

References

- Abbott, W.F., & Monsen, R. J. (1979). On the Measurement of Corporate Social Responsibility: Self Reported Disclosures as a Method of Measuring Corporate Social Involvement. *Academy of Management Journal*, 22, (3), 501-515.
- Abdullah, M.H. & Rashid, N.R.N.A. (2012). The Implementation of Corporate Social Responsibility (CSR) Programs and its Impact on Employee Organizational Citizenship Behavior. *International Journal of Business and Commerce* Vol. 2, No.1, 67-75
- Adu-Gyamfi, M., He, Z., Nyame, G., Boahen, S., & Frempong, M. F. (2021). Effects of Internal CSR Activities on Social Performance: The Employee Perspective. *Sustainability*, 13, 6235 <https://doi.org/10.3390/su13116235>
- Abrahamse, W., & Steg, L. (2009). How do socio-demographic and psychological factors relate to households' direct and indirect energy use and savings? *Journal of Economic Psychology*, 30(5), 711–720.
- Adrianto & Riyanto, S. (2020). The effect of organizational commitment, employee engagement, and organizational citizenship behavior on employee performance at pt. titan infra energy - head office. *IOSR Journal of Humanities and Social Science*. 25 (1) 22 – 31. DOI: 10.9790/0837-2501092231
- Aggarwal, S., & Sharma, B. (2015). Green HRM: Need of the hour. *International Journal of Management and Social Science Research Review*, 1(8), 63-70. Retrieved from <http://ijmsrr.com/downloads/2802201511.pdf>
- Aguinis, H. and Glavas, A. (2019). On corporate social responsibility, sense making, and the search for meaningfulness through work. *Journal of Management*, Vol. 45 No. 3, pp. 1057-1086.
- Agyeman, C.M & Ponnaiih, V.M (2014). Employee Demographic Characteristics and Their Effects on Turnover and Retention in MSMEs. *International Journal of Recent Advances in Organizational Behaviour and Decision Sciences*, Vol: 1 Issue 1 Retrieved from: http://globalbizresearch.org/files/2-ijraob_collins-marfo-agyeman_vm-ponniah-24789.pdf
- Ahmad, S. (2015). Green Human Resource Management: Policies and practices. *Cogent Business & Management*, 2(1), 1-13, DOI: 10.1080/23311975.2015.1030817

- Ahmed, N., Rasheed, A., and Jehanzeb, K. (2012). An Exploration of Predictors of Organizational Citizenship Behaviour and its Significant Link to Employee Engagement. *International Journal of Business, Humanities and Technology*, Vol. 2 No. 4, 99-106
- Albdour, A.A. & Altarawneh, I. I. (2012). Corporate Social Responsibility and Employee Engagement in Jordan. *International Journal of Business and Management*; Vol. 7, No. 16, 89-105, doi:10.5539/ijbm.v7n16p89
- Albinger, H. S., & Freeman, S. J. (2000). Corporate social performance and attractiveness as an employer to different job seeking populations. *Journal of Business Ethics*, 28, 243-253. <http://dx.doi.org/10.1023/A:1006289817941>
- Ali, I., Rehman, K. U., Ali, S. I., Yousaf, J., & Zia, M. (2010). Corporate social responsibility influences, employee commitment and organizational performance. *African Journal of Business Management*, 4(12), 2796-2801
- Allen, D.G. and Shanock, L.R. (2013). Perceived Organizational Support and Embeddedness as Key Mechanisms Connecting Socialization Tactics to Commitment and Turnover among New Employees. *Journal of Organizational Behaviour*, **34**, 350-369
- Allen, T. D., & Jang, S. R. (2018). Gender and organizational citizenship behavior. In P. M. Podsakoff, S. B. MacKenzie, & N. P. Podsakoff (Eds.), *The Oxford handbook of organizational citizenship behavior* (pp. 221–238). New York, NY: Oxford University Press.
- Al-Madadha, A., Al-Adwan, A.S., and Zakzouk, F.A. (2021). Organisational Culture and Organisational Citizenship Behaviour: The Dark Side of Organisational Politics. *Organizacija*, Volume 54, issue- 1, p- 36-48 DOI: 10.2478/orga-2021-0003, <https://www.researchgate.net/publication/350091730>
- ALshbiel, S. O., & AL Awawdeh, W. M. (2011). Internal social responsibility and its impact on job commitment: empirical study on Jordanian cement manufacturing Co. *International Journal of Business and Management*, 6, 12. Retrieved from <http://dx.doi.org/10.5539/ijbm.v6n12p94>
- Alshuwaikhat, H. M., & Abubakar, I. (2008). An integrated approach to achieving campus sustainability: Assessment of the current campus environmental management practices. *Journal of Cleaner Production*, 16, 1777- 1785.
- Aminudin, N.(2013). Corporate Social Responsibility and Employee Retention of 'Green' Hotels. *Procedia - Social and Behavioral Sciences* , 105 , 763 – 771, doi:

10.1016/j.sbspro.2013.11.079

- Andrews, D.R. and Wan, T.T. (2009). The Importance of Mental Health to the Experience of Job Strain: An Evidence- Guided Approach to Improve Retention. *Journal of Nursing Management*, **17**, 340-351.
- Aquino, K., & Bommer, W. H. (2003). Preferential mistreatment: How victim status moderates the relationship between organizational citizenship behavior and workplace victimization. *Organization Science*, *14*(4), 374–385
- Ari, E., Karatepe, O. M. , Rezapouraghdam, H. and Avci, T. (2020). A Conceptual Model for Green Human Resource Management: Indicators, Differential Pathways, and Multiple Pro-Environmental Outcomes. *Sustainability*, *12*, 7089; doi:10.3390/su12177089
- Ariani, D.W. (2013). The Relationship between Employee Engagement, Organizational Citizenship Behavior, and Counterproductive Work Behavior. *International Journal of Business Administration*, Vol. 4, No. 2, doi:10.5430/ijba.v4n2p46 URL: <http://dx.doi.org/10.5430/ijba.v4n2p46>
- Arlow, P. (1991). Personal characteristics in college students' evaluations of business ethics and corporate social responsibility. *Journal of Business Ethics*, *10*: 63-69.
- Arulrajah, A. A., Opatha, H.H.D.N.P., & Nawaratne, N.N.J. (2015). Green Human Resource Management Practices: A Review. *Sri Lankan Journal of Human Resource Management*, *5*(1). Retrieved from <http://journals.sjp.ac.lk/index.php/hrmj>
- Arulrajah, A.A., Opatha, H. and Nawaratne, N. (2016). Employee green performance of job: a systematic attempt towards measurement. *Sri Lankan Journal of Human Resource Management*, Vol. 6 No. 1, pp. 37-62
- Avery, D. R., McKay, P. F., Wilson, D. C., Volpone, S. D., & Killham, E. A. (2011). Does voice go flat? How tenure diminishes the impact of voice. *Human Resource Management*, *50*, 147-158. doi:10.1002/hrm.20403
- Backhaus, K. B., Stone B. A., & Heine, K. (2002). Exploring the relationship between corporate social performance and employer attractiveness. *Business and Society*, *41*(3), 292-318. <http://dx.doi.org/10.1177/0007650302041003003>

- Bakker, A.B. Demerouti, E. & Verbeke, W. (2004). Using the job demands: resources model to predict burnout and performance. *Human Resource Management*, Vol. 43, pp. 83-104.
- Bangwal, D., & Tiwari, P. (2015). Green HRM – A way to greening the environment. *IOSRJournal of Business and Management (IOSR-JBM)*, 17(12), 45-53. Retrieved from <http://www.iosrjournals.org/iosr-jbm.html>
- Bangwal, D., Tiwari, P. and Chamola, P. (2017). Green HRM, work-life and environment performance. *International Journal of Environment, Workplace and Employment*, Vol. 4, No. 3, pp.244–268.
- Banks, D. L. (2006). Relationships between Organizational Commitment, Core Job Characteristics, and Organizational Citizenship Behaviors in United States Air Force Organizations.
- Bargh, J. A., Chen, M., & Burrows, L. (1996). Automaticity of social behavior: Direct effects of trait construct and stereotype activation on action. *Journal of Personality and Social Psychology*, 71(2), 230- 244.
- Barnes, F.C. (1998). ISO 9000 Myth and reality, a reasonable approach to ISO 9000, *SAM Advanced Management Journal*, 63, 2, pp. 23- 30.
- Barrett, R. (2000). Building a Vision-Guided, Values-Driven Organization Triple Bottom Line. Paper presented at International Conference of Management, Rotterdam: Netherlands.
- Bartel, A., (2004). Human resource management and organizational performance: Evidence from retail banking. *Industrial and Labor Relations Review*, 57(2), 181–203.
- Bateman T. S. and Organ Dennis. W. (1983). Job satisfaction and the good soldier: the relationship between affect and employee citizenship. *Academy of Management Journal*, Vol. 26, pp. 587-595.
- Bates, S. (2004). Getting engaged. *Human Resource Magazine*, 49 (2).
- Baumruk, R. (2004). The missing link: the role of employee engagement in business success. *Workspan*, Vol. 47, pp. 48-52.
- Beard, C. and Rees S. (2000). Green teams and the management of environmental change in a

UK county council. *Environmental Management and Health*, Vol. 11, pp. 27-38.

