

Green Technologies of Human Resources for Green Economy: Application on GCC Countries

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Abstract

The purpose of this study is to study and analysis the role of the green human resources management (GMHR) as a mediating variable in the relationship between the green economy and sustainable development to achieve development sustainable in Gulf Council Countries (GCC). The results provide actionable insights for practitioners, who can use these results to their strategic advantage. The method of relying on the descriptive analytical method, and to form a framework for consideration on the number of specialized references and relevant private publications. Quantitative survey design methodology was used to examine the variables. This study uses structure equation modeling (SEM) for data analysis. Findings of the study revealed there is a direct positive impact on the dimensions of green economy policies development on the economic dimension of sustainable development. This study recommending to create and promote a green orientation among employees so that they can contribute to protecting the environment and preserving medical resources at the individual level, thus creating employees aware of the environment and nature at the organizational level, to be able to appropriately addressing economic problems, helps the country achieve its goals sustainable development 2030. The commitment of senior management and leadership to the culture of sustainability as a strategic goal that achieves an advantage competitive organization. Also, this study have suggesting a several recommendations for future studies.

Keywords: Green Management. Green Human Resources Management, Green Economy, Sustainable, Green Development Policies.

1. Introduction

Countries aspire to make their institutions oriented towards the green development approach and the green economy because of its significant impact on sustainable development (Zeb et al., 2013). financial performance and economics the organization has the right to maintain organizations, but no longer; captia a and; You must or coco results the economic and financial aspects are accompanied by a reduction in environmental impacts, and an increased attention to aspects of therefore, the green management exploded in the nineties, and became a great at the international level in the year 2000, which made organizations occupy the spur of growth the industrialist with Mao preserved the environment that followed, in which it was well strengthened,

and moving towards sustainable operations and the maintenance of green and environmentally friendly policies, making “Green Management of Human Resources (GMHR)” is an area that helps integrate goals and environmental strategies in the overall strategic development objectives of the organization to reach an effective environmental management system to achieve various benefits that ultimately benefit and differentiate the organization under Shame 'green and competitive (S. H. Aldulaimi & Obeidat, 2016).

The green economy is only an environmental orientation, but it is a developmental mission in which all sectors participate. Green economy concept has evolved and is no longer limited to perspective related to climate change and reducing carbon emissions, to become the largest moles and include investments and necessary measures to achieve sustainable development (Ivlev & Ivleva, 2018). Thus, it is not a substitute for development sustainability, or even achieving it, is based on maintaining the economy, so its policies must be adapted with the priorities and conditions of the country in which it is applied, and requires the; Apply the principle of responsibilities common among the relevant state agencies for the voluntary transition towards a green economy. It should also treat commercial distortions, especially harmful to environments, through efficient resources but sustainable consumption and production (Harrisson et al., 2010).

Countries around the world have begun to turn to the “green economy” as a strategy to reduce environmental risks associated with the economy, and GCC countries has begun to pay attention to this issue from the economy as one of the important and main ways in the comprehensive development plans that takes place, through the implementation of projects commensurate with the priorities of green economy and environmental vision, targeting the strategic vision of the countries by the year of 2030. The environmental dimension as a main axis in all development and economic sectors is to achieve the security of natural resources and leaves their fair use and exploitation for them and invest in them, in a way that guarantees the rights of future generations in them.

1.1 Problem Statement

The strategic vision for the environment in GCC countries aims by 2030, or the dimension the environment is a major focus in all development and economic sectors of the country in a way that achieves the security of natural resources and leaves the fairness of their use and their proper development, in a way that guarantees the rights of future generations in it, and works to diversify its sources production and economic activities, contributing to competitiveness, and providing job opportunities new, eradicating poverty, achieving social justice while providing a clean and healthy environment. Also, requires achieving country vision of sustainable development goals. The presence of a strong and competent administrative body capable of keeping pace with change, improving the management of state resources. It provides distinguished services to citizens and qualifies government to integrate into the global ecosystem.

