



**THE INFLUENCE OF GREEN HUMAN RESOURCES MANAGEMENT (GHRM)
PRACTICES ON ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)
PERFORMANCE AT PASIR GUDANG INDUSTRIAL ESTATE**

NUR SYUHADA BINTI AHMAD FARIDI

2015134735

BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS

(HUMAN RESOURCES MANAGEMENT)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITY TECHNOLOGY MARA

MALACCA CITY CAMPUS

JULY 2018

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2015134735

**Submitted in Partial Fulfilment of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA CAWANGAN MELAKA
KAMPUS BANDARAYA**

JULY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, NUR SYUHADA BINTI AHMAD FARIDI, (I/C Number: 950420-08-5602)

Hereby declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is result of my independent work and investigation, except where otherwise stated
- All verbatim extract has been distinguished by quotation marks and source of my information have been specifically acknowledge

Signature: _____

(NUR SYUHADA BINTI AHMAD FARIDI)

Date: _____

LETTER OF SUBMISSION

July 2018

The Head of program
Bachelor of business administrations (Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA (UiTM)
Kampus Bandaraya Melaka
Of Jalan Hang Tuah
75300 Melaka

Dear Sir/ Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “The Influence of Green Human Resource Management Practices on Environmental Management System Performance at Pasir Gudang Industrial Estate” to fulfil the requirement as needed by Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you,

Sincerely,

(Nur Syuhada Binti Ahmad Faridi)

ABSTRACT

The main purpose of this study is to identify the influence of Green Human Resource Management (GHRM) practices on Environmental Management System (EMS) performance at Pasir Gudang Industrial Estate. The objective of this study to identify, assess, examine and analyze the 5 practices of GHRM towards EMS, such practices are Top management commitment, Employee Environmental Communication, Employee Environmental Training, Employee Environmental Rewards and Employee Environmental Involvement. A sample of 104 respondents were selected through judgment and convenience sampling. The study is conducting in manufacturing companies at Pasir Gudang Industrial Estate and study focus to HR department people or top management persons to contribute in answering the survey. SPSS program was used in this research paper in order to analyze the data gathered such as regression analysis, Pearson's Coefficient, analyze the reliability of questionnaires and so on. This research study was explored the five of GHRM practices, these are Top Management Commitment, Employee Environmental Communication, Employee Environmental Training, Employee Environmental Reward and Employee Environmental Involvement. The questionnaires for all variables were adapted from the previous researchers and the language of questionnaires are all in English. At the of studied, researcher points out some of research limitations and develops some of recommendations for organizations at Pasir Gudang Industrial Estate regarding to GHRM practices and for future research.