- Becker-Olsen, K. L., Cudmore, B. A. and Hill, R. P. (2006). The impact of perceived corporate social responsibility on consumer behavior. *Journal of Business Research*, 59(1): 46-53.
- Becker-Olsen, K. L., Taylor, C. R., Hill, R. P. and Yalcinkaya, G. (2011). A cross-cultural examination of corporate social responsibility marketing communications. *Journal of International Marketing*, 19(2): 30-44.
- Benevene, P. and Buonomo, I. (2020). Green Human Resource Management: An Evidence-Based Systematic Literature Review. *Sustainability*, 12, 5974; P- 1 -25
doi:10.3390/su12155974
- Bennett, R.J., & Robinson, S.L. (2000). Development of Measure of Workplace Deviance. *Journal of Applied Psychology*, 85, 349-360. <http://dx.doi.org/10.1037/0021-9010.85.3.349>
- Bernthal, P. (2005). Measuring employee engagement. DDI World. Accessed at: <
http://www.ddiworld.com/pdf/ddi_MeasuringEmployeeEngagement_wp.pdf>
- Bibi,P., Pangil, F.B & Johari, J.B (2016). HRM Practices and Employees“ Retention: The Perspective of Job Embeddedness Theory, *Asian Journal of Multidisciplinary Studies*, Vol.4, Issue 5. Retrieved from: <https://www.researchgate.net/publication/301223631>
- Birt, M., Wallis, T., & Winternitz, G. (2004). Talent retention in a changing workplace: an investigation of variables considered important to South African talent. *South African Journal of Business Management*, 35(2), 25–31.
- Biswas, U.N., Allard, K, Pousstte, A., and Harenstam, A. (2017). *Understanding Attractive work in a Globalized World: Studies from India and Sweden*. Springer: Singapore. ISBN-978-981-10-6131-8
- Boatright, J. R. (2006). What’s wrong—and what’s right—with stakeholder management. *Journal of Private Enterprise*, 21: 106–30.
- Bode, C., Singh, J., & Rogan, M. 2014. Corporate social initiatives and employee retention: 1–46.
- Bolino, M. C., & Turnley, W. H. (2005). The personal cost of citizenship behaviour: The relationship between individual initiative and role overload, job stress, and work-family

conflict. *Journal of Applied Psychology*, 90, 740-748.

- Bontis, N. (1999). Managing Organizational Knowledge by Diagnosing Intellectual Capital, *International Journal of Technology Management*, 18 (5-8), pp 433-462.
- Borman, W. C., Penner, L. A., Allen, T. D., & Motowidlo, S. J. (2001). Personality predictors of citizenship performance. *International Journal of Selection and Assessment*, 9(1/2), 52-69.
- Boselie, P., Paauwe, J. Jansen, P. (2001). Human resource management and performance: lessons from the Netherlands. *International Journal of Human Resource Management*, 12(7), 1107-1125
- Bowen, H. R. (1953). *Social responsibilities of the businessman*. Harper & Row, New York, N. Y.
- Brown, J.A. & Forster, W.R. (2013). CSR and Stakeholder Theory: A Tale of Adam Smith. *Journal of Business Ethics*, 112, 301-312.
- Brammer, S., Millington, A., & Rayton, B. (2007). The contribution of corporate social responsibility to organisation commitment. *Int. J. of Human Resource Management*, 18(10), 1701-1719. <http://dx.doi.org/10.1080/09585190701570866>
- Brammer, S.; He, H.; Mellahi, K. (2005). Corporate social responsibility, employee organizational identification, and creative effort: The moderating impact of corporate ability. *Group. Organ. Manag*, 40, 323–352.
- Branco, M. C., & Rodrigues, L. L. (2006). Corporate social responsibility and resource-based perspectives. *Journal of Business Ethics*, 69, 111-132. <http://dx.doi.org/10.1007/s10551-006-9071-z>
- Briggs, W., & Verma, A. (2006). Sharing the wealth. *Communication World*, 23, 25-28.
- Brown, T. J. and Dacin, P. A. (1997). The company and the product: corporate associations and consumer product responses. *The Journal of Marketing*, 61(1): 68-84.
- Bučičūnienė, I., & Kazlauskaitė, R. (2012). The linkage between HRM, CSR and performance outcomes. *Baltic Journal of Management*, 7(1), 5-24. doi:10. 1108/17465261211195856

<http://www.allresearchjournal.com/archives/2015/vol1issue13/PartC/1-12-161.pdf>

- Callenbach, E., Capra, F., Goldman, L., Lutz, R. and Marburg, S. (1993). *Eco-Management: The Elmwood Guide to Ecological Auditing and Sustainable Business*. Berrett-Koehler, San Francisco, CA.
- Carmeli, A., Gilat, G., & Waldman, D. A. (2007). The Role of Perceived Organizational Performance in Organizational Identification, Adjustment and Job Performance. *J Management Studies Journal of Management Studies*, 44(6), 972-992.
- Carroll, A.B. (1979). A three-dimensional conceptual model of corporate performance. *Academy of Management Review*, 4(4), 497-505.
- Carroll, A.B. (1991). The pyramid of corporate social responsibility: toward the moral management of organizational stakeholders. *Business Horizons*, 4(2), 39-48.
- Carroll, A.B. (1998). The four faces of corporate citizenship. *Business and Society Review*, 100(1), 1-7.
- Carter, C., & Dressner, M. (2001). Purchasing's Role in Environmental Management: Cross-functional Development of Grounded Theory. *The Journal of Supply Chain Management*, 12-27.
- Certo, S.C., & Certo, S.T. (2008). *Modern Management*(10th ed.). New York, NY: Prentice Hall.
- Chahal, H. & Mehta, C. (2010). Antecedents and consequences of organizational citizenship behavior (OCB): A conceptual framework in reference to health care sector. *Journal of Services Research*. Retrieved from http://findarticles.com/p/articles/mi_7629/is_201010/ai_n56229563/
- Cheema,s. & Javed, f. (2017). The effects of corporate social responsibility toward green human resource management: The mediating role of sustainable environment. *Cogent Business & Management*, 4, 1-10, retrieved from <http://dx.doi.org/10.1080/23311975.2017.1310012>
- Chen, Y. (2007). The Positive Effect of Green Intellectual Capital on Competitive Advantages of Firms. *Journal of Business Ethics*, 77(3), 271.
- Chiaburu, D. S., Harris, T. B., & Smith, T. A. (2014). Ideology and gender: Observers' system

justification and targets' gender as interactive predictors of citizenship expectations. *The Journal of Social Psychology*, 154(4), 283–298.

Chou, C.J., Chen, K.S. and Wang, Y.Y. (2012). Green practices in the restaurant industry from an innovation adoption perspective: Evidence from Taiwan. *International Journal of Hospitality Management*, 31, (3), 703-711. doi:10.1016/j.ijhm.2011.09.006

Chaudhary, R. (2020). Green human resource management and job pursuit intention: Examining the underlying process. *Corporate Social Responsible and Environment Management*, 26, 929–937

Chowdhury, S.R., Sanju, N. L. and Asaduzzaman, A. K. M. (2017). Green HRM Practices as a Means of Promoting CSR: Suggestions for Garments Industry in Bangladesh. *Global Journal of Management and Business Research: A Administration and Management*, 17(6), 29-35

Christeen, G. (2015). Retaining Professional Workers: What Makes Them Stay? *Employee Relations*, 37, 102-121.

Christian, M.S., Garza, A.S., & Slaughter, J.E. (2011). Work Engagement: A Quantitative Review a Test of Its Relations with Task and Contextual Performance. *Personnel Psychology*, 64(1), 89-136. <http://dx.doi.org/10.1111/j.1744-6570.2010.01203.x>

Chughtai, A., & Zafar, S. (2006). Antecedents and Consequences of Organizational Commitment among Pakistani university teachers, *Applied HRM Research*, 11, 39-64.