1.2 Hypothesis Development and Conceptual Model

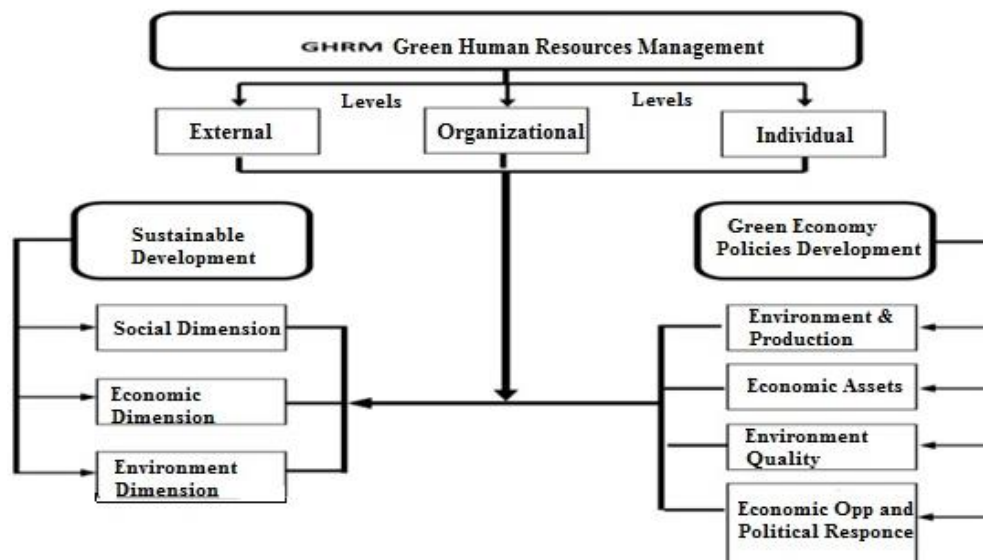
Decision-makers have described the economy as one of the underlying problems economics, or solving environmental problems may lead to political and social consequences. In addition to the economic effects, and here appears the role of our understanding of nature, as it appears the special

importance of the relationship between human capital and its impact on sustainable development, where the essential part of the environmental nation is the lack of knowledge of how to protect the environment and the relationship of humanity is by nature, and the following is in fact an orthogonal problem, therefore; striving (GMHR) to create a culture of environmental protection among the different members of society, starting with the workers and organizations, by increasing our awareness of the environmental issue, to correct its behaviour towards the following question is: What is the capacity of the concerned government agencies to implement the developmental policies of the green economy and sustainability?, and this question comes with the existence of preliminary convictions in the context about the following:

- How the green economy is related to sustainable development (scientifically published in the literature precedent).
- What is the GMHR practices related to sustainable development (also scientifically based in Previous literature.
- Who is keen on the environment and the green orientation is a general culture problem whose solution begins from the individual.
- How the development policies of the green economy in GCC that achieve the development goals sustainability by force of official obligation by state policy and not by reliance on (GMHR.)

Therefore, the objective of this study is to study and analysis of the relationships between the study variables. Ensuring that there is a role (GMHR) as a mediating variable in the relationship between the green economy and sustainable development in government-based organizations to achieve development sustainable in GCC. Make some recommendations that could or facilitate the use of GHRM adoption. In governmental organizations to achieve sustainable development for GCC. The results may provide actionable insights for practitioners, who can use these results to their strategic advantage.

Fig.1: the conceptual model of the study



The first hypothesis: “There is no significant impact of the developmental green economy policies in their dimensions.” (Environment and productive resources, economic assets and the environment, environmental quality of life, opportunities (economic and political response) to sustainable development in its dimensions (social, economic, environmental).

The second hypothesis: “There is no significant effect of the developmental green economy policies in their dimensions.” (Environment and productive resources, economic assets and the environment, environmental quality of life, opportunities Economic and political response (on the GHRM) with its dimensions (individual level, the organizational level, the supra-organizational level, external forces).

The third hypothesis: “There is no significant effect of green management on human resources in its dimensions.” (Individual level, organizational level, supra-organizational level, external forces) sustainable development in its dimensions (the social dimension, the economic dimension, the environmental dimension).

The fest hypothesis: “There is no significant effect of green management of human resources as a mediating variable in the relationship between green economy development policies and sustainable development.

