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Understanding the Impact of Green Human Resource Management Practices and Dynamic Sustainable Capabilities on Corporate Sustainable Performance. A Case Study of Manufacturing Industry

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Abstract
Understanding the impact of green human resources can help project managers meet the challenges in the economic growth timeline of a project manager to meet the challenges in the privilege of social and environmental contacts to keep the balance in the economic growth timeline of companies in the manufacturing industry. The study analysed the impact of GHRM practices and dynamic sustainability capabilities on corporate sustainable performance in the manufacturing industry. The study adopted a primary quantitative method by using a sample of 100 respondents in the relevant field to find answers based on the hypothesis. Google form has been used for this purpose and PLS smart software has been utilized to execute the data. It has been revealed from the current study that green practices have an essential role for project managers by exploring the idea of Green pay and Green rewards so they can monitor the scenarios and make sure that better practices help meet the challenges. It has been found that green HRM plays an essential role in meeting various challenges in the workplace so it is important to apply the relevant ideas of KPI and EIA to handle the manufacturing industry using green practices.

Keywords: Green Human Resource Management Practices, Dynamic Sustainable Capabilities, Corporate Sustainable Performance, Manufacturing Industry

Introduction
Green Human Resource Management (GHRM) practices elaborate on the use of eco-friendly practices that enhance the sustainability support of projects. This involves the role of the practices that encourage the users to support green technologies and make sure that the environment is a priority in all regards (Abbas et al., 2022). The Sustainable Development Goals (SDG) of the United Nations (UN) press the need to explore green practices because they support the use of positive tools that encourage the environment and society without compromising on the financial context (SDG, 2024). Keeping in view the use of green practices, it has been found that the role of green practices is encouraging in handling human resource management applications and keeping pace with

time to support the environment as a priority.

For this purpose, it is important to keep using sustainability practices that include reducing waste and increasing the planet's green footprint. Human resource management is also a concern that needs to be addressed under the context of sustainability practices because it encourages businesses to empower sustainability promises for the planet. Corporate Social Responsibility (CSR) is helpful in this context to enhance the use of powerful plans for meeting the Human Resource (HR) needs of the companies with the support of SDG targets. The study has emphasised meeting the challenges and learning about green practices to support the concept of GHRM in the context of sustainability as a priority.

Problem Statement
The study has been purposed to review the HRM through the lens of green practices shows that it has analysed the use of sustainability as a priority in the companies. It has further investigated the use of sustainability training and the current status of green management projects from the perspective of SDG (SDG, 2024). There is a need to review this phenomenon because the climate change targets will not be achieved in the absence of GHRM. It supports the opinions of how the users can deal with the challenges and meet the targets of the green score achievement. The use of the GHRM practices needs to be supported with the use of sustainability tools. It needs to be supported with the use of some dynamic sustainability capabilities on corporate sustainable performance in the manufacturing industry.

Aim and Objectives
To review the impact of GHRM practices and dynamic sustainability capabilities on corporate sustainable performance in the manufacturing industry.
The main objectives are:
1. To review the GHRM practices in the manufacturing industry
2. To analyse the impact of GHRM practices on sustainability capabilities in the manufacturing industry
3. To review the role of GHRM practices sustainability in corporate performance in the manufacturing industry
4. To recommend better solutions for the improvement of GHRM in managing sustainability in corporate performance in the manufacturing industry

Research Questions
The research investigated for
1. What are the GHRM practices in the manufacturing industry?
2. How do GHRM practices impact sustainability capabilities in the manufacturing industry?
3. What is the role of GHRM practices sustainability in corporate performance in the manufacturing industry?
4. How to improve the use of GHRM in managing sustainability in corporate performance in the manufacturing industry?

Hypothesis

H 0: There is a positive impact of GHRM practices on corporate sustainable performance in the manufacturing industry.

H 01: There is a positive impact of dynamic sustainability capabilities on corporate sustainable performance in the manufacturing industry.

H 02: There is a need for green training for corporate sustainable performance in the manufacturing industry.

Literature Review

The literature has been reviewed for the GHRM to understand the main concepts for the current study. It has also added a conceptual framework for the current study to reveal the main variables of the study. The literature gap has been identified to add to the significance of the study.

