



Notice for the PhD Viva Voce Examination

Ms Preksha Yadav (Registration Number: 1920082), PhD scholar at the School of Business and Management, CHRIST (Deemed to be University), Bangalore will defend her PhD thesis at the public viva-voce examination on Saturday, 17 June, 2023 at 3.30 pm in Room No. 044, Ground Floor, R & D Block, CHRIST (Deemed to be University), Bengaluru - 560029.

Title of the Thesis	:	Role of Green Human Resource Management Practices on Sustainable Performance of the Service Sector Organizations
Discipline	:	Management
External Examiner (Outside Karnataka)	:	Dr Susan Abraham Professor and Head SCMS School of Technology and Management Muttom Post, Aluva Kerala - 683106
External Examiner (Within Karnataka)	:	Dr Barnabas N Professor SVKM'S NMINS University - Bangalore Campus Lakshmipura Village, Jigani Hobli, Anekal Kalkere, Bannerghatta Road Bengaluru - 560083 Karnataka
Supervisor	:	Dr Jain Mathew Professor School of Business and Management CHRIST (Deemed to be University) Bengaluru - 560029 Karnataka

The members of the Research Advisory Committee, faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Registrar

Place: Bengaluru
Date: 15 June 2023

ABSTRACT

The prominence revolution took place in the 1980s, and then the Green HRM practises movement blew over the sustainable development literature in the 1990s. According to Mishra (2017), Green HRM is a tactical instrument for arranging human resource competences and promoting ideas that motivate businesses to embrace sustainable strategies. The proposed conceptual model in this study analyses the impact of green HRM practices on sustainable performance. Additionally, the model also examines how Organizational citizenship behaviour for the environment mediates in the above mentioned relationship. The analysis of the collected data was carried out in IBM SPSS and R studio. R was used for both the testing of the model and the test for mediation. Both of these tests were successful. The findings of the study are in line with literature and show that green HRM practices are positively correlated to organisational sustainable performance. The Organizational citizenship behaviour for the environment perfectly mediates the relation between green HRM and sustainable performance.

Keywords: *Green HRM, Sustainable performance, Green hiring, Green training and development, Green performance management and appraisal, Green employee involvement, Organizational citizenship behaviour for the environment, Environmental Performance,*

Publications:

1. **Yadav, P., & Mathew, J.** (2022). Educational Perspective & Antecedental Outcomes of Green HRM for Employee's Sustainable Behaviour. *Journal for ReAttach Therapy and Developmental Diversities*, 5(1s), 95-101.
2. **Yadav, P., & Mathew, J.** (2023). Improving Organizational Environmental Performance Through Green Training. In *Implications of Industry 5.0 on Environmental Sustainability* (116-131). IGI Global.