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Formulating a Conceptual Framework to Enhance the Environmental Performance of Enterprises



Abstract: - Type Ia supernovae (SNe Ia) are among the most luminous and uniform stellar explosions, making them valuable cosmic distance markers. This paper explores the key features of SNe Ia, focusing on their spectral evolution and the role of iron-group elements in shaping their observable properties. Beginning with their classification and theoretical models, the study highlights the homogeneity of SNe Ia, linked to the thermonuclear disruption of white dwarf stars near the Chandrasekhar limit. Through a detailed analysis of spectral transitions from early to late phases, we gain a deeper understanding of the nuclear processes driving these explosions. Additionally, the work addresses the diversity within SNe Ia subclasses, discussing their implications for cosmological studies.

Keywords: Type Ia supernovae, thermonuclear explosions, white dwarf stars, Chandrasekhar limit, spectral evolution, iron-group elements, standard candles,

Abstract

This study enhances SMEs to improve environmental performance (EP). It encourages managers to pursue green transformational leadership (GTL), green recruitment and selection (GRS), green training and development (GTD), green performance management (GPM), and pro-environmental employee behavior (PEB) to improve business environmental performance. This study proposes the mediating and moderating effects of GTL on EP from multiple aspects. According to previous studies, to maintain workplace environmental sustainability, organizations must understand and implement green means of attracting and hiring skilled personnel. Ecological sustainability may be challenging without green training and development. Green goals, job descriptions, and tasks need performance evaluation. Green recruitment and selection, green training and development, and green performance management may boost GTL-EP. GTL and EP positively moderated by PEB. According to Renwick et al. (2013), the recruitment efforts of sustainable enterprises should prioritize environmentally conscious potential employees to establish a sustainable workforce. Hence, it is imperative for organizations to enhance their recruitment endeavors and prioritize the identification of personnel that possess a heightened awareness about environmental challenges (Ehnert, 2009). Based on Sarkis et al. (2010), individuals who have undergone appropriate environmental training are more likely to adopt environmental management practices inside an organization. Arulrajah et al. (2016) have emphasized the need of providing employees with green training to enhance their knowledge and abilities, ultimately leading to greater environmental performance. As stated by Ahmad (2015), the implementation of a performance management system (PMS) might potentially improve an organization's environmental performance (EP). This is due to the system's ability to provide guidance to employees and effectively measure their contributions towards EP.

Keywords: Green Transformational Leadership, Green Recruitment and Selection, Green Training and Development, Green Performance Management, Pro-environmental Behaviour, Environmental Performance

1. Introduction

The escalating occurrence of irreversible alterations in ecosystems, pervasive environmental contamination, detrimental impacts on the natural environment, and the enforcement of environmental rules have intensified the imperative for enterprises to adopt meticulous strategies aimed at mitigating their adverse environmental impacts (Kumari et al., 2020). The proliferation of global environmental concerns has compelled corporations to expedite the implementation of ecologically conscious policies and practices, aiming to sustain competitiveness while simultaneously mitigating their ecological footprint (Hmedan et al., 2018)Umrani,

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2020).

According to Paillé et al. (2014), SMEs are typically blamed for failing to achieve environmental sustainability norms. This is due to worker behavior and attitude issues, which are crucial for resolving environmental sustainability issues. However, SMEs make up over 80% of global firms and jobs. SMEs have a major impact on the environment, yet the academic literature pays little attention to them (Boire et al., 2019).

According to study, human resource management can improve an organization's environmental performance (Phung & Raju, 2019a) Leaders' impact on the firm's environmental performance is growing, hence their importance is growing (Hambrick

& Quigley, 2014; Singh et al., 2019). According to Bass (2000), transformational leaders inspire their people to complete tasks and achieve goals by communicating exciting visions. Despite its importance to environmental sustainability, this study topic is understudied globally. This study proposes GRS, GTD, and GPM in mediating GTL- EP relationships, and PEB's position as a moderator in GTL and EP's connection.

X. Sun et al. (2022) found environmental value influence between GTL and EP as a moderator. Future study should evaluate pro-environmental behavior or green knowledge as moderators. Many researches have studied how GTL affects green innovation and other factors. Few studies have explored GTL and EP. It is also underemphasized how pro-environmental behavior might moderate the relationship between GTL and EP.