Green Recruitment and Selection

Pham and Paillé (2024) reviewed that companies choose to apply green criteria for choosing the working teams because they value sustainability. It has been agreed by the authors that environmental values and orientation are essential for handling green practices. The role of the anticipated pride, in addition to the perceived value fit, is essential in this perspective for it helps to handle the expectation of favourable treatment, and perceived organisational green reputation to allow the employees to enhance their prestige at the workplace. The use of green perceptions of organisational attractiveness is the driving agent in managing the positive influence of the companies for handling environmental attitudes. The author agrees with the use of a pro-environmental attitude, and socio-environmental awareness to understand the desire to explore the environmental-related standard registration for the job seeker.

Monitoring Capabilities

Monitoring encourages the use of review processes to see the influence of positive policies in managing workplace activities (Abbas et al., 2022). This has been reviewed by various authors to handle green manufacturing and its dealing with natural resource use as a priority. Zhou et al. (2024) reviewed that green manufacturing helps handle energy saving and supports climate action activities because it allows companies to discourage the eco eco-friendly activities. Further, it is also essential to conduct the monitoring because, in the absence of the monitoring and proper Environmental Impact Assessment (EIA), it is not possible to justify the ecological support applications. The use of the EIA narrates that the monitoring helps review the organization to apply green activities.

Taako et al. (2024) pressed the need for EIA in the context of major activities in the timeline of project growth to make sure that the project timeline is not breaking the rules and that the services are according to the ecological and social support parameters. The manufacturing monitoring activities for the sustainability parameters may include the check of the emissions from specific industries to judge the green activities (SDG, 2024). For instance, the pharmaceutical industry is involved in handling the chemicals and reviewing their correct use that should not be eco-damaging as effluents and gaseous emissions (Al-Awamleh et al., 2022). The EIA may tell if the limit is crossed and

the users are not following the criteria for the sustainability parameters in the manufacturing industries.

Corporate Environmental Performance

Green technology also supports the concept of corporate environmental performance in the workplace. This has been applied to measuring the key performance indicators (KPIs) with the help of instruments that can support managers in reviewing corporate performance in the manufacturing industry (Al-Awamleh et al., 2022). The key performance indicators include the emission of greenhouse gases for instance that include methane ethane and carbon dioxide from any industry that is involved in the manufacturing activities. The main performance parameters encourage limited emissions from the industry and if they are exceeding the limit then it is sure that the corporate environmental performance is not up to mark. This allows the company to do better and also supports the company leaders in developing a better understanding of the use of sustainability. Keeping in view the role of the KPIs, it has been narrated that the companies need to emphasise the application of the control plans using monitoring tools for EIA.

Green Pay Reward

Green Pay Reward (GPR) is a helping hand as it encourages the working teams to support sustainability practices in the organisation. It moulds the organisational behaviour of the employees. Rewards help align the process of better project planning and enhance the users to use the tools of eco-friendly practices (Darendeli et al., 2022). The reward plays a positive and productive role in managing corporate support at the workplace. The users are aware of the process that if they are doing in the context of the environment then they will be rewarded otherwise they will not be able to fulfil the requirements of the company which is an essential parameter in supporting the CSR policy. Green pay reward is important in the manufacturing industry because if the company is exceeding the limit of a carbon output or any other apprehension that is not good for the environment then probably the ecologies are damaged on account of economic development.

Reconfiguring Capabilities

Reconfiguration capabilities include the common practices that engage the working teams in handling activities like recombining and using divesting resources to maintain a competitive advantage in unique environments (SDG, 2024). This is also connected with the enhancement of the competitive advantage with the use of redeployment and the recombining of various resources to explore the idea of recycling and reuse at the workplace. These are the green footsteps that allow the user to decrease the carbon footprint and make sure that employees are aware of activities like green encouragement.

Corporate Social Performance

Corporate social responsibility is an important instrument that cannot be ignored because it works according to the company policy and the employees are aware of it is where it defines the support for sustainability. The role of CSR should be green in helping the recognition of obligation and handling the practices for

instance waste reduction and control to be sustainability supporters. CSR is a priority instrument in handling the challenges at the workplace and making sure that how companies can deal with day-to-day environmental concerns (Darendeli et al., 2022). The manufacturing sector is also supporting the ecology but there is a need to be more concerned about environmental instruments and making sure that how the environment can be in better hands with the support of human resources at various workplaces globally. Corporate social responsibility encourages the working teams to be secretaries of the environment-friendly policy and make sure that they will not breach the rules that will lead to having some negative impacts on the environment in the long or short term.