Chukwuka, E.J. & Nwakoby, N.P. (2018). Effect of Human Resource Management Practices on Employee Retention and Performance in Nigerian Insurance Industry. *World Journal of Research and Review*, Volume-6, Issue-4, 27-41

Chung, C.Y., Jung, S., & Young, J. (2018). Do CSR Activities Increase Firm Value? Evidence from the Korean Market. *Sustainability* 10(9):3164

CIPD (Chartered Institute of Personnel and Development). (2007). The environment and people management. Discussion web page Retrieved on 25 August 2014, from: <http://www.cipd.co.uk/subjets/corpstrategy/corpspres/envirnpm>

Coldwell D.A.L (2000). Perception and Expectations of Corporate Social Responsibility:

Theoretical Issues and Empirical Findings. *Journal of Business Managerial*. Pg 49- 54

Collection of White Papers (2012). *Employee Engagement: What Do We Really Know? What Do We Need to Know to Take Action?*. Centre of Advance Human resource study retrieved from <https://www.insights.com/media/1102/employee-engagement-whitepaper.pdf>

Collins, C.J. (2007). The interactive effects of recruitment practices and product awareness on job seekers' employer knowledge and application behaviors. *Journal of Applied Psychology*, 92, 180-190.

Creswell, J. W. (1998). *Qualitative inquiry and research design: Choosing among five traditions*. Thousand Oaks, CA: Sage.

Creswell, J., Plano-Clark, V., Gutmann, M., & Hanson, W. (2003). Advanced mixed methods research designs. In Tashakkori, A., & Teddlie, C. (Eds.), *Handbook of mixed methods in social and behavioral research* (pp. 209-240). Thousand Oaks, CA: Sage.

Csikszentmihalyi, M. (1975). *Beyond boredom and anxiety*. San Francisco: Jossey Bass.

Csikszentmihalyi, M. (1990). *Flow: The Psychology of Optimal Experience*. New York: Harper.

Daily, B. F. and Huang, S., (2001). Achieving sustainability through attention to human resource factors in environmental management. *International Journal of Operations & Production Management*, Vol. 21, pp. 1539-1552.

Dalton, D.R., & Todor, W.D. (1979). Turnover turned over: An expanded and positive perspective. *Academy of Management Review*, 4, 225-235.

Das, S. C. and Singh, R.K. (2016). Green HRM and Organizational Sustainability: An Empirical Review. *Kegees Journal of Social Science*, 8(1), 227-236, <https://www.researchgate.net/publication/320686237>

Dash, S. & Pradhan, R.K. (2014). Determinants & Consequences of Organizational Citizenship Behavior: A Theoretical Framework for Indian Manufacturing Organisations. *International Journal of Business and Management Invention*, Vol 3, Issue 01, 17-27

Davies, D., Taylor, R. and Savery, C. (2001). The Role of Appraisal, Remuneration and Training in Improving Staff Relations in the Western Australian Accommodation Industry: A

Comparative Study. *Journal of European Industrial Training*, 25, 366-373

De Roeck, K., & Delobbe, N. (2012). Do Environmental CSR Initiatives Serve Organizations' Legitimacy in the Oil Industry? Exploring Employees' Reactions through Organizational Identification Theory. *Journal of Business Ethics*, 110(4), 397–412.

Dechant, K., & Altman, B. (1994). Environmental leadership: from compliance to competitive advantage. *Academy of Management Executive*, 8(3), 7-27.

Deepa, M. and Premlatha, D. (2015). A Study on Employee Engagement in Manufacturing Industry with Reference to Coimbatore. *International Journal of Current Research*, 7(6), 17070-17073

Deery, M., (2008). Talent Management, Work-Life Balance and Retention Strategies. *International Journal of Contemporary Hospitality Management*, 20, 792-806

De-la-Calle-Durán, M.-C. and Rodríguez-Sánchez, J.-L. (2021). Employee Engagement and Wellbeing in Times of COVID-19: A Proposal of the 5Cs Model. *International Journal of Environmental Research and Public Health*, 18, 5470. <https://doi.org/10.3390/ijerph18105470>

Denton, D.K. (1999). Employee involvement, pollution control and pieces to the puzzle. *Environmental Management and Health*, 10(2), 105-111.

Desai, M., Majumdar, B. and Prabhu, G.P. (2011). A Study on employee engagement in two Indian businesses. *Asian journal of management research*, 1, 81-97, <https://www.researchgate.net/publication/236619071>

Deshwal, P. (2015). Green HRM: An organizational strategy of greening people. *International Journal of Applied Research*, 1(13), 176-181. Retrieved from <http://www.allresearchjournal.com/archives/2015/vol1issue13/PartC/1-12-161.pdf>

Detnakarin, S. and Rurkkhum, S. (2016). The Mediating Role of Employee Engagement in the Relationships between Perceived Organizational Support and Organizational Citizenship Behavior of Hotels in Thailand. *International Journal of Business Administration* Vol.66.2016. p. 451-62.

Dhanesh, G. S. (2010). The view from within: Internal publics and CSR. *Journal of*

Communication Management, 16(1), 39-58.

- Dicke, C., (2010). Employee engagement: I want it, what is it?. [online] retrieved on 15th April 2020 from <https://est05.esalestrack.com/eSalesTrack/Content/Content.ashx?file =52eebe5-d7d7-45e1-a242-c9d4207f1d9f.pdf>
- Dirican, A. H. and Erdil, O. (2016). An Exploration of Academic Staff's Organizational Citizenship Behavior and Counterproductive Work Behavior in Relation to Demographic Characteristics. *Procedia - Social and Behavioral Sciences* 235 , 351 – 360 doi: 10.1016/j.sbspro.2016.11.043
- Du, S., Bhattacharya, C.B. and Sen, S. (2011). Corporate social responsibility and competitive advantage: overcoming the trust barrier. *Management Science*, Vol. 57 No. 9, pp. 1528-1545.
- Dumont, J. Shen, J. and Deng, X. (2016). Effects of Green HRM Practices on Employee Workplace Green Behavior: The Role of Psychological Green Climate and Employee Green Values. *Human Resource Management*, 1, 1-15, DOI:10.1002/hrm.21792
- Dumont, J., Shen, J. and Deng, X. (2017). Effects of green HRM practices on employee workplace green behavior: The role of psychological green climate and employee green values. *Hum. Resour. Manag.* , 56, 613–627.
- Dunlop, P.D. and Lee, K. (2004). Workplace deviance, organizational citizenship behavior, and business unit performance: the bad apples do spoil the whole barrel. *Journal of Organizational Behavior*, Vol. 25, pp. 67-80.
- Dunphy, D., Benveniste, J., Griffiths, A. & Sutton, P. (2000). *Sustainability – The corporate challenge of the 21st century*. 1st Edition. Crows Nest: Allen & Unwin
- Dutta, S. (2012). Greening people: A strategic dimension. *ZENITH International Journal of Business Economics & Management Research*, 2(2). Retrieved from <http://zenithresearch.org.in/>
- Earl, T. B. W. (2004). Exploring the effects of corporate social performance on employees. Master dissertation, University of Alberta (Canada), p. 129.
- Ebeid, A. Y. H. (2010). Corporate social responsibility and its relation to organizational

commitment. *Problems and Perspectives in Management*, 8(2), 76-93.

Egan, T. M., Yang, B., & Bartlett, K. R. (2004). The effects of organizational learning culture and job satisfaction on motivation to transfer learning and turnover intention. *Human Resource Development Quarterly*, 15(3), 279–301. doi:10.1002/hrdq.1104

Ehrhart, M. G. (2004). Leadership and procedural justice climate as antecedents of unit level organizational citizenship behavior. *Personnel Psychology*, 57, 61-94.

Ellenbecker, C.H. (2004). A Theoretical Model of Job Retention for Home Health Care Nurses. *Journal of Advanced Nursing*, 47, 303-310.

Ellis C. M., and Sorensen A. (2007). Assessing Employee Engagement: The Key to Improving Productivity. *Perspectives*, vol .15, Issue 1 The Segal Group, Inc.

Emiroglu, B.D., Akova, O & Tanriverdi, H (2015). The relationship between turnover intention and demographic factors in hotel businesses: A study at five-star hotels in Istanbul, *Procedia-Social and Behavioral Sciences* 207, 385- 397. doi: 10.1016/j.sbspro.2015.10.108.

Epstein, M., & Roy, M. (1997). Using ISO 1400 for Improved Organizational Learning and Environmental Management. *Environmental Quality Management*, 7, 21-30.

European Commission Directorate-General for Enterprises, (2009). A guide to communicating about CSR, retrieved on 16th March 2014 from <http://ec.europa.eu/>.

Farh, J. L., Earley, P. C., & Lin, S. C. (1997). Impetus for action: A cultural analysis of justice and organizational citizenship behavior in Chinese society. *Administrative Science Quarterly*, 42(3), 421–444.

