

Leadership, Green Human Resource Management and Green Employee Engagement: Navigation of Sri Lanka Navy

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Abstract

Corporate and military settings are evolving to be more environmentally conscious. The aim of this study is to bridge the identified empirical research gap through a quantitative study. The identified research gap is that there is no empirical evidence on the mediating effect of Green Human Resource Management (green HRM) on the relationship between leadership and green employee engagement in the Sri Lanka military context or in the international military context. The research objectives are to identify the impact of green HRM on green employee engagement; to identify the impact of leadership on green HRM; to identify the impact of leadership on green employee engagement; to identify the mediating effect of green HRM on the relationship between leadership and green employee engagement. This cross-sectional study was carried out in a non-contrived environment under minimal researcher interference. The unit of analysis is an individual who is an officer in the Sri Lanka Navy. The sample size is 165 and the sample population is 3,200. The Sampling technique is simple random. The study utilized the Partial Least Squares Regression (PLS) model using SMART PLS 4.0 software to assess the reliability, validity, and relationships among latent variables in both the measurement and structural models. The results reveal that there is a significant partial mediating effect of green HRM on the relationship between leadership and green employee engagement.

Keywords: *Leadership, Green Human Resource Management, Green employee engagement, Military context*