Theoretical Framework
Green HRM talks about the application of sustainability This is why sustainable development theory has a potential role in this context to enhance the application of sustainability practices in the workplace. In this context, discuss the application of the practices of green promises for HRM in the long run (Abbas et al., 2022). Another theory that is helpful in this context includes human resource management theory which encourages managers to deal with the human resource at the workplace by keeping the place with time and making sure that cost-effective and work-efficient practices have been applied. The collaboration of two theories can work in collaboration to review the influence of green tools in managing human resources in the manufacturing industry.

Conceptual Framework
The variables include GHRM practices and dynamic sustainability as the independent variables while corporate sustainable performance is a dependent variable in the manufacturing industry. The review will sort out how the connection between the two exists and how the individual can reach the final opinion to justify whether there is a positive or negative impact of GHRM practices and dynamic sustainability capabilities on corporate sustainable performance in the manufacturing industry.
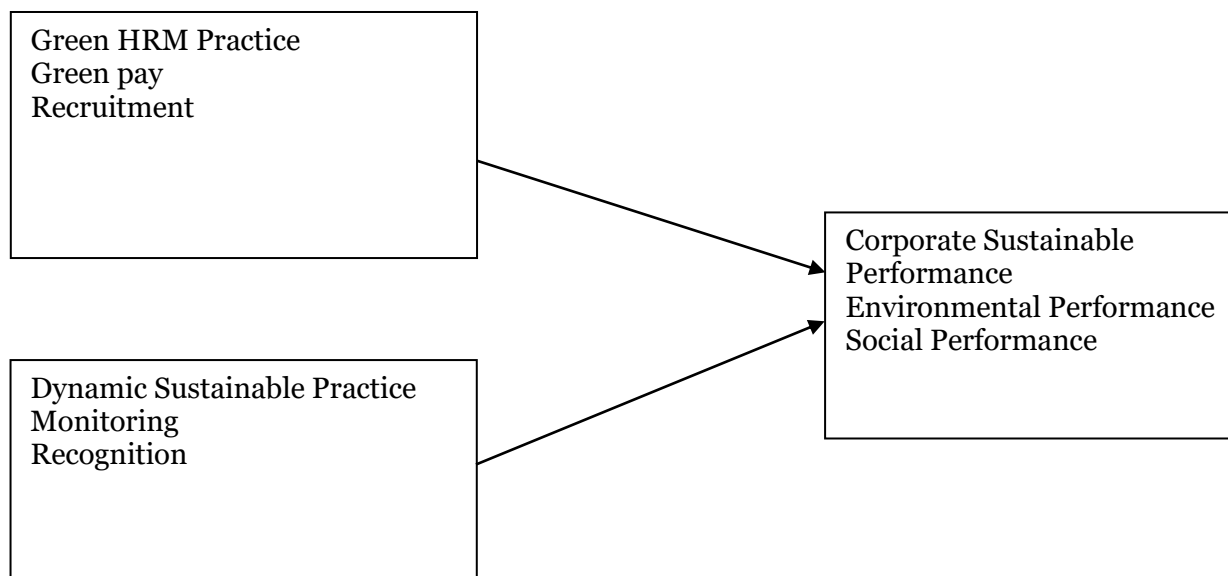

Figure 1 Conceptual Diagram

Literature Gap

The topic of sustainability has been reviewed by various authors in the past and it has been found that the topic has been critically analysed to support the evidence and make sure that how the contact user can support the evidence regarding sustainability practices. The manufacturing industry is a major unit and it needs to be reviewed from the lens of green practices and GHRM specifically to understand how the users are supporting CSR policy for dealing with the STG support projects. The study has met the literature gap that has been left by the previous authors to understand the need for GHRM from the perspective of the manufacturing industry to ensure sustainability promises and decrease the carbon footprint.