Farid, T., Iqbal, S., Ma, J. Castro-González, S. Khattak, A. and Khan, M.S. (2019). Employees' Perceptions of CSR, Work Engagement, and Organizational Citizenship Behavior: The Mediating Effects of Organizational Justice. *International Journal of Environmental research and public health*, 16, 2-16, 1731; doi:10.3390/ijerph16101731

Farooq, K.(2015). Organization Citizenship Behaviour a Key for Employee Retention: An Empirical Investigation from Systematic Institutional Industry Pakistan. *Journal of Political Science and Public Affair*, Vol. 3, 2, doi:10.4172/2332-0761.1000151

- Farrell, S.K., & Finkelstein, L.M. (2007). Organizational Citizenship Behavior and Gender Expectations and Attributions for Performance. *North American Journal of Psychology*, 9(1), 81-96.
- Fayyazia, M., Shahbazmoradib, S., Afsharc, Z., & Shahbazmoradic, M.R. (2015). Investigating the barriers of the green human resource management implementation in oil industry, *Management Science Letters*, 5, 101–108.
- Fitz-enz, J. (1990). Getting and Keeping Good Employees. *International journal of Personnel*, **67**, 25-29.
- Florida, R., and Davison, D. (2001). Gaining from green management: Environmental management systems inside and outside the factory. *California Management Review*, 43(3), 64.
- Foster, D. & Jonker, J. (2005). Stakeholder Relationships: The Dialogue of Engagement. *Corporate Governance*, 5 (5), 51 – 57.
- Frank, F. D., Finnegan, R. P., & Taylor, C. R. (2004). The race for talent: retaining and engaging workers in the 21st century. *Human Resource Planning*, 27, 12–25.
- Freeman, R. E. & Liedtka, J. (1991). Corporate Social Responsibility: A Critical Approach. *Business Horizons*, 7, 92-98
- Freeman, R.E. & Dmytriyev, S. (2017). Corporate Social Responsibility and Stakeholder Theory: Learning From Each Other, *Symphonya. Emerging Issues in Management* (symphonya.unimib.it), 2, 7- 15. <http://dx.doi.org/10.4468/2017.1.02freeman.dmytriyev>
- Freeman, R. (1984). *Strategic Management: A Stakeholder Approach*. Boston: Pitman Marshal.
- Freeman, R. E., Harrison, J. S., Wicks, A. C., Parmar, B. L. and De Colle, S. (2010). *Stakeholder theory: the state of the art*. Cambridge University Press, Cambridge.
- Gallup Study (2006). Engaged employees inspire company innovation. *Gallup Management Journal*, retrieved on 10 April 2020 from <http://gmj.gallup.com/content/default.aspx?ci=24880&pg=1>.
- Garg, N. (2014). *Employee Engagement and Individual Differences: A Study in Indian Context*.

Management Studies and Economic Systems (MSES), 1 (1), 41-50.

George, G., and Joseph, B. (2015). A Study on the Relationship between Employee Engagement and Organizational Citizenship with Reference to Employees Working in Travel Organizations. *Atna-Journal of Tourism Studie*, **10**, 2, 33-44, doi:10.12727/ajts.14.3

Ghapanchi, A. H. & Aurum, A. (2011). Antecedents to IT Personnel's Intentions to Leave: A Systematic Literature Review. *Journal of Systems and Software*, **84**, 238-249.

Gibson, L. A., & Sodeman, W. A. (2014). Millennials and technology: Addressing the communication gap in education and practice. *Organization Development Journal*, 32(4), 63-75. Retrieved from <http://www.theisod.org/index.php/journal>

Gifford, B.D., Zammuto, R.F. and Goodman, E.A. (2002). The Relationship between Hospital Unit Culture and Nurses' Quality of Work Life. *Journal of Healthcare Management*, **47**, 13-25.

Glavas, A., & Piderit, S. K. (2009). How Does Doing Good Matter? *Journal of Corporate Citizenship*, 2009(36), 51-70.

Gogozan A., Ghereș, M. and Pop, C.M. (2012). A CSR Benchmarking model with an emphasis on the environmental component. The Proceedings of the International Conference "Marketing from Information to Decision", 5th Edition, Risoprint, Editor: Plăiaș I. and Dabija D.C., 26-27 October, Cluj-Napoca, Romania (:146-169).

González-Benito, J. (2006). Environmental pro-activity and business performance: An empirical analysis Omega. *The International Journal of Management Science*, 33, 1-15.

Googins, B. (2006). The new face of corporate citizenship. WFC Resources. Retrieved on 1 April 2020 from <http://www.workfamily.com/Work-lifeClearinghouse/GuestColumns/Googins.htm>>

Govindaraju, N. (2018). Demographic Factors Influence on Employee Retention. *International Journal of Engineering Studies and Technical Approach*, Volume 04(07), 10-20

Govindarajulu, N. and Daily, B. F. (2004). Motivating Employees for Environmental Improvement. *Industrial Management and Data Systems*, Vol. 104, 364-372

- Grant, A. M. (2012). Leading with Meaning: Beneficiary Contact, Prosocial Impact, and the Performance Effects of Transformational Leadership. *Academy of Management Journal*, 55(2), 458–476.
- Grant, A.M. (2008). Does intrinsic motivation fuel the prosocial fire? Motivational synergy in predicting persistence, performance, and productivity. *Journal of Applied Psychology*, 93 (1), 48-58
- Grant, A.M. (2012). Giving time, time after time: Work design and sustained employee participation in corporate volunteering. *Academy of Management Review*, 37 (4),589-615
- Grant, A.M.(2007). Relational job design and the motivation to make a prosocial difference. *Academy of Management Review*, 32 (2), 393-417
- Greening, D. W., & Turban, D. B. (2000). Corporate Social Performance As a Competitive Advantage in Attracting a Quality Workforce. *Business & Society*, 39(3), 254-280.
- Grissom, J.A., Nicholson-Crotty, J & Keiser, L. (2012). Does My Boss's Gender Matter? Explaining Job Satisfaction and Employee Turnover in the Public Sector. *Journal of Public Administration Research and Theory*, Volume 22, Issue 4, 1, 649–673, <https://doi.org/10.1093/jopart/mus004>
- Gross, R., & Holland, B. (2007). Corporate Social Responsibility and Employee Engagement: Making the Connection. *Research Journal of Recent Sciences*, 1, 244-252.
- Gunawan, J., and Putra, D.P. (2014). Demographic Factors, Corporate Social Responsibility, Employee Engagement and Corporate Reputation: A Perspective from Hotel Industries in Indonesia. *Chinese Business Review*, Vol. 13, No. 8, 509-520
- Gunz, H., & Gunz, S. (2007). Hired professional to hired gun: an identity theory approach to understanding the ethical behaviour of professionals in non-professional organizations. *Human Relations*, 60(6), 851–887.
- Hackman, J.R. Oldham, G.R. (1976). Motivation through the design of work: Test of a theory. *Organizational Behavior and Human Performance*, 16 (2), 250-279
- Hackman, J.R. and Oldham, G.R. (1980). *Work Redesign*, Addison-Wesley, Reading, MA.

- Haden, S.S. P., Oyler, J.D., & Humphreys, J.H. (2009). Historical, practical, and theoretical perspectives on green management: An exploratory analysis. *Management Decision*, 47(7), 1041-1055. doi: 10.1108/00251740910978287.
- Halawi, H.A. and Zaraket, W.S. (2018). Impact of Green Human Resource Management on Employee Behavior. *Journal of Applied Business Research*, 1, 18-34, <https://www.researchgate.net/publication/327940684>
- Hansen S. D., Dunford B. B., Boss A. D., Boss R. W., Angermeier I. (2011). Corporate social responsibility and the benefits of employee trust: a cross-disciplinary perspective. *Journal of Business Ethics*, 102, 29–45, doi: 10.1007/s10551-011-0903-0
- Harter, J., Schmidt, F., & Hayes, T. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes. *Journal of Applied Psychology*, 87, 268–279.
- Hartmann, N.N., Rutherford, B.N.; Feinberg, R., Anderson, J.G. (2014). Antecedents of mentoring: Do multi-faceted job satisfaction and affective organizational commitment matter? *J. Bus. Res.* , 67, 2039–2044.
- Hatch, C.D. & Stephen, S.K. (2015). Gender Effects on Perceptions of Individual and Corporate Social Responsibility. *Journal of Applied Business and Economics*, Vol. 17(3), 63-71
- Hayes, L.J., O'Brien-Pallas, L., Duffield, C., Shamian, J., Buchan, J., Hughes, F., Laschinger, H.K.S., North, N. and Stone, P.W. (2006). Nurse Turnover: A Literature Review. *International Journal of Nursing Studies*, 43, 237-263.
- Hayes, T.M (2015). Demographic characteristics predicting employee turnover intentions. Doctoral dissertation, Retrieved on 15 March 2015 from: <https://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=2537&zcontext=dissertations>
- Herman, R.E. (2005). HR Managers as Employee-Retention Specialists. *Employment Relations Today*, 32, 1-7.
- Hewitt Associates L.L.C. (2009). Research Brief: employee engagement higher at double digit growth companies. Retrieved on 13 February 2013, from www.hewitt.com
- Hoffman, A. J. (2011). Beyond corporate reputation: Managing reputational interdependence.