2. Literature Review

Green Economy (GE) and Green Growth (GG) concepts have gained momentum in political agendas at the national and global scales. Decision-makers all over the world have developed GE/GG action plans and implemented GE/GG policies in sectors such as energy, transport or agriculture (Merino-Saum et al., 2020). Green HRM refers to “the systematic, planned alignment of typical human resource management practices with the organization's environmental goals” (Jabbour et al., 2013). The area of green HRM is of significance within organizations as it contributes to other departments such as green management, green operations, green marketing, and green supply chain management. Green HRM is considered to have a holistic view, which aligns employees with the company's environmental strategy. Activities with a green focus are difficult to initiate as they require systemic change, and any change has to be initiated, implemented, and accepted by employees, as this is one of green HRM's primary aims. (Abdeldayem & Aldulaimi, 2020).

Since HRM plays a vital part in shaping organizational culture, structure, strategy, and policy development (Paauwe & Boselie, 2005); (Schuler & Jackson, 2014), HR is regarded as a key player in achieving sustainable development in the organization (Mandip et al., 2012). In response to this, several researchers (Renwick et al., 2013) directed their attention towards the relation between HRM and EM. They have emphasized the importance of employees’ green activities in the workplace. This integration of EM into HRM practices is known as Green Human Resource Management (GHRM), which aims to help organizations to improve Environmental Performance (EP) through increasing positive employees' involvement and commitment towards environment (Schuler & Jackson, 2014); (Masri & Jaaron, 2017). There are far-reaching repercussions of the human industrial activities that led to the extinction Many harm and endanger lives, so human industrial activities began in transforming itself which has led to discussions about what one of the definitions of “green management” is a practice by which organizations develop an organization's

environmental management strategy, in accordance with a proactive plan, based on the participation of money, which requires the introduction of green practices in everyday and private life, where or the participation of workers in management systems greens have a positive effect on personality, attitudes, behaviours, and behaviours. Green behaviour is a vital requirement for human resources, where Greening or the term "green" has different meanings, but in all cases related to the medical environment, and in the context of managing people in the workplace. It includes four tasks that are:

- Protection of natural resources: by preserving all of the original and protecting it from damage or loss or negative change.
- Preserving the natural environment: by reusing resources “what comes from the earth must be or return to the land” and “what comes from industry must or return to industry”.
- Reducing the environmental blame: by recycling and the proper disposal of resources.
- Greening people: creating awareness about the concept of Go Green and spreading the word; in the environment surrounding.

There has been a lot of administrative literature that deals with green human resource management. It is often dealt with from the standpoint of the traditional functions of human resource management, with appended. The word "green" after it, ML: green deduction, green designation, training Green. Thus, and from this point of view, it is possible to expose the (Green Human Resources Department) GHRM (as the use of human resource management policies, philosophies, and practices). To promote the sustainable use of resources and prevent harm caused by indifference to the environment within business organizations , while (green management of human resources) GMHR (to all activities involved in the development, implementation and ongoing maintenance of a system that aims to make the organization and its environment friendly to the environment, while coordinating with the environment. (Tang et al., 2017) stated that one of the important dimensions in GHRM is green involvement. Employees can be provided with opportunities to participate in environmental management to stimulate them supporting the prevention of pollution and identify environmental opportunities. Employee’s green behavior and awareness can be built with providing a mutual learning climate (Tang et al., 2017).

Indeed, GHRM plays a significant role in disseminating environmental ideologies and standards, and by encouraging the recruitment of staff who are talented and committed to implementing environmental ideologies and standards in the foundation of a supply chain business development (Jabbour & Sousa Jabbour, 2016). (Guerci et al., 2016) confirm that GSCM practices perform a mediating role between GHRM practices and EP relationships. Literature on green HRM and sustainability is limited and shows mixed results. For instance, (Masri & Jaaron, 2017) explore the link between green HRM and manufacturing firms' sustainability in the context of developing nations, establishing six green management practices that have positive links with sustainability. On the other hand, (Yong et al., 2019) study in the Malaysian context proves that green structural capital is not linked to green HRM. Others acknowledge the importance of future studies in examining this relationship for organizational sustainability and society as a whole. (Schuler &

Jackson, 2014) argue that “the intersection of strategic HRM and environmental sustainability presents new opportunities to find win-win management approaches that yield benefits to shareholders, employees, customers and communities, as well as other organizational stakeholders” (p. 111). A win-win context emerges when partners align their efforts in achieving environmental sustainability, and when this context is based on fair exchange relationships. A fair exchange is set when something is given and something is returned (Mitchell et al., 2012). Recent findings can be found in the environmental literature indicating that individuals who perceived environmental supportiveness from their organization tend to be more prone to reciprocate by engaging in efforts to help the employer to achieve environmental performance (Temminck et al., 2015).