Methodology
Research Design

The study has to review the variables and understand the relationship between the variables to justify the current status offer GHRM practices upon sustainability support in the manufacturing industry. The study has adopted a primary analysis method that has been supported by the primary quantitative research design because it is easy to support the evidence-based data from the respondents with the help of a closed-ended questionnaire. The quantitative analysis is helpful to avoid the buys in the data and make sure that relevant opinions have been taken from experienced individuals in the manufacturing industry regarding GHRM applications.

Research Philosophy

The research design has been facilitated by the relevant philosophy to make sure that data has been collected by research research-supported process (Davidavičienė, 2018). Various philosophies are available including positivism realism and exploratory methods. The exploratory process helps execute the data because the data has been collected with the help of a survey which does not demand in-depth interpretation. However, the provided data has been executed with the help of an exploratory process to make sure that the data has been comprehended accordingly without any modifications.

Research Approach

Philosophy has been supported with the help of relevant methods of approach. The inductive method is not suitable in this context because in-depth data analysis is not possible in the limited and closed-ended questionnaire (Davidavičienė, 2018). It has been found that the deductible approach is suitable to support the answer and make sure that relevant information has been gathered by limiting the responses so the respondents will be choosing the relevant ones.

Data Collection

The quantitative recent designs have been further facilitated with the help of a data collection method which is primary. It shows that relevant data has been collected with the help of respondents and an online survey has been generated to collect the data and reach in-depth opinions based on the experiences of the respondents. The sample size was 100 for the study.

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Data Analysis

The data connection step continues with the data analysis which has been facilitated with the thematic analysis to generate the themes based on the research objectives (Pandey and Pandey, 2021). PLS Smart software has been used to explore the data from the respondents. It is found there to schematic analysis is suitable because things are specific for discussion and it helps the researcher to contrast the variables and justify how the dependent variable is under the positive or negative influence of the independent variable. This has been done in the current study as well to support the evidence and make sure that how the analysis is focused on the review.

Ethical Support

Ethical support has been provided to the analysis because data has been data has been collected from the primary sources. It was made sure that the identity of the respondents would be kept anonymous and that only data sharing is required to see the impact of the variable upon others. The data was kept in a passcode locked to the laptop to make sure that no third party could release or use it. It was also guaranteed that would be discarded later.

Results

The results are elaborated with the help of the PLS smart. They are displayed and discussed as under:

Table 1: Path Coefficient

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
GPR -> CSP	0.049	0.085	0.225	0.219	0.827
GPR -> EP	0.165	0.165	0.120	1.371	0.171
GRS -> CSP	-0.143	-0.148	0.192	0.746	0.456
GRS -> EP	-0.006	0.017	0.127	0.044	0.965
MC -> CSP	0.421	0.385	0.172	2.440	0.015
MC -> EP	0.386	0.371	0.146	2.636	0.008
RC -> CSP	0.552	0.554	0.179	3.084	0.002
RC -> EP	0.423	0.424	0.171	2.472	0.013

CSR: Corporate Social Performance, GRS: Green Recruitment and Selection
GPR: Green Pay Reward, EP: Environmental Performance, RC: Reconfiguration

Capabilities, MC: Monitoring Capabilities
Table 1 shows the value of the path coefficient. It has been found that the value is higher than 5 for GPR and CSP, and GRS and EP, only. The other areas are not up to mark because they are showing low value which is below 5.

Table 2 Outer Loading

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
CSP 1 <- CSP	0.468	0.423	0.182	2.573	0.010
CSP 2 <- CSP	0.697	0.687	0.096	7.290	0.000
CSP 3 <- CSP	0.652	0.619	0.142	4.600	0.000
CSP 4 <- CSP	0.782	0.776	0.066	11.835	0.000
CSP 5 <- CSP	0.492	0.477	0.147	3.337	0.001
CSP 6 <- CSP	0.802	0.799	0.056	14.226	0.000
EP 1 <- EP	0.567	0.566	0.079	7.135	0.000
EP 2 <- EP	0.647	0.640	0.096	6.737	0.000
EP 3 <- EP	0.705	0.702	0.081	8.698	0.000
EP 4 <- EP	0.676	0.664	0.088	7.712	0.000
EP 5 <- EP	0.631	0.622	0.095	6.644	0.000
EP 6 <- EP	0.503	0.494	0.120	4.200	0.000
EP 7 <- EP	0.702	0.687	0.097	7.245	0.000
EP 8 <- EP	0.602	0.585	0.118	5.104	0.000
GPR 1 <- GPR	0.868	0.861	0.056	15.385	0.000
GPR 2 <-	0.728	0.720	0.082	8.838	0.000