Corporate Reputation Review, 11(1), 45-56.

Hopkins M. (2004). Corporate social responsibility: an issues paper. London; International Labour Organization

Hopkins, M (1998). The Planetary Bargain: Corporate Social Responsibility Comes of Age, Macmillan, London.

Hopkins, M. (1999). The planetary bargain: Corporate social responsibility comes of age, Basingstoke, Macmillan.

Hosain, M.S. & Rahman, M.S. (2016). Green Human Resource Management: A Theoretical Overview. IOSR Journal of Business and Management, Volume 18, Issue 6, 54-59, retrieved from <https://www.researchgate.net/publication/304169968>

Hytter, A. (2007). Retention strategies in France and Sweden. The Irish Journal of Management, 28(1), 59–79.

Iftikhar, M. Malik, S.S., Sharjeel, S., Kanwal, B., & Recep Ulucak, (2020). Nexus between Willingness to Pay for Renewable Energy Sources: Evidence from Turkey. *Environment Science Pollution Research*, 21.

Ingersoll, R., M., (2001). Teacher Turnover and Teacher Shortages: An Organizational Analysis. American Educational Research Journal, 38(3), 499-534.

Inoue, Y., & Lee, S. (2011). Effects of different dimensions of corporate social responsibility on corporate financial performance in tourism-related industries. *International Journal of Hospitality Management*, 31, 790-804.

Ioannou, I. and Serafeim, G. (2014). The impact of corporate social responsibility on investment recommendations: Analysts' perceptions and shifting institutional logics. *Strategic Management Journal*, 36, (7), 1053-1081. doi: 10.1002/smj.2268

Islam, T., Khan, S., Ahmad, U., & Ahmed, I. (2013). Organizational learning culture and leader-member exchange quality: The way to enhance organizational commitment and reduce turnover intention. *The Learning Organization*, 20, 322-337. doi:10.1108/TLO-12-2012-0079

Islam, T., Khan, S. U. R., Aamir, M., Ahmed, I., Ahmad, U. N. K. U. and Shaukat., M. Z. (2012).

Moderating role of HRD practices between employees' engagement and citizenship behaviour; *Middle –East Journal of Scientific Research* 12(5): 589-597

ISO 26000:2010 (2010). *Guidance on Social Responsibility*. Retrieved on 17th May 2018, from <http://www.cnis.gov.cn/wzgg/201405/P020140512224950899020.pdf>

Jabbour, C. J. C. (2013). Environmental training in organizations: From a literature review to a framework for future research. *Resources, Conservation and Recycling*, 74, 144–155. doi:10.1016/j.resconrec.2012.12.017

Jabbour, C. J. C. (2013a). Environmental training and environmental management maturity of Brazilian companies with ISO14001: empirical evidence. *Journal of Cleaner Production*, 1–8. doi:10.1016/j.jclepro.2013.10.039

Jabbour, C. J. C. (2013b). Environmental training in organizations: From a literature review to framework for future research. *Resources, Conservation and Recycling*, 74, 144–155. doi:10.1016/j.resconrec.2012.12.017

Jafri, S. (2012). Green HR practices: an empirical study of certain automobile organizations of India. *Elixir International Journal*, 42, 6193-6198.

Jain, N. (2009). What is Green HR and how can we implement it effectively in an organisation?. Retrieved on August 30, 2014 from <http://toostep.com/idea/what-is-green-hr-and-how-can-we-implement-iteffectively->

Jamal, T.; Zahid, M.; Martins, J.M.; Mata, M.N.; Rahman, H.U.; Mata, P.N. (2021). Perceived Green Human Resource Management Practices and Corporate Sustainability: Multigroup Analysis and Major Industries Perspectives. *Sustainability*, 13, 3045. <https://doi.org/10.3390/su13063045>

Jasper, M. (2007). The Significance of the Working Environment to Nurses' Job Satisfaction and Retention. *Journal of Nursing Management*, 15, 245-247.

Jepsen, D. M., & Rodwell, J. (2012). Female perceptions of organizational justice. *Gender, Work & Organization*, 19, 723-740. doi:10.1111/j.1468-0432.2010.00538.x

Johnson, G. (2004). Otherwise engaged. *Training*, 41 (10), 4.

Johnson, H.L. (1971). *Business in contemporary society: Framework and issues*, Wadsworth,

Belmont, California.

- Jones, D. A. (2010). Does serving the community also serve the company? Using organizational identification and social exchange theories to understand employee responses to a volunteerism programme. *Journal of Occupational and Organizational Psychology*, 83(4), 857-878
- Jones, T. M. (1980). Corporate social responsibility revisited, redefined. *California Management Review*, Vol. 22 No. 2, pp. 59-67.
- Joyner B.E, Payne. D, Raibom C.E (2002). Building Values, Business Ethics and Corporate Social Responsibility into the Developing Organization. *Journal Of Developmental Entrepreneurship*. Vol 7, Pg 113 – 131
- Jun, W.W.and Seng, L.C. (2016). The Relationship of Corporate Social Responsibility and Employee Retention. *International Journal of Economics, Commerce and Management*, Vol. IV, Issue 10, 911-921
- Jung, S. H., Namkung, Y., & Yoon, H. H. (2010). The effects of employees' business ethical value on person-organization fit and turnover intent in the foodservice industry. *International Journal of Hospitality Management*, 29, 538-546.
- Jušcius, V. and Snieska, V. (2015). Influence of corporate social responsibility on competitive abilities of corporations. *Engineering Economics*, 58(3), 34-44
- Kahn, W.A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33, 692-724.
- Kakabadse, N.K. Rozuel, C. and Lee-Davies, L. (2005). Corporate social responsibility and stakeholder approach: a conceptual review. *Int. J. Business Governance and Ethics*, Vol. 1, No. 4, 277–302.
- Kaliprasad, M. (2006). The human factor I: attracting, retaining, and motivating capable people. *Cost Engineering*, 48(6), 20–26.
- Kamalaveni, M.S., Ramesh S., T.Vetrivel, T. (2019). A REVIEW OF LITERATURE ON EMPLOYEE RETENTION. *International Journal of Innovative Research in Management Studies (IJIRMS)* Volume 4, Issue 4, pp.1-10.

- Kang, K., Lee, S. and Huh, C. (2010). Impacts of positive and negative corporate social responsibility activities on company performance in the hospitality industry. *International Journal of Hospitality Management*, 29(1), 72-82. doi:10.1016/j.ijhm.2009.05.006
- Kao, S., Ho, M., Wu, C., & Lee, T. (2009). Relationships between employees' perception of corporate social responsibility, personality, job satisfaction, and organisational commitment. Retrieved from <http://bai2009.org/file/Papers/1224.doc>
- Kapil, P. (2015). Green HRM- Engaging Human Resource in reducing carbon footprint and enhancing environment sustainability: A case study based approach. *International Journal of Engineering Technology Science and Research*, 2(special), 5-14.
- Kataria, Aakanksha; Garg, Pooja; Rastogi, Renu (2013). Employee Engagement and Organizational Effectiveness: The Role of Organizational Citizenship Behavior *International Journal of Business Insights & Transformation*, Vol. 6 Issue 1, 102-113.
- Kaur, R. (2017). Employee Retention Models and Factors Affecting Employees Retention in IT Companies. *International Journal of Business Administration and Management*, Volume 7(1), 161-174
- Khalid, S. A., & Ali, H. (2005). The effects of organizational citizenship behaviour on withdrawal behaviour: A Malaysian study. *International Journal of Management and Entrepreneurship*, 1, 30-40.
- Khan, K., Abbas, M., Gul, A., Raja, U. (2015). Organizational justice and job outcomes: Moderating role of Islamic work ethic. *Journal of Business Ethics*, 126(2), 235-246.
- Khan, N. A., Khan, A. N., & Gul, S. (2019). Relationship between perception of organizational politics and organizational citizenship behavior: Testing a moderated mediation model. *Asian Business & Management*, 18(2), 122–141. <https://doi.org/10.1057/s41291-018-00057-9>
- Khaskheli, A., Raza, A.S., Khan, K.A. & Salam, J. (2020). Does CSR Activities Increase Organizational Citizenship Behavior Among Employees? Mediating Role of Affective Commitment and Job Satisfaction. *Corporate Social Responsibility and Environmental Management*, retrieved on 10th August 2021 from (ResearchGate): <https://www.researchgate.net/publication/343418380>
- Kim, H. (2014). Transformational leadership, organizational clan culture, organizational affective

commitment, and organizational citizenship behavior: A case of South Korea's public sector. *Public Organ. Rev*, 14, 397–417.

