PAPER PRESENTATION

EFFECT OF GREEN HUMAN RESOURCE MANAGEMENT PRACTICES, GREEN WORK LIFE BALANCE ON JOB SATISFACTION OF SELECTED HOSPITALITY FIRMS IN LAGOS AND OGUN STATES, NIGERIA

MOWAIYE, BOLORUNDURO, PhD, MCIPM

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CHAPTER ONE
INTRODUCTION

Globally, with over 700,000 hotel properties around the world, the global hospitality sector is currently worth about US $605 billion every year, with some of the key players including the United States of America ($218 billion), China ($56.9 billion), and the United Kingdom ($20.7 billion) (Statista, 2020).

The value of the hospitality industry in Nigeria was estimated at N1.4 trillion as at year ending 2019 (Lagos Chamber of Commerce and Industry, 2020). More crucially, the tourism industry employs 10% of the global workforce, with hotel labour accounting for the majority (IMF, 2020).

According to the Oxford Economics (2019) hospitality firms contributed $659.4 billion to US GDP. Similarly, in Brazil, tourism and hospitality represents 8.5% of GDP (Brazil, 2018)

Job satisfaction is fundamental to employee wellbeing. Hospitality firms' performance is confronted with low job satisfaction probably due to the inadequate application of green human resource management practices and green work life balance. Job satisfaction is a sense of employee achievements and successes. It is very crucial to employee wellbeing and organisational performance

In Ghana. from the Ministry of Tourism, Arts and Culture (2019), noted that tourism was the country's fourth greatest foreign exchange earner in 2018, trailing only cocoa, gold, and oil and gas (Guri, Osumanu, & Bonye, 2021). In 2020, travel and tourism contributed 4.2 billion U.S. dollars to Kenya's Gross Domestic Product (GDP).

Organisational performance is not determined solely by the abilities and competencies of the employees and management alone; the environment also has a profound effect on the performance of an organisation. Different factors have been proven to be responsible for the performance of organisations, especially in the hospitality Sector. Green human resource management practices (GHRMP) and green work life balance have been seen to have a positive effect on performance when practiced properly by organisations

OBJECTIVES OF THE STUDY

The main objective of the study is to determine the interaction of green human resource management practices, green work life balance and job satisfaction of selected hospitality firms in Lagos and Ogun States, Nigeria.

RESEARCH QUESTIONS

How do green human resource management practices, green work life balance affect employee retention of selected hospitality firms in Lagos and Ogun States, Nigeria?

RESEARCH HYPOTHESIS

Green human resources management practices and green work life balance have no significant effect on job satisfaction of selected hospitality firms in Lagos and Ogun States Nigeria?

Scope of the Study

FOCUS	TARGET	TARGET POPULATION	SAMPLE SIZE
Effect of green human resource management practices, green work life balance on job satisfaction of selected hospitality firms in Lagos and Ogun states, Nigeria.	Senior employees and management staff of fifteen hospitality firms selected from Lagos and Ogun States, Nigeria	**1756**	902