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GPR					
GPR 3 <- GPR	0.698	0.696	0.082	8.479	0.000
GRS 1 <- GRS	0.657	0.645	0.112	5.852	0.000
GRS 2 <- GRS	0.871	0.874	0.031	27.839	0.000
GRS 3 <- GRS	0.865	0.848	0.062	13.968	0.000
MC 1 <- MC	0.773	0.765	0.078	9.898	0.000
MC 2 <- MC	0.577	0.578	0.116	4.957	0.000
MC 3 <- MC	0.755	0.754	0.075	10.049	0.000
MC 4 <- MC	0.837	0.826	0.058	14.406	0.000
MC 5 <- MC	0.684	0.670	0.095	7.224	0.000
MC 6 <- MC	0.732	0.718	0.101	7.263	0.000
RC 1 <- RC	0.659	0.650	0.101	6.535	0.000
RC 2 <- RC	0.583	0.562	0.135	4.326	0.000
RC 3 <- RC	0.615	0.616	0.098	6.259	0.000
RC 4 <- RC	0.523	0.500	0.138	3.796	0.000
RC 5 <- RC	0.740	0.740	0.079	9.393	0.000

Table 2 has shared the overloading value with the marking criteria negative to the level because it is below 5.

Table 3 R-Square

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
CSP	0.738	0.767	0.062	11.838	0.000
EP	0.835	0.857	0.040	21.017	0.000

R-Square value has been shared in Table 3 where the value is contrasted for CSP and EP showing a negative for the low level.

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Table 4 R-Square Adjustment

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
CSP	0.727	0.757	0.065	11.190	0.000
EP	0.828	0.851	0.041	20.000	0.000

Table 4 shows R-Square adjustment with a value of high for EP but less for CSP.

Table 5 Average Variance Extracted

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
CSP	0.438	0.432	0.067	6.541	0.000
EP	0.400	0.399	0.040	10.033	0.000
GPR	0.591	0.586	0.053	11.176	0.000
GRS	0.646	0.639	0.053	12.184	0.000
MC	0.534	0.530	0.057	9.450	0.000
RC	0.394	0.396	0.042	9.465	0.000

Table 6 shows the average variable for variance extraction. It has a peaking value for GRS and the lowest for MC and RC.

Table 6 Composite Reliability (rho_c)

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
CSP	0.818	0.802	0.056	14.648	0.000
EP	0.841	0.835	0.031	27.451	0.000
GPR	0.811	0.805	0.039	20.960	0.000
GRS	0.844	0.836	0.036	23.429	0.000
MC	0.872	0.866	0.031	28.155	0.000
RC	0.763	0.755	0.039	19.443	0.000

Table 6 shows a good value for composite reliability under rho-c. This shows a high value for EP and the lowest for CSP.

Table 7 Composite Reliability (rho_a)

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
CSP	0.761	0.753	0.075	10.192	0.000
EP	0.789	0.793	0.036	21.631	0.000
GPR	0.675	0.668	0.091	7.445	0.000
GRS	0.858	0.858	0.091	9.414	0.000
MC	0.830	0.831	0.045	18.617	0.000
RC	0.618	0.625	0.072	8.597	0.000

Table 7 shows composite reliability with a high value for Ep and the lowest for GPR.

Table 8 Cronbach Alpha

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
CSP	0.731	0.700	0.096	7.611	0.000
EP	0.783	0.772	0.044	17.779	0.000
GPR	0.653	0.639	0.084	7.742	0.000
GRS	0.747	0.736	0.060	12.528	0.000
MC	0.821	0.811	0.047	17.374	0.000
RC	0.613	0.594	0.081	7.562	0.000

Table 8 has shared Cronbach alpha for low level for RC and EP has a high value.