Kim, M., & Kim, Y. (2014). Corporate Social Responsibility and Shareholder Value of Restaurant Firms. *Int J Hosp Manag* 40:120–129.

Kim, S. Y. and Park, H. (2011). Corporate social responsibility as an organizational attractiveness for prospective public relations practitioners. *Journal of business ethics*, 103(4): 639-653.

Kim, W., Han, S. J. & Park, J. (2019). Is the role of work engagement essential to employee performance or 'nice to have'? *Sustainability*. 11, 1050. doi:10.3390/su11041050

Kline, R. B. (1998). *Methodology in the social sciences. Principles and practice of structural equation modeling*. New York: Guilford Press

Knox, Simon and Maklan, Stan. (2005). *Corporate Social Responsibility Programmes and their Impact on Business Decision-Making*. Cranfield University.

Koh, H. C., & Boo, E. H. Y. (2001). The Link between Organisational Ethics and Job Satisfaction: A Study of Managers in Singapore. *Journal of Business Ethics*, 29(4), 309-324.

Kooker, B.M., Shoultz, J. and Codier, E.E. (2007). Identifying Emotional Intelligence in Professional Nursing Practice. *Journal of Professional Nursing*, **23**, 30-36.

Korir, I., & Kipkebut, D. (2016). The Effect of Reward Management on Employees Commitment in the Universities in Nakuru County-Kenya. *Journal of Human Resource Management*, 4(4), 37-48. doi: 10.11648/j.jhrm.20160404.12.

Kossivi, B., Xu, M. and Kalgora, B. (2016). Study on Determining Factors of Employee Retention. *Open Journal of Social Sciences*, 4, 261-268

Kroon, B. and Freese, C. (2013). Can HR Practices Retain Flexworkers with Their Agency?. *International Journal of Manpower*, **34**, 899-917

Kukanja, M., Planinc, T., Šuligoj, M. (2016). Influence of managers' demographic characteristics on csr practices in the restaurant industry: the case of Slovenia. *Tourism and Hospitality Management*, Vol. 22, No. 2, 151-172, <https://doi.org/10.20867/thm.22.2.2>

Kumar, T. P. & Priyadarsini, K. (2017). Assessing the Impact of Corporate Social Responsibility

on Organizational Citizenship Behaviour in Banking Sector. *Asian Journal of Research in Social Sciences and Humanities*, Vol. 7, No.1, pp. 1184-1198.

Kumari, P. (2012). Green HRM-Issues and Challenges. *Global research analysis*, 1(5), 80-83. Retrieved from https://www.worldwidejournals.com/global-journal-for-research-analysis-GJRA/file.php?val=October_2012_1350412136_d4107_28.pdf

Kusku, F. (2007). From Necessity to Responsibility: Evidence for Corporate Environmental Citizenship Activities from a Developing Country Perspective. *Corporate Social Responsibility and Environmental Mgmt.* 14, 74–87.

Lado, A. A. & Wilson, M. C. (1994). Human resource systems and sustained competitive advantage: a competency based perspective. *Academy of Management Review*, 19, 699-727.

Lambert, E.G., Cluse-Tolar, T., Pasupuleti, S., Prior, M., & Allen, R.I. (2012). A test of a turnover intent model. *Administration in Social Work*, 36, 67-84. doi:10.1080/03643107.2010.551494

Lämsiluoto, A. & Järvenpää, M. (2010). Greening the balanced scorecard. *Business Horizons*. 53 (2010)4 , p. 385-395.

Laschinger, S., H.K., Leiter, M., Day, A. and Gilin, D. (2009). Workplace Empowerment, Incivility, and Burnout: Impact on Staff Nurse Recruitment and Retention Outcomes. *Journal of Nursing Management*, 17, 302-311

Latan, H. (2018), “PLS path modeling in hospitality and tourism research: the golden age and days of future past”, in Ali, F., Rasoolimanesh, M.S. and Cobanoglu, C. (Eds), *Application of Partial Least Squares - Structural Equation Modeling (PLS-SEM) in Tourism and Hospitality Research*, Emerald, Bingley, pp. 1-35.

Latha, S. and Deepa, M. (2017). A Study on Employee Engagement Dimensions and its impact on Organization Citizenship Behavior. *Innovare Journal of Engineering & Technology*, 5(3), 1-3

Lather, A. and Goyal, S. (2015). Impact of Green Human Resource Factors on Environmental Performance in Manufacturing Companies: Empirical Evidence. *International journal of*

Engineering and Management sciences, 6 (1), 23-30

- Lee, H. (2020). The role of environmental uncertainty, green HRM and green SCM in influencing organization's energy econ and environmental performance. *International journal of Energy Economic. Policy* , 10, 332–339.
- Lee, K.H. (2009). Why and how to adopt green management into business organizations: the case Study of Korean SMEs in manufacturing industry'. *Management Decision*, 47 (7) 1101–1121.
- Lee, L., & Chen, L.F. (2018). Boosting Employee Retention through CSR: A Configurational Analysis. *Corp Soc Responsib Environ Manag* 25(5):948–960.
- Lee, S. and Heo, C.Y. (2009). Corporate social responsibility and customer satisfaction among US publicly traded hotels and restaurants", *International Journal of Hospitality Management*, 28(4), 635-637. doi:10.1016/j.ijhm.2009.02.007
- Lee, T. Z., Ho, M. H., Wu, C. H., & Kao, S. C. (2009). Relationships between employees' perception of corporate social responsibility, personality, job satisfaction, and organisational commitment. *International Conference on Business and Information*, 6(8).
- Leidner, S. and Simon, M. S. (2013). Keeping Potential Job-Hoppers' Feet on Ground. *Human Resource Management International Digest*, 21, 31-33.
- Leonard, M. (1997). Count Them In: Corporate America is Eager to Volunteer Help to the Needy. *The Boston Globe*, 3(1), 1.
- Lin C. P., Lyau N. M., Tsai Y. H., Chen W. Y., Chiu C. K. (2010). Modeling corporate citizenship and its relationship with organizational citizenship behaviors. *Journal of Business Ethics* , 95, 357–372. dio: 10.1007/s10551-010-0364-x
- Lindgreen, A. & Swaen, V. (2010). Corporate Social Responsibility. *International Journal of Management Reviews*, 12, 1-7.
- Lo, C., Egri C. P., & Ralston D. A. (2008). Commitment to corporate, social, and environmental responsibilities: an insight into contrasting perspectives in China and the US. *Organisation Management Journal*, 5, 83-98.
- Loan-Clarke, J., Arnold, J., Coombs, C., Hartley, R. and Bosley, S. (2010). Retention, Turnover

and Return—A Longitudinal Study of Allied Health Professionals in Britain. *Human Resource Management Journal*, **20**, 391-406.

Local Government and All Sustainability (ICLEI Briefing Sheet) (2015). importance of all Sustainable Development Goals (SDGs) for cities and communities. *Urban Issues*, No. 04 from file:///C:/Users/admin/Desktop/August%202021/SDG-NIF-Progress2021_March%2031.pdf

Lockwood, N.R. (2006). *Talent management: Driver for organizational success*. 2006 SHRM Research Quarterly. Alexandria, VA: Society for Human Resource Management

Luekens, M., T., Lyter, D., M., Fox, E., E., and Chandler, K., (2004). *Teacher Attrition and Mobility: Results from the Teacher Follow-Up Survey, 2000-01*. Washington, D.C.: National Center for Education Statistics.

Ma, H. (2011). *The effects of corporate social responsibility on employee engagement*. unpublished theses, University of Southern California

MacKenzie S. B., Podsakoff P. M. and Ahearne Michael (1998). Some Possible Antecedents and Consequences of In-Role and Extra-Role Salesperson Performance. *Journal of Marketing*, Vol. 62, 87-98.

Maignan, I., & Ferrell, O. (2001). Corporate citizenship as a marketing instrument - Concepts, evidence and research directions. *European Journal of Marketing*, 35(3/4), 457-484.

