

# **The Impact of Green Human Resource Management on Environmentally Friendly Behavior and Environmental Performance of Guilan Hotels**

Sara Rajabi varedesarai\*,

**Green human resource management is the most important part of green management and in recent years has attracted the attention of many human resource researchers. The purpose of the present study is to investigate the impact of green HRM on environmentally friendly behavior and environmental performance. The research method is descriptive-correlational and it is of applied nature. The statistical population of the present study is 723 Guilan hotel staff who were ed by non-probability sampling method using Cochran formula for a limited population of 260 and using the questionnaire (Kim et al., 2019). The data were then analyzed using SPSS and Smart PLS 3.0 software. The results indicated that green human resource management had a significant impact on environmentally friendly behavior and environmental performance of Guilan hotel staff.**

**Keywords : GREEN HUMAN RESOURCES MANAGEMENT, ECOLOGICAL BEHAVIOR, ENVIRONMENTAL PERFORMANCE, STAFF ORGANIZATIONAL COMMITMENT,**

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