This paper addresses the following research question and objective.

How to develop a model to improve enterprise's environmental performance?

To develop a model to improve enterprise's environmental performance.

2. Literature Review

2.1 Resource-Based View (RBV) Theory

The RBV values leaders and employees. Green Human Resource Management hires and trains people to enhance the company's environmental performance and keep its edge (Md. Sahidur Rahman et al., 2020). RBV theory states that environmental management organizations need leadership (Anggoro et al., 2018). Transformational leadership boosts innovation and leader trust, boosting organizational success (Omarova & Jo, 2022; X. Sun et al., 2022). The organization needs green transformational leadership to improve the environment (Sun et al., 2022). This leadership style promotes eco-friendly behavior (Benevene & Buonomo, 2020) to improve staff well-being and business earnings (Leroy et al., 2018).

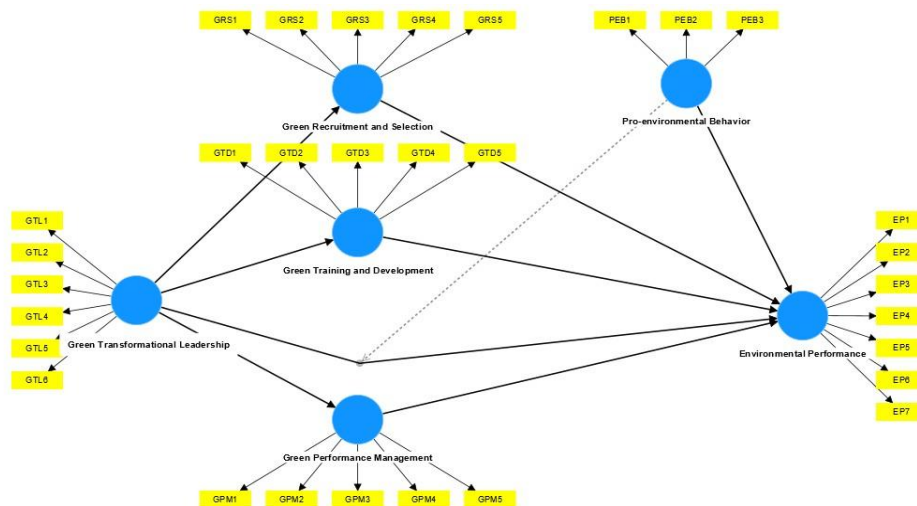
2.2 Ability-Motivation-Opportunity (AMO) Theory

The AMO theory asserts that hiring, selecting, training, and developing personnel affects talent. These activities motivate employees with salaries, bonuses, and rewards (Tanveer et al 2020). HR programs empower and encourage cooperation, providing opportunities. These activities attempt to increase corporate performance (Adalety et al., 2018). The AMO theory asserts that green human resource management recruits, motivates, rewards, and retains employees to achieve ecological goals. This improves the company's environmental effect. The Boire et al. (2019) AMO theory aids this. GHRM integrates eco-friendly recruitment, selection, and training to shape businesses. To recruit, engage, train, and retain top environmentalists, GHRM promotes environmental performance- based awards and employee empowerment (Khan et al. 2022).

2.3 Supplies-Values Fit (SVF) Theory

The SVF hypothesis argues that it is fit when an organization's resources match or surpass their values (Najeeb et al., 2019). Prior research shows that employees' perceptions of good value alignment with their organization boost job attitudes and actions (Waheed, A. et al. 2023). Green transformational leadership that matches organizational principles makes people feel accepted and behave accordingly (Moin et al., 2021). Thus, ecologically conscientious people should join green transformational leadership organizations. Environmentally friendly workplace behavior should boost company health. The possibility of workers showing ecological consciousness should increase. These approaches should improve businesses' environmental performance.