Maignan, I., & Ferrell, O. C. (2001). Antecedents and benefits of corporate citizenship : an investigation of French Businesses. *Journal of Business Research*, 51, 37-51.

Maignan, I., Ferrell, O. C., & Hult, G. T. (1999). Corporate Citizenship: Cultural Antecedents and Business Benefits. *Journal of the Academy of Marketing Science*, 27(4), 455-469.

Mandip B. (2012). Green HRM: People management commitment to environmental sustainability. *Research Journal of Recent Sciences*, 1 (ISC-2011), 244-252.

Margaretha, M., & Saragih, S. (2013). *Developing New Corporate Culture through Green Human Resource Practice*. International Conference on Business, Economics, and Accounting, Bangkok: Thailand.

Maslach, C., Schaufelli, W.B. and Leiter, M.P. (2001). Job burnout. *Annual Review of*

Psychology, Vol. 52, pp. 397-422.

- Masri, H. A., & Jaaron, A. A. (2017). Assessing green human resources management practices in Palestinian manufacturing context: An empirical study. *Journal of cleaner production*, 143, 474-489.
- Matten A., & Crane, D. (2005a). Corporate Citizenship toward an Extended Theoretical Conceptualization. *Academy of Management Review*, 30 (1), 166-79.
- Matten, A., & Crane, D. (2005b). Behind the Mask: Revealing the True Face of Corporate Citizenship. *Journal of Business Ethics*, 45(1-2), 109-120.
- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11-37.
- Meehan, J., Karon M., & Adam, R. (2006). Corporate Social Responsibility: the 3C-SR Model. *International Journal of Social Economics*, 33. (5/6.), 386-398.
- Mehta, K., & Chugan, P. K. (2015). Green HRM in Pursuit of Environmentally Sustainable Business. *Universal Journal of Industrial and Business Management*, 3(3), 74-81. doi: 10.13189/ujibm.2015.030302
- Melcrum publishing. (2005). Employee engagement: How to build a high-performance workforce. An independent Melcrum Research Report Executive Summary.
- Menefee, J. A. and Murphy, O. (2004). Rewarding and retaining the best compensation strategies for top performances. *Benefits Quarterly*, 20 (3), 13-20
- Menefee, J. A., & Murphy, R. O. (2004). Rewarding and retaining the best: Compensation strategies for top performers. *Benefits Quarterly*, 20(3), 13-20.
- Meseguer-Sánchez, V.; Gálvez-Sánchez, F.J.; López-Martínez, G.; Molina-Moreno, V. (2021). Corporate Social Responsibility and Sustainability. A Bibliometric Analysis of Their Interrelations. *Sustainability*, 13, 1636. <https://doi.org/10.3390/su13041636>
- Messmer, M. (2000). Orientations Programs Can Be Key to Employee Retention. *Strategic Finance*, 81, 12-15.
- Meyer, D., Ristow, P.L., & Lie, M. (2007). Particle size and nutrient distribution in fresh dairy

manure. *Applied Engineering in Agriculture*, 20, 349–354.

Meyer, J. P., Allen, N. J., Smith, C. A. (1993). Commitment to organizations and occupations: extension and test of a three-component conceptualization. *Journal of Applied Psychology*, 78, 538–551.

Mignonac, K. and Richebé, N. (2013). No Strings Attached?: How Attribution of Disinterested Support Affects Employee Retention. *Human Resource Management Journal*, 23, 72-90

Miles, D.E., Spector, P.E., Borman, W.E., & Fox, S. (2002). Building An Integrative Model of Extra Role Work Behavior: A Comparison of Counterproductive Work Behavior with Organizational Citizenship Behavior. *International Journal of Selection and Assessment*, 10(1/2), 51-57. <http://dx.doi.org/10.1111/1468-2389.00193>

Milliman, J., & Clair, J. (1996). Best Environmental HRM Practices in the US. In W. Wehrmeyer (Ed.), *Greening People, Human Resources and Environmental Management*. Sheffield: Greenleaf Publishing. http://dx.doi.org/10.9774/GLEAF.978-1-909493-00-1_4

Mishra, S. & Suar, D. (2010). Does Corporate Social Responsibility Influence Firm Performance of Indian Companies? *Journal of Business Ethics*, 95, 571–601.

Mita, M., Aarti K. and Ravneeta, D. (2014). Study on Employee Retention and Commitment. *International Journal of Advance Research in Computer Science and Management Studies*, 2, 154-164.

Mitchell, T. R., Holtom, B. C., Lee, T. W., Sablinski, C. J., & Erez, M. (2001). Why people stay: Using job embeddedness to predict voluntary turnover. *Academy of Management Journal*, 44, 1102-1121. Retrieved from: <http://www.jstor.org/stable/3069391>

Mohamed, M.S., Anisa. H., Rodrigues, L.L.R. (2013). Establishing the Link of OCB and CSR with Organizational Performance. *International Journal of Engineering and Innovative Technology (IJEIT)*, Volume 3, Issue 3, 235-243

Moncarz, E., Zhao, J. and Kay, C. (2009). An Exploratory Study of US Lodging Properties' Organizational Practices on Employee Turnover and Retention. *International Journal of Contemporary Hospitality Management*, 21, 437-458

- Morgeson, F.P. and Humphrey, S.E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, 91 (6), 1321-1339
- Morin, E., Ramalho, N., Neves, J. and Savoie, A. (2009). New research trends in effectiveness, health, and work: A Criteos scientific and professional account. Montreal: Criteos/HEC-Montreal, 175-204.
- Moscardo, G., Lamberton, G., Wells, G., Fallon, W., Lawn, P., Rowe, A. and Clifton, D. (2013). *Sustainability in Australian Business: Principles and Practice*. Wiley-Blackwell, Milton Qld.
- Muchinsky, P.M. (1977). Employee absenteeism: A review of the literature. *Journal of Vocational Behavior*, 10, 316-340.
- Murari , K. & Bhandari, M. (2011). Green HR: Going Green with Pride. *Journal of Social Welfare and Management*, Volume 3
- Mwita, M. K. (2020). Conceptual Review of Green Human Resource Management Practices. *East African Journal of Social and Applied Sciences (EAJ-SAS)*, Vol 1(2)
- Nadiri, H., & Tanova, C. (2010). An investigation of the role of justice in turnover intentions, job satisfaction, and organizational citizenship behavior in the hospitality industry. *International Journal of Hospitality Management*, 29, 33-41.
- Naqvi, S.M.M.R. and Bashir, S. (2015). IT-Expert Retention through Organizational Commitment: A Study of Public Sector Information Technology Professionals in Pakistan. *Applied Computing and Informatics*, 11, 60-75.
- Nath, L., Holder-Webb, L., & Cohen, J. (2013). Will women lead the way? Differences in demand for corporate social responsibility information for investment decisions. *Journal of Business Ethics*, 118: 85-102.
- Nazia, S. & Begum, B. (2013). Employee Retention Practices in Indian Corporate – A Study of Select Mncs. *International Journal of Engineering and Management Sciences*, Vol 4, 3, 361-368
- Ngwenya, B. & Pelsler, T. (2020). Impact of psychological capital on employee engagement, job satisfaction, and employee performance in the manufacturing sector in Zimbabwe. *SA*

Journal of Industrial Psychology. 46 (0) 1 – 12. <https://doi.org/10.4102/sajip.v46i0.1781>

Nijhawan, G. (2014). Green Hrm-A Requirement for Sustainable organization. *Indian journal of research*, 3(10). Retrieved from <https://www.worldwidejournals.com/paripex/>

Normann, R., & Ramirez, R. (1993). From Value Chain to Value Constellation: Designing Interactive Strategy. *Harvard Business Review*, 71(4), 65-77.

O'Donohue, W. and Torugsa, N. (2016). The moderating effect of 'green' HRM on the association between proactive environmental management and financial performance in small firms. *The International Journal of Human Resource Management*, Vol. 27 No. 2, pp. 239-261.

Obeidat, S.M., Al Bakri, A.A. and Elbanna, S. (2018). Leveraging "green" human resource practices to enable environmental and organizational performance: evidence from the Qatari oil and gas industry. *Journal of Business Ethics*, pp. 1-18

Öberseder, M., Schlegelmilch, B. B., Murphy, P. E. and Gruber, V. (2013). Consumers' Perceptions of Corporate Social Responsibility: Scale Development and Validation. *Journal of Business Ethics*, Online only: 1-15.

