

Research on Employee Green Behavior from the Perspective of Sustainable HRM: The Role of Diversity, Inclusion, and Well-Being

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Abstract

Enterprises are increasingly prioritizing social and ecological issues, cultivating sustainable HRM, and focusing on the sustainability of both people and the environment to achieve overall sustainable development goals (SDGs) (Dyllick and Muff, 2016; Ehnert et al., 2016). This study primarily draws on green HRM, selecting four key variables, including organizational diversity and inclusion, employee well-being (EWB), work stress, and employee green behavior (EGB), focusing on Chinese enterprises. Through quantitative research and SEM analysis, the study explores the relationships among these variables, aiming to promote internal green behavior within organizations and achieve SDGs. The research found that organizational diversity and inclusion have a positive impact on EWB and EGB. There is also a positive correlation between EWB and EGB. However, organizational diversity and inclusion are negatively related to work stress, and work stress is negatively related to EGB. EWB and work stress mediate the relationship between organizational diversity, inclusion, and EGB. This study deepens the understanding of the relationship between diversity, inclusion, well-being, and green behavior, providing new directions for future research, and offering pathways for organizations to improve their environment and EWB to promote social sustainability.

Keywords: sustainable HRM, green HRM, employee well-being, diversity and inclusion, employee green behavior