2.4 Conceptual Framework



2.5 Proposition Development

2.5.1 Green Transformational Leadership and Environmental Performance

Under transformational leaders, employee behavior, engagement, economic conditions, environmental performance, and psychological well-being affect organizational performance. The study by Çop et al. (2021) demonstrated a positive association between green work engagement and environmental performance, with green transformational leadership being crucial. Leadership improves environmental sustainability and organizational success (Phung et al., 2019). Studies show that transformative leadership is necessary for organizational success (Phung & Raju, 2019b). Leader aggressively funds eco-friendly methods and organizational environmental performance (Buil et al., 2019). Dranev et al. (2020) and Soto-Acosta et al. (2018) say the GTL promotes innovative ideas that boost organization performance. Based on the previous studies, the following postulations are developed:

P1: Green transformational leadership positively impacts environmental performance.

2.5.2 Green Transformational Leadership and Green Human Resource Management Practices

Management Practices

The seminal work by Renwick et al. (2013) presented Green Human Resource Management techniques, including environmental management. Activities, systems, policies and techniques, programs and procedures, phenomena, behavior, and design are GHRM practices (Farooq & Raju, 2019). The Mwita (2019) study links HRM to employee environmental awareness. GHRM educates employees on their environmental impact and raises environmental consciousness (Gilal et al.,

2019; Malik et al., 2020; Irani & Kilic, 2022). Singh et al. (2020) and Huelgas and Arellano (2021) linked GTL to GHRM. Saeed et al. (2019) assessed GHRM using three description measures. Although Green recruiting, development, performance management, rewards, and empowerment are belonged to GHRMPs, but in SMEs such as green empowerment and compensation may struggle to integrate (Li & M.S., 2023). So, the proposes are:

P2a: Green transformational leadership has a positive influence on green recruitment and selection.

P2b: Green transformational leadership has a positive influence on green training and development.

P2c: Green transformational leadership has a positive influence on green performance management.

2.5.3 Green Recruitment and Selection and Environmental Performance

Green recruitment requires prospective employees' environmental knowledge, viewpoints, and concerns, according to Renwick et al. (2013). Standards of environmental

requirements was also emphasized by Arulrajah et al. (2016). Renwick et al. (2013) recommend hiring environmentally conscious workers for sustainable businesses. Kapil (2015), Guerci et al. (2016), and Mani et al., (2018) suggest that sustainable companies should promote environmental awareness to attract green talent. Razab et al. (2015) advised ecologically responsible businesses to hire candidates who emphasize ecological. Businesses must also include eco-friendly tasks (Arulrajah et al., 2016). To create jobs, organizations should create environmental sustainability posts (H. Opatha, 2013). Therefore, the authors' proposal:

P3: Green recruiting and selection and environmental performance are positively correlated.

2.5.4 Green Training and Development and Environmental Performance

Jabbour (2013) recommends environmental training as part of an HRM strategy for environmental management. H. H. D. N. P. Opatha & Arulrajah (2014) discovered that environmental training raises employee environmental awareness and encourages green workplace behavior. Arulrajah et al. (2016) emphasize green training for employees to improve knowledge and skills and environmental performance. Employee training and development are needed for environmental management (Prasad & Agarwal, 2013). Zoog (Farooq & Raju, 2019) (2011) also suggests that companies should train future green managers to focus on environmental concerns and projects. Researcher proposed:

P4: Green training and development and environmental performance are positively correlated.

2.5.5 Green Performance Management and Environmental Performance

Performance management may improve an organization's environmental performance, says Ahmad (2015). This is because the system guides and measures EP contributions. To maintain the ecosystem, Arulrajah et al. (2016) found that enterprises must monitor resource use and environmental impact. EM objectives, behavior, and employee environmental successes should inform HRM's green work rating standards. Employee performance records should address these factors ((Mohd Adnan & Valliappan, 2019)ta, 2018). To increase environmental performance, firms need constant employee feedback on environmental goals (Arulrajah et al., 2016). Thus, HR must develop a framework to evaluate employees' behavioral and technical environmental conservation competencies (Ahmad, 2015). Therefore, the researcher's proposal:

P5: Green performance management and environmental performance are positively correlated.

