

regression equation can reach 28.4%. In terms of the variable that has the nicest effect on the staff job satisfaction.

Factor Analysis Underlying Structure of Green Workplace Practice Variables

H₀: There is no significant factor structure for green workplace practices in influencing employee job satisfaction.

H₁: There exists a significant factor structure for green workplace practices in influencing employee job satisfaction.

Table 6: KMO and Bartlett’s Sphericity Assessment

Statistical Test	Result
Kaiser-Meyer-Olkin (KMO) Sampling Adequacy Index	.742
Bartlett’s Sphericity Test - Approximate Chi-Square	312.548
Degrees of Freedom	1 0
Significance Level	.000

Source: Primary data

Table 7: Overall Variance Explained

Component	Initial Eigenvalue	% Variance	Cumulative %	Extracted Total	% Variance	Cumulative %
1	2.841	56.821	56.821	2.841	56.821	56.821
2	1.214	24.280	81.101	1.214	24.280	81.101

Component	Initial Eigenvalue	% Variance	Cumulative %	Extracted Total	% Variance	Cumulative %
3	.514	10.281	91.382	—	—	—

Source: Primary data

Table 8: Factor Component Matrix

Variable	Component 1	Component 2	Communality
Employee Data Availability	.812	.214	.480
Data Accuracy	.785	.263	.459
HR Analytics Tools	.736	.318	.615
Workforce Forecasting	.244	.801	.698
Decision-Making Support	.219	.765	.634

Source: Primary data

If we communicate about the KMO statistic, then when determine exceeds 0.7, it is the way that the pattern is satisfactory for the purpose of the evaluation. As for Bartlett’s prescription, it seems to be quite huge, meaning that the pattern is accurate enough for analysis.. When two factors have been chosen on the basis of the eigenvalue, both are greater than one.

Discussion

Here, one may point out that conclusions drawn from the research show the presence of a positive correlation between job satisfaction and the ecological friendliness of working practices, which is why this aspect has an important positive effect on job satisfaction levels. Research findings have confirmed the information found through the literature review related to the research topic [5][6].

According to Two-manner ANOVA, inexperienced practices within organizational context and gender significant impact on activity enjoyment; although, their interaction lacks significance. In other sentences, No substantial differences changed to identified inside the consequences of inexperienced practices on male and ladies teams of worker contributors, but there are differences in work pride levels among men and girls.

Therefore, as shown in the regression estimate given above, it is far cheap to claim that ideals held using the managers regarding the performance of employees in their jobs serve as vital determinants affecting employee satisfaction with paintings.. This assumption may be proved using the data provided by the statistics of the present study: The value of the beta coefficient was measured at 0.475 and the p-value was below 0.001. Furthermore, the effect of the role played by managers in terms of environmental sustainability is quite vital. Among other findings made in the framework of the present study, it should be mentioned that the constructed model accounts for only 28.4% of variance in the subject matter; consequently, the company policy could be characterized as relevant yet insufficient.

As shown by the findings of the factor analysis carried out within the context of the present study, it should be noted that there are two principal factors affecting the process of implementation of green workplace practices: (i) Technology & Database System and (ii) Strategic Decision-Making Support.

Conclusion

The study presented above illustrates the extent to which sustainable workplaces can create satisfaction amongst workers within the organizations. The incorporation of environmentally friendly practices creates sustainability and ensures that there is an improvement in the wellbeing of the workers in the workplace. It is recommended that organizations should come up with green workplace practices in terms of waste management, energy use, and communication and motivate workers in green workplaces to achieve maximum worker satisfaction.

From the study presented above, it is evident that assessment and assistance in decision-making concerning the strategies used by the management is an important aspect that acts as a mediator in green workplaces. From the findings, there seems to be a great deal of variability in terms of green workplace practices that promote worker satisfaction. There are other variables that should also be considered in order to ensure that there is worker satisfaction. It can be recommended that one way of achieving organizational effectiveness through sustainability is adopting sustainability at the workplace.

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