3. Methodology

The authorities concerned with the green economy and sustainable development in GCC, a group of participants from the government institutions from GCC countries and their affiliated bodies (planning, follow-up, administrative maintenance, investment and international cooperation, energy and electricity, transport, industry, agriculture, environment), and the sampling unit they are the employees of these entities; As for the sample, it is a result of the large size of the study community and the inability on determining the numbers of vocabulary accurately, it has been relied on (intentional sampling) (S. H. Aldulaimi et al., 2021).The method of relying on the descriptive analytical method, and to form a framework for consideration on the number of specialized references and relevant private publications. Quantitative survey design methodology was used to examine the variables. This study uses structure equation modeling (SEM) for data analysis. Each observed variable must correspond to a reliable and valid measurement, and inconsistent scaling should be addressed (Kline, 2010); (Schumacker & Lomax, 2004). In this study, Cronbach Alpha, as reliability coefficient was used to estimate the internal consistency reliability.

- Inquiry techniques are used to collect data, as the response is based on (320) out of (400), which will run and analyze the data using my program (SPSS–Version 22 (and) AMOS 23.)
- Limitations of the study: Temporal: It takes place during the period covered by the study, which is between January (2020). L) 2021.)

As is the case in most field studies, the facade of the courtyard has been lost the problem of hesitation and refusal of some workers to respond to the survey list, in addition for the longing period due to COVID-19

4. Data Analysis

Firstly, the reliability of the study tool below are the results of the BAAT test for the study tool; The Cronbach Alpha test was used, as its scale is between (0.0, 1.0), and so that the scale is stable. The value of the coefficient should not be less than (0.70); the following table shows the results:

Table 1: Reliability test of variables

Variables	statements	Cronbach Alpha	M	SD
Green Economy Development Policies			3.95	.510
environment and productive resources	5	.949		
Economic assets and the environment	5	.949		
Environmental quality of life	5	.954		
Economic Opportunities and Political Response	5	.951		
Total	20	.927	3.95	.510
Sustainable Development				
Social Dimension	5	.846		
Economical Dimension	5	.795		
Environmental Dimension	5	.924		
total	15	.754	3.71	.372
Green management of HR				
Individual level	5	.945		
Organizational level	5	.918		
External drivers	5	.936		
total	15	.892	4.12	.454

The results of the previous table refer to the value of Cronbach's alpha coefficient borrowed from (1.0); and n.a. on the; It can be said that the metrics are tbal internal pat. Regarding the dimensions of the variable "green economy development policies" according to the arithmetic mean, It came after "Environmental Quality of Life" in first place in terms of response with an average Hesabi (4.05), followed by "Environment and Productive Resources", then "Economic Opportunities". And political response" and, finally, after "economic assets and the environment".

• Regarding the dimensions of the "sustainable development" variable, according to the arithmetic mean, the "dimension. Economy "in the first place in terms of response with an arithmetic average (3.80), followed by

The "social dimension" and finally the "environmental dimension".

4.1 Confirmatory Factor Analysis

To measure the quality of matching the factors of all dimensions of the variables; through the consistency test

Internal, validity, discrimination, use confirmation factor analysis, as follows:

Table 2: factor loading of the variables

Variables	statements	Factor Loading	T value	P value
Green Economy Development Policies	20	.754	14.201	0.001
Sustainable Development	15	.865	12.255	0.002
Green management of HR	15	.910	16.351	0.001

All the billionth regression coefficients estimated with the measure growth for the study sample, which express the saturation coefficients of the internal variables observed on the factors. The latent value of the study scale is greater than or equal to (0.5), which indicates the validity of the study.