Table 9 Heterotrait-Monotrait (HTMT) Ratio

	Original sample (O)	Sample mean (M)	2.5%	97.5%
EP <-> CSP	1.103	1.081	0.951	1.191
GPR <-> CSP	1.058	1.052	0.881	1.209
GPR <-> EP	1.118	1.123	1.014	1.253
GRS <-> CSP	0.795	0.795	0.568	1.037
GRS <-> EP	0.879	0.890	0.700	1.090
GRS <-> GPR	1.015	1.031	0.853	1.243
MC <-> CSP	1.031	1.011	0.841	1.150
MC <-> EP	1.054	1.043	0.925	1.132
MC <-> GPR	1.036	1.045	0.888	1.211
MC <-> GRS	0.951	0.956	0.770	1.117
RC <-> CSP	1.162	1.152	0.986	1.321
RC <-> EP	1.198	1.165	0.998	1.271
RC <-> GPR	1.330	1.299	1.144	1.490
RC <-> GRS	1.051	1.025	0.768	1.213
RC <-> MC	1.127	1.094	0.921	1.207

Table 9 shows Heterotrait-Monotrait (HTMT) Ratio for the variable of the study. The value is above 1 for some variables which shows that the current study has found some significant variables.

Discussion
The analysis has been further supported with evidence based on the discussion of the hypothesis and answering research questions.
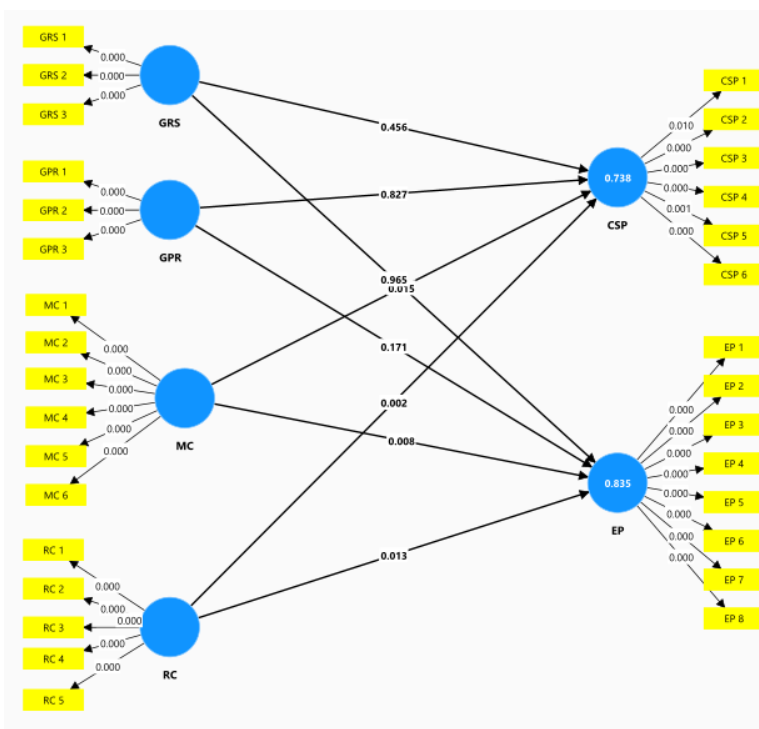
Figure 2 Diagrammatic presentation of variables (Author)

Hypothesis Review
The three hypotheses are reviewed to support the data analysis and results. The discussion has supported evidence with the literature.

H 0: There is a positive impact of GHRM practices on corporate sustainable performance in the manufacturing industry.

The first hypothesis has been reviewed based on the evidence from the literature and the data collected from the various feedbacks. Green recruitment is no doubt a helping hand for companies to keep pace with time and maintain quality at the workplace. The use of consciousness is a matter of concern while selecting candidates at the workplace. It has been agreed by the respondents as well that the value of green pay is high because it is compatible with corporate support. Corporate social responsibility encourages the working teams to be secretaries of the environment-friendly policy that shows a positive inference.

H 01: There is a positive impact of dynamic sustainability capabilities on corporate sustainable performance in the manufacturing industry.