Significance of the study
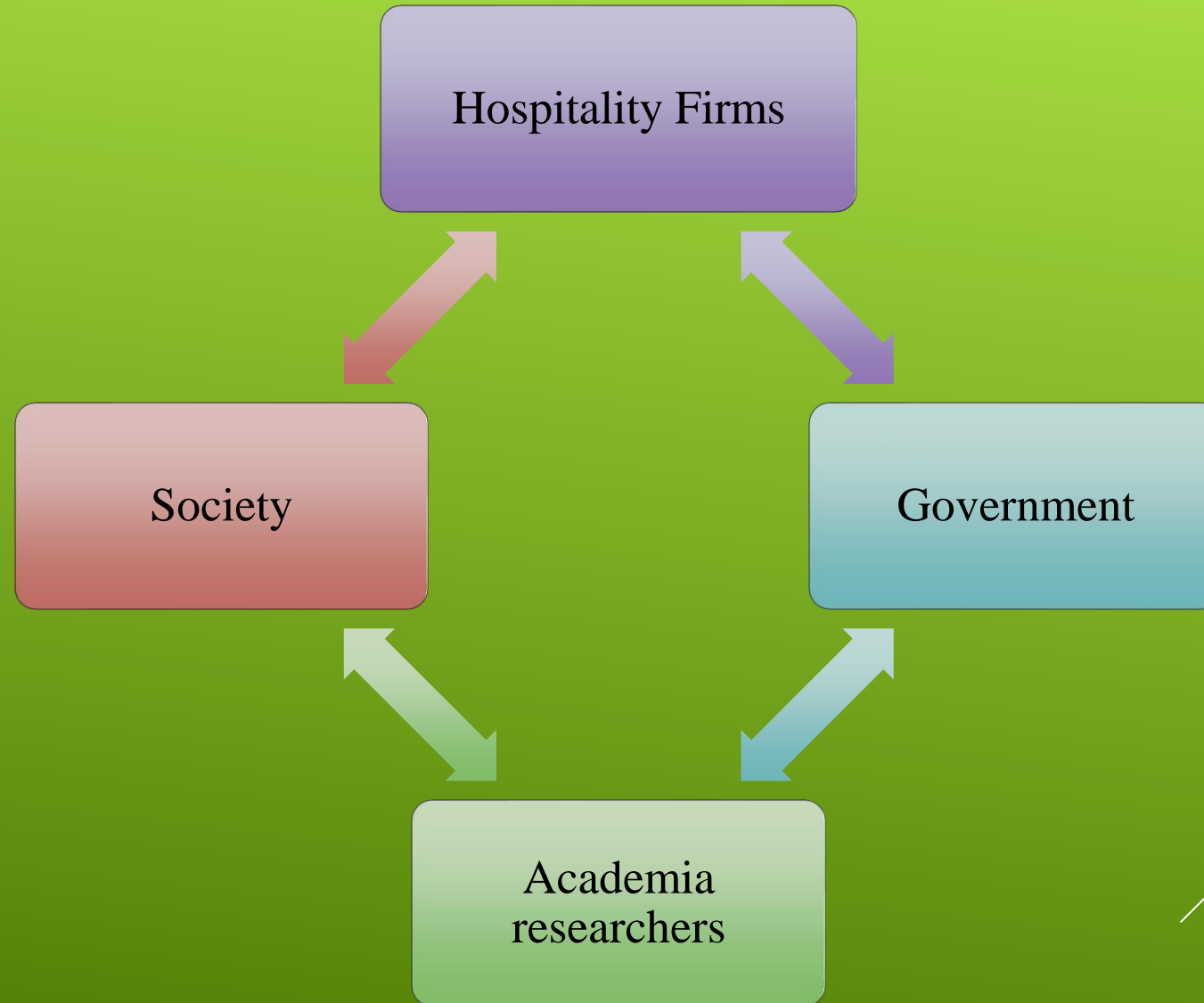
REVIEW OF LITERATURE

- **Conceptual Review**
- Reviewed definitions, characteristics, advantages and disadvantages of the Independent, dependent and moderating variables
- Green Human Resource Management Practices
- Green Work Life Balance
- Sobaih (2020) defined green human resource management practice as the usage of human resource rules to support the sustainable use of property resources and to guarantee environmental sustainability.
- Bangwal, Chamola and Tiwari (2017) defined green work-life balance as the reconciliation of working life and private life with regard to environmental values, attitudes and behaviour.

Conceptual Review

Empirical Review

- **Methodological Review**
- **Findings review**

- **Theoretical framework**
- The framework was based on AMO Theory.

Theoretical Review

METHODOLOGY

Research design

- **Survey design**

Population of the study

- The target population of the study is 1,756 senior employees and management staff of the fifteen (15) hospitality firms in Lagos and Ogun States, Nigeria.

Sampling Technique

- This study adopted proportionate stratified random sampling technique

Sampling Unit:

Senior employees and management

staff of the selected hospitality firms in Lagos and Ogun states, Nigeria.

Sample Size Determination

The Krejcie and Morgan formula (Krejcie & Morgan, 1970) was used to arrive at (820) and 10% of sample size(82) was add to 820, bringing the sample size to 902. This will carter for non response.

Method of Data Collection

Primary Data

Research instrument

Questionnaire (Adapted)

Findings

The conceptual, empirical findings, theoretical implications as well as corroboratory findings of previous authors of the field of green human resource management practices and green work-life balance it can therefore be stated that green human resource balance and green work-life balance significantly affect job satisfaction, therefore null hypothesis (H_0) was rejected

Conclusion

The study established that green human resource management practices, green work life balance are important for job satisfaction of employees in the Hospitality Firms in Lagos and Ogun States, Nigeria and concluded that Green human resource management practices, green work life balance have significant effect on job satisfaction

Recommendations

The study recommend that owners and managers firms should put in place innovative, new ideas and technology through green human resource management, green work life balance within and outside its ecosystem that would enhance and sustain job satisfaction as well as improve their employee wellbeing.

Contribution to Knowledge

Concept, Empirical, Theoretical

THANK YOU FOR LISTENING