Mediating Roles of GHRM Practices

Effective leaders prioritize empathy, visualize, and control psychological and interpersonal dynamics to achieve goals, according to Northouse (2021). HRM prioritizes organizational procedures over systems to influence employees (Lin et al., 2013). Human resource management and leadership are essential to workplace organization, according to Ahmed et al. (2021) and Leroy et al. (2018). Upper management's assistance and endorsement of environmentally conscious staff activities can help construct an ecological product that decreases resource consumption and waste (Renwick et al., 2013). This study found that GTL requires HRM procedures and regulations (Meo et al., 2020). GTL impacts GHRM, employee performance, productivity, and organizational structures (Arici & Uysal,

2022). Given this premise, we hypothesize that Green Transformational Leadership aligns the company's environmentally friendly image with the goal of strengthening its reputation among key stakeholders, improving an organization's environmental performance through the implementation of GHRMPs (Jieru & Khan, 2024). Therefore, we propose:

P6a: Green transformational leadership improves environmental performance through green recruitment and selection as a mediator.

P6b: Green transformational leadership improves environmental performance through green training and development as a mediator.

P6c: Green transformational leadership improves environmental performance through green performance management as a mediator.

2.5.7 Pro-environmental Behavior and Environmental Performance

A corporation can become more environmentally friendly if its employees actively work to address environmental concerns. This proactive environmental stewardship should boost the company's performance (Saeed e(Kebah et al., 2019)t al., 2019) . Modern businesses face diverse stakeholder demands. Thus, eco-friendly practices and methods need urgent research (Singh et al., 2020). Individual behavior affects environmental variables, according to 1986 Bandura research. Environmental preservation helps the company's operations, Green employees perform better environmentally, Sustainability improves environmental outcomes (Elshaer et al., 2021; Naz et al., 2023; Ojo et al., 2022; Singh et al., 2020; Umrani et al., 2020). This synthesis of earlier investigations proposes:

P7: There is a favorable correlation between Pro-environmental behavior and environmental performance.

Moderating Role of Pro-environmental Behavior

According to Y. Chen et al. (Rana & Raju, 2019)(2015), employees acquire new behaviors by watching and emulating others. Transformational leaders can impact subordinates' ecological behavior by modelling it (N. Ahmed et al., 2021). The green transformational leader promotes environmentally responsible conduct and sustainable growth by aligning employees' ecological values with the organization's environmental ideals. This is called the "green effect" in literature (Hameed et al., 2021). The conduct of environmentally conscious employees is positively correlated with green employer performance, according to Zhou et al. (2018) and Boehm et al. (2015). Resource-Based View (RBV) and Supply-Value Fit (SVF) theories say leaders promote innovation. They inspire and motivate employees to adopt behaviors that boost company performance(Bhaumik et al.,

2019). By demonstrate ecologically responsible behaviors (Leroy et al., 2018) to help followers become more productive in their personal and professional life (Benevene & Buonomo, 2020). Given these considerations of relevant current findings, the following proposal is:

P8: Green transformational leadership and environmental performance are favorably moderated by pro-environmental behavior.

3. Conclusion

Businesses must address environmental sustainability in rising economies contending with climate change and industrialization. The study explored how GTL, GRS, GTD, and GPM affect EP, and the impact of PEB on GTL and EP. The study proposed that GTL inspires and encourages employees to work without harming society or the environment. The study also proposed GRS, GTD, and GPM to help enterprises meet environmental needs. And the employee's PEB could improve environmental performance.

This study makes a significant contribution to the current body of knowledge in the subject of EP. This study holds practical implications for enhancing the EP of SMEs. SMEs should promote GTL, GRS, GTD, and GPM to improve business EP. SMEs that have not yet implemented GTL, GRS, GTD, and GPM should commit to doing so. To better investigate their effects, future studies may include moderating variables including green knowledge, green empowerment, and green culture. Targeted and efficient corporate environmental performance improvements are needed to improve practical issue resolution.

The concept of "environmental performance" pertains to the actions undertaken by a corporation to fulfil and surpass societal expectations regarding the natural environment (Hazarika & Zhang, 2019). The approach considers the impact of environmental factors on various processes, as well as the utilization of resources and products, to align with the prevailing environmental regulations in the most efficient manner feasible (T. Chen & Wu, 2022). Previous studies have demonstrated that a company's green performance is primarily influenced by several key factors, namely the caliber of its environmentally friendly products, its adherence to eco-friendly practices, the implementation of sustainable methods, and the presence of effective green leadership. Additionally, the integration of ecological sustainability into a company's overall business operations has been identified as a crucial determinant of its green performance (Singh et al., 2020).

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