This hypothesis has been agreed with the sustainability impact in the connection of the ecologies. The value of the corporate support variable was high. This has been agreed by Darendeli et al. (2022) that green hiring technologies should be encouraged because they value the learning process and also make sure that the hired people can understand the needs of the organisation in the maintenance of the CSR policy applications. Hence it is found that the potential role of green tools is not avoidable when people see the context of environmental growth with the support of green tools in the workplace. The awareness of the employees

about the green and eco-promising tools will help the company apply sustainability practices easily. It is true it also makes sure that working teams will not breach the rules that will lead to having some negative impacts on the environment in the long or short term.

H 02: There is a need for green training for corporate sustainable performance in the manufacturing industry.

The third hypothesis claims corporate support in collaboration with the use of the training. In a study, Hristov et al. (2022) reviewed the role of sustainability at a strategic level to understand its application for the KPIs and reveal how it is essential for the companies' survival and competitiveness. This shows that managers need to implement CSR support in the context of the Environmental Performance Management System (EPMS). This is in agreement with the claims of the current study to prove the value of green support.

Research Questions Answered

The study has answered four research questions. The first research question inquired about the GHRM practices in the manufacturing industry. It has been found that GHRM is green practices in the manufacturing industry that help handle the minimization of waste and maximization of efficiency with the help of green practices that encourage the decline of carbon footprint and stepping ahead for climate action to control carbon output. The second research question asked for the use of some GHRM practices to impact sustainability capabilities in the manufacturing industry. It is found that practices like green pay cards are also helpful in encouraging the working teams to value the environment and the importance of a planet climate support program (Darendeli et al., 2022). This involves the role of the practices that encourage the users to support green technologies and make sure that the environment is a priority in all regards.

The third research question asked for the role of GHRM practices sustainability in corporate performance in the manufacturing industry. It is positive and productive and is not ignored. The last question asked for methods to improve the use of GHRM in managing sustainability in corporate performance in the manufacturing industry. Green technology also supports the concept of corporate environmental performance in the workplace. This has been applied to measuring the key performance indicators (KPIs) with the help of instruments that can support managers in reviewing corporate performance in the manufacturing industry (Al-Awamleh et al., 2022). Hence, it is summed up that the role of green practices is positive and productive in meeting the challenges at the workplace.

Conclusion

It is summed up that the study has reviewed the main areas for finding the answers of the GHRM uses in the manufacturing industry for sustainability. It has been found that the role of the practice is positive for handling industry operations. The approaches support the evidence of how they manage workplace challenges and empower the teams to deal with the challenges. The study agrees that corporate social responsibility encourages the working teams to be secretaries of the environment-friendly policy and make sure that they will not

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breach the rules that will lead to having some negative impacts on the environment in the long or short term. This shows that there is a need to apply methods to improve the use of GHRM in managing sustainability in corporate performance in the manufacturing industry. In the end, it is also essential to conduct the monitoring because, in the absence of the monitoring and proper Environmental Impact Assessment (EIA), it is not possible to justify the ecological support applications. The use of the EIA narrates that the monitoring helps review the organization to apply green activities.

Recommendation
The main recommendations include the use of a reliable and authentic policy for the handling of green practices. This is helpful with the GHRM support and following the timeline provided by the SDG platforms. The use of positive approaches can be guiding while the challenges can be tackled using KPI review and green rewards for the companies and working teams. The main performance parameters encourage limited emissions from the industry and if they are exceeding the limit then it is sure that the corporate environmental performance is not up to mark. It can help people do better with the use of the derived parameters for corporate support. It also allows the company to do better and also supports the company leaders in developing a better understanding of the use of sustainability. Keeping in view the role of the KPIs, it has been reviewed that the companies need to emphasise the application of the control plans using monitoring tools for EIA.

Limitations
The study has reviewed the data with the help of a single primary quantitative method due to the limited time and resources. The study results could be more authentic with the help of additional resources and time support if the literature review could be strengthened with additional analysis and some interviews could be added while conducting the study. These were some of the limitations of the study that were left unaddressed.

Implications
The study has a huge scope for recommendations for the methods to improve the use of GHRM in managing sustainability in corporate performance in the manufacturing industry. It has also added relevant support for the green incentive and reward use that shows that managers can use this plan to handle human resources and meet the challenges of the ecology. Further, this study has met the literature gap that has been left by the previous authors to understand the need for GHRM. This is helpful from the perspective of the manufacturing industry to ensure sustainability promises and decrease the carbon footprint.

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