The internal consistency of the study scale. All coefficients of loading the observed variables on the latent factors of a statistical function at a significant level less than (0.001), which indicates the importance of the variables

Observing the latent variables in relation to the study variables. The average explained variance ratio (AVE) for the study scale was (0.444), and on the level of the study depends on it; the value is between (0.277 - 0.531), which indicates convergent Validity of the Scale. The results of the Composite Reliability of the underlying study factors have been reached and what they chose (0.85, 0.57), which is greater than the value of the mean variance ratio

The interpreter, which confirms the comparative validity of the dimensions of the measurement tool. To find the honesty discrimination for the measurement tool, I used the rank matrix between. Latent variables: Heterotrait-monotrait ratio of the correlations (HTMT), but not greater than the cut-off point (the complex lattices), or at least maximum (0.90), in order to ensure the achievement of honesty and discrimination in the study scale. This difference is observed between (0.859 - 0.581), which is borrowed from a point. Exemplary plots, which indicates the availability of honesty discrimination in the study scale. All you want is the quality of matching the money, the assurance, borrowing from the cleanliness of the pieces. Typical for both: K2 Billionaire Normed Chi-Square, Matching Quality GFI, AGFI Corrected Matchmaking Quality, NFI Billion Matching Quality, Quality RFI Relative Matchmaking, IFI Incremental Matchmaking Quality, Tucker Lewis Matchmaking Quality

4.2 Hypothesis Testing

To find out the direct effect of the dimensions of each variable on the other, the following is used: Person Correlation Matrix The relationship between the dimensions of the study variables. Finding the direct effect between the dimensions of Path Analysis: b- Path analysis Structure of the study variables, and enables them to maintain the structural equations models; Based on the following practices: Equation Modeling (SEM). Indicator 2 the Ratio between the value of Normed Chi-Square 2: Standard An accompanying morale level can be used. To test 0.05, the level of significance is greater than (as a measure of the quality of conciliation). To indicate the acceptance of the null hypothesis that the actual growth of the data matches the growth. Estimated, looks affected by sample Goodness of Fit Index (GFI) • Goodness of Fit Index. The total conformity of the residual rate calculated from the data estimated through the numbers. To the residual rate calculated from the actual data, it does not need to be modified 1.0), and the closer it is to the one, the degrees of freedom, and it is arranged between (0.0 health dl; On the quality of matchmaking. Adjusted Goodness of Fit Index • Adjusted Goodness of Fit Index Degrees of freedom, and its value is modified (GFI)

1.0), and the higher its value is from the healthy one, it indicates a quality, between (0.0.). Reconciliation of the estimated growth of the data of the study sample. Its value: Normed Fit Index (NFI) • Standard fit quality index

1.0), and the more its value is related to the healthy one, the more denotes that, between (0.0.). The quality of matching the estimated growth of the data of the study sample. Comparative Fit Index

(CFI): • Comparative Fit Index

As a Baseline Model by comparing the estimated growth to the baseline growth 1.0), and the more its value is related to, and its value varies between 0.0 Null Model healthy one dl; on the quality of matchmaking.

The higher its value is related to: Tucker Lewis Index (TLI) • Quality of Match Index healthy one dl; On the quality of the estimated growth matchmaking. Its value is: Incremental Fit Index (IFI) • Incremental Fit Index 1.0), and the higher its value is from the healthy one, it indicates a quality, between (0.0.). Reconciliation of the estimated growth of the data of the study sample. The RMR test; On the quality of the estimated growth matchmaking. Root Mean Square Error of Approximation: Measures the quality of adjusting the growth of a society. The study, and then takes into account an attempt to correct each of: The complexity of development. The sample, and the acceptance limit for it is less than (0.08), and the lower its value is. On the quality of matchmaking. It is evident from the matrix that:

- There is a positive moral relationship between the dimensions of green economy development policies and the dimensions of Sustainable development, and then rejecting the null hypothesis and accepting the alternative hypothesis.
- There is a negative moral relationship between the dimensions of green economy development policies and the dimensions of (GMHR), therefore rejecting the null hypothesis and accepting the alternative hypothesis.
- There is a negative significant relationship between the dimensions of sustainable development and the dimensions of (GMHR), and from D reject the null hypothesis and accept the alternative hypothesis.
- As a result of bot having relationships, structural equations formulas can be applied Simultaneous (SEM), to determine the intended effect between the study variables, and feminine weight.

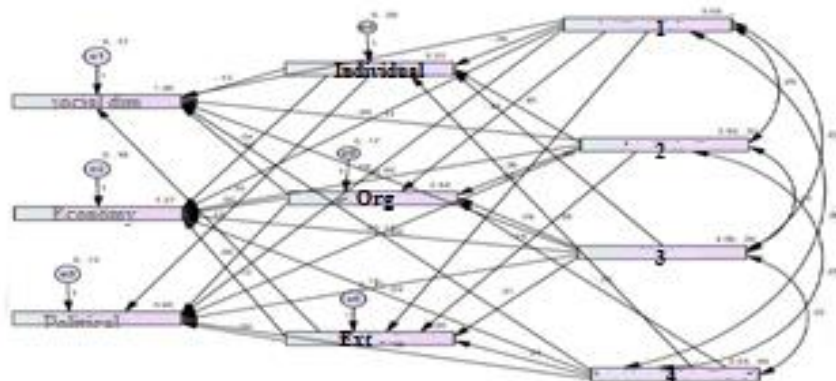


Fig 2: The results of the study

Figure 2, revealed that there is a direct positive impact on the dimensions of green economy policies development on the economic dimension of sustainable development, where R2 capacity (38.3%) Which indicates the rejection of the hypothesis “there is no significant effect of the dimensions of economic policies.” Green development on the economy dimension “colleges where the dimension (environment and resources) is excluded productivity (as follows:

- There is no direct positive impact of one billion on the dimensions of green economy policies
- Development on the environmental dimension of sustainable development, where R2 is a capacity of (0.3%), which indicates
- On accepting the hypothesis “there is no significant effect of the dimensions of green economy policies”
- Development on the Environmental Dimension: Colleges to Examine the Dimension (Environmental Quality of Life):
- There is a direct positive impact of one billion on the dimensions of green economy policies
- The developmental dimension is at the individual level, where R2 is a capacity (42.2%), which indicates
- Rejection of the hypothesis “There is no significant effect of the dimensions of green economy development policies.”

The individual level dimension for (GMHR) "Faculties and Parts" is as follows:

- There is a direct positive impact of one billion on the dimensions of green economy policies
- . Developmental at the organizational level, where 2R capacity (32.4%), which calls for
- To reject the hypothesis “there is no significant effect of the dimensions of green economy policies”
- The developmental dimension at the organizational level for (GMHR) "" faculties and partial
- There are a direct positives that are meaningful to the dimensions of green economy policies
- The developmental level at the level above the organizational external forces where 2R capacity (28.1%), which led to the rejection of the hypothesis “there is no significant effect of the policy dimensions
- Green economy development at a level above the regulatory external forces
- 1) GMHR ("Faculties and Partial AT .)

There is a significant positive effect of the GMHR dimensions on the dimension. Social for sustainable development, where 2R capacity (14.5%) resulted in rejection Hypothesis “There is no significant effect of the GMHR dimensions on the social dimension of development.” “Sustainable” faculties usually Pema (organizational level). There is a significant positive direct effect of the GMHR dimensions on the dimension. Economy for sustainable development, with a capacity of 2R (10.8%), resulting in a rejection of Hypothesis “There is no significant effect of the GMHR dimensions on the economic dimension of development.” “Sustainable” colleges, usually at the organizational level

There is no significant direct positive effect of the GMHR dimensions on the dimension environmental for sustainable development, with a 2R capacity (0.2%), so the hypothesis was accepted (Aldulaimi, 2016).

In order to test the main hypothesis, which states: “There is no significant effect of management.” Green human resources as a mediating variable in the relationship between green economy policies "Developmental and sustainable development" is statistically tested using two methods: regression analysis and Path Analysis, which can be provided; the following:

First: Regression analysis: the mediator variable can be tested through 3 patterns for regression:

- 1) The regression model that tests the relationship of the dependent variable to the independent.
- 2) The regression model that tests the relationship of the median variable to the independent.
- 3) Regression model that tests the relationship of the dependent variable to the independent and median variable.

These networks are testing the four methods of mediation, which are:

- (1) Or the independent variable has a significant effect on the dependent variable in the first model.
- (2) Or the independent variable has a significant effect on the mediating variable in the current growth.
- (3) Or the mediating variable has a significant effect on the dependent variable in the third model.
- (4) Or the effect of the independent variable on the dependent is less in growth

5. Discussing and Conclusion

The GCC integration is composed of six Gulf countries (i.e., Saudi Arabia, United Arab Emirates, Bahrain, Oman, and Kuwait) which are rich in energy resources, e.g., it owns 19.8% of the global natural gas reserves (BPSTATS, 2019) and UAE, and Saudi Arabia are among the highest CO2 emitters in the world (Wilson R, 2009). The fossil fuel– based natural resources are an important pillar of these economies and these countries used the revenue generated from exports of fossil fuel in industrial development, which causes the serious harm to the environmental quality (Omri et al., 2015).

In terms of the perception of workers in the authorities concerned with the green economy and development sustainable Development in GCC for the dimensions of the study variables, the “GMHR” variable comes in the center the first. While the variable "green economic development policies" came in the centre; as for the "sustainable development" variable, it came in last place. According for the results using the arithmetic mean to arrange the variables. As for the dimensions of the variable “developmental green economic policies” according to the average , the employees’ perception of the “environmental quality of life” dimension came in first place, followed by after “Environment and Productive Resources”, D after “Economic Opportunities and Policy Response”. and finally after “Economic Assets and the Environment”. Regarding the dimensions of the variable "Sustainable Development" according to the arithmetic mean, it came the “economic dimension” came in first place for the perception of workers, followed by the “social dimension”. Finally, the "environmental dimension".

As for the dimensions of the "GMHR" variable, according to the arithmetic mean, it came after

"Level "external forces above organizational" ranked first in terms of employee perception, followed by after the "organizational level", w the "individual level". There is a positive and strong moral relationship between the dimensions of green economy policies and the dimensions of sustainable development; There is also a significant impact of the dimensions of green economy policies on all dimensions of sustainable development, but there is a disparity in impact where it comes the largest Impact on the social dimension w in order the economic and environmental dimension; Which is sure Baha's conviction according to the previous administrative literature that dealt with this relationship. There is a negative and fibrous moral relationship between the dimensions of green economy policies developmental Dimensions (GMHR), indicative of or green orientation to acknowledge in behaviours, but what is asked of him. There is a significant impact of the dimensions of green economy policies on all dimensions (GMHR), and this effect varies where the effect of the individual level comes first and then organizational, and the impact is completely reduced at the supra-organizational level. There is no significant relationship between the dimensions of (GMHR) combined on (sustainable development). But there is a fibrous relationship and a significant effect on the level (the individual, and above). Organizational on the dimensions of sustainable development (social and economic), while not. There is a significant relationship or effect for all GMHR dimensions on the environmental dimension of development sustainable, which means or after the organizational level and is specific to the formation of culture. The organizational, structural, strategic and organizational development policy of the ministries and authorities and the policies entrusted with the implementation of the development policies of the state, does not play a major role in. Achieving sustainable development by it, according to the results of the study. There is no role for (GMHR) as a mediating variable in the relationship between economic policies green development and sustainable development; Which means or development policies for the green economy, it is implemented automatically in accordance with the state plan 2030, but it does not a change in the, behaviour, or attitudes of workers in these places, as indicated by there are shortcomings in human resource management practices in terms of orientation to the initiator green veggies (Aldulaimi et al., 2020).

This research has interesting practical implications. (Manika et al., 2014) claimed that the achievement of organizational environmental performance in aggregate starts with individual environment performance. Prior research has enabled top management decision-making, as managers were sensitized to the importance of genuine supportiveness (Lamm et al., 2014).

This study reaching to a number of aapplication recommendations. To create and promote a green orientation among employees so that they can contribute to protecting the environment and preserving medical resources at the individual level, thus creating workers aware of the environment and nature at the organizational level, to be able to appropriately addressing economic problems, helps the country achieve its goals sustainable development 2030. By creating a green organizational culture. Adoption of reverse logistics. Paying attention to green training and human resource development (human capital development). Green) implicates loyalty with the economic results of the organization. The commitment of senior management and leadership to the culture of sustainability as a strategic goal that achieves an advantage competitive organization. Designing and implementing a monitoring and evaluation system for the green performance of employees.

Eventually, this study have several recommendations for future studies. Studying the role of green management of human resources in achieving economic policies Green for sustainable

development in other organizations. Re-applying the current study to the same management bodies that were completed by a sample study, after five years, as an appropriate period to change strategies, then take action compared with the results of the current study. Studying the relationship between leadership and the green management of human resources.

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