Ocampo L., Acedillo V., Bacunador A. M., Balo C. C., Lagdameo Y. J., & Tupa N. S. (2018). A historical review of the development of organizational citizenship behavior (OCB) and its for the twenty-first century. *Personality Review*, 47, 821–862. doi:10.1108/pr-04-2017-0136

Ogrizek M (2002). Forum Paper: The Effect of Corporate Social Responsibility on the Branding of Financial Services. *Journal of Financial Services Marketing*. Vol 6, 215-228

Okun, A. H., Guerin, R. J., & Schulte, P. A. (2016). Foundational workplace safety and health competencies for the emerging workforce. *Journal of Safety Research*, 59, 43–51.

Olaniyan, O.N., Efuntade, A.O., and Efuntade, O.O. (2021). Corporate Social Responsibility and Firm Financial Performance in Nigeria: Mediating on Ethnical Responsibility. *Annals of Spiru Haret University. Economic Series*, 21(1), 25-47, doi: <https://doi.org/10.26458/2041>

Ong M., Mayer D. M., Tost L. P., Wellman N. (2018). When corporate social responsibility motivates employee citizenship behavior: the sensitizing role of task significance. *Organization Behaviour Human Decision Process*, 144, 44–59, doi: 10.1016/j.obhdp.2017.09.006, Retrieved from

https://ink.library.smu.edu.sg/lkcsb_research/5826

- Opatha H.H.D.N.P. & Arulrajah , A.A. (2014). Green Human Resource Management: Simplified General Reflections. *International Business Research*, Vol. 7, No. 8; doi:10.5539/ibr.v7n8p101 URL: <http://dx.doi.org/10.5539/ibr.v7n8p101>
- Orajaka, U. P. (2021). Reward of Management Practices for Employee Retention and Variable Payment to Public Institutions. *International Journal of Academic Research in Business and Social Sciences*, 11(3), 212-225.
- Organ D. W. (2018). Organizational citizenship behavior: recent trends and developments. *Annual Review of Organization Psychology: Organization Behaviour*, 80, 295–306, doi: 10.1146/annurev-orgpsych-032117-104536
- Organ, D. W. (1988). *Organizational citizenship behavior: The good soldier syndrome*. USA: D.C. Heath and Company.
- Organ, D. W. (1997). Organizational citizenship behavior: It's construct clean-up time. *Human Performance*, 10(2), 85-97. doi: 10.1207/s15327043hup1002_2
- Organ, D. W. (1997). Organizational citizenship behavior: It's construct clean-up time. *Human Performance*, 10(2), 85-97. doi: 10.1207/s15327043hup1002_2
- Organ, D. W., & Ryan, K. (1995). A meta-analytic review of attitudinal and dispositional predictors of organizational citizenship behavior. *Personnel Psychology*, 48, 775-802.
- Organ, D. W., Podsakoff, P. M., & MacKenzie, S. B. (2006). *Organizational citizenship behavior: Its nature, antecedents, and consequences*. USA: Sage Publications, Inc.
- Osman, M. K. (2013). High-Performance Work Practices and Hotel Employee Performance: The Mediation of Work Engagement. *International Journal of Hospitality Management*, 32, 132-140.

- Ouimet, P & Zarutskie, R (2014). Who works for startups? The relation between firm age, employee age, and growth. *Journal of Financial Economics*, 112, 386-407. Retrieved from: <http://dx.doi.org/10.1016/j.jfineco.2014.03.003>
- Ouimet, P., Simintzi, E. (2018). "Wages and Firm Performance: Evidence from the 2008 Financial Crisis." Available at SSRN 2409496
- Özen, S., and Küskü, F. (2009). Corporate Environmental Citizenship Variation in Developing Countries: An Institutional Framework. *Journal of Business Ethics*, 89(2), 297-313.
- Paauwe, J. & Boselie, P. (2003). Challenging 'strategic HRM' and the relevance of the institutional setting, *Human Resource Management Journal*, 13(3), 56 – 70.
- Paillé, Boiral O., & Yang Chen (2013). Linking environmental management practices and organizational citizenship behavior for the environment: a social exchange perspective. *The International Journal of Human Resource Management*, 24(18), 3552-3575.
- Paillé, P. (2012). Organizational citizenship behaviour and employee retention: how important are turnover cognitions?. *The International Journal of Human Resource Management*, 1, 1-24, DOI:10.1080/09585192.2012.697477
- Paille, P., Chen, Y., Boiral, O. and Jin, J. (2014). The impact of human resource management on environmental performance: an employee-level study. *Journal of Business Ethics*, Vol. 121 No. 3, pp. 451-466.
- Paille', P., and Grima, F. (2011). Citizenship and Withdrawal in the Workplace: Relationship Between Organizational Citizenship Behaviour, Intention to Leave Current Job and Intention to Leave the Organization. *Journal of Social Psychology*, 151(4), 478-49
- Paruzel, A., Klug, H.J.P., and Maier, G. W. (2021). The Relationship between Perceived Corporate Social Responsibility and Employee-Related Outcomes: A Meta-Analysis. *Frontiers Psychology*, retrieved on 10th August 2021 from <https://doi.org/10.3389/fpsyg.2021.607108>

- Peerzadah, S. A, Mufti, S. and Nazir, N. A. (2018). Green Human Resource Management: A Review. *International Journal of Enhanced Research in Management & Computer Applications*, 7(3), 790-795
- Peloza, J. and Shang, J. (2011). How can corporate social responsibility activities create value for stakeholders? A systematic review. *Journal of the Academy of Marketing Science*, 39(1): 117-135.
- Perramon, J., del Mar Alonso-Almeida, M., Llach, J. and Bagur-Femenías, L. (2014). Green practices in restaurants: Impact on firm performance. *Operations Management Research*, 7(1-2), 2-12. doi:10.1007/s12063-014-0084-y
- Peterson, D. K. (2004). The relationship between perceptions of corporate citizenship and Organisational Commitment. *Business and Society*, 43, 296-319. Retrieved from <http://dx.doi.org/10.1177/0007650304268065>
- Peterson, D. K. (2004). The relationship between perceptions of corporate citizenship and Organisational Commitment. *Business and Society*, 43(3), 296-319. <http://dx.doi.org/10.1177/0007650304268065>
- Pezij, A. M. (2010). When helping others is harmful to yourself: Moderating effects of motives on the relationship between organizational citizenship behavior and negative outcomes. Master thesis Work and Organizational Psychology, University of Twente, Netherlands.
- Podsakoff N. P., Podsakoff P. M., Mackenzie S. B., Maynes T. D., Whiting S. W., Spoelma T. M. (2017). Multilevel antecedents of organizational citizenship behaviour in *The Oxford Handbook of Organizational Citizenship Behavior* eds Podsakoff P. M., Mackenzie S. B., Podsakoff N. P. (Oxford: Oxford University Press ;).
- Podsakoff, N.P., Whiting, S.E., Podsakoff, P.M., & Blume, B.D. (2009). Individual and Organizational Level Consequences of Organizational Citizenship Behavior: A Meta-Analysis. *Journal of Applied Psychology*, 94(1), 122-141. <http://dx.doi.org/10.1037/a0013079>

- Podsakoff, P. M., Ahearne, M., & MacKenzie, S. B. (1997). Organizational citizenship behavior and the quantity and quality of work group performance. *Journal of Applied Psychology*, 82, 262–270.
- Podsakoff, P. M., MacKenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). Organizational citizenship behaviors: A critical review of the theoretical and empirical literature and suggestions for future research. *Journal of Management*, 26(3), 513-563. doi: 10.1177/014920630002600307
- Podsakoff, P., MacKenzie, S., Paine, J., and Bachrach, D. (2000). Organizational Citizenship Behaviors: A Critical Review of the Theoretical and Empirical Literature and Suggestions for Future Research. *Journal of Management*, 26(3), 513–563.
- Podsakoff, P.M, MacKenzie, S.B., Paine, J.B., Bachrach, D. G., (2000). Organizational citizenship behaviour: a critical review of the theoretical and empirical literature and suggestions for future reserch. In *Journal of Management*, vol. 26(3), 513-563.
- Popli, P. (2014). A Study of Green Hr Practices, Its Awareness and Implementation in the Industries in Nasik. *Global Journal of commerce and Management Perspective*, Vol.3(1):114-118
- Priyanka & Dubey S.K., (2016). Employees turnover intention in Indian retail industry-An Exploratory study. *Business perspectives*, 7-20
- PRME. (2010). The 6 Principles for Responsible Management Education. Retrieved on 17 October 2014 from <http://www.unprme.org/the-6-principles/index.php>.
- Pullman, M., Maloni, M., and Carter, C. (2009). Food For Thought: Social versus Environmental Sustainability Practices and Performance Outcomes. *Journal of Supply Chain Management*, 45(4), 38-54.
- Purba, S. D., & Ananta, A. N. D. (2018). The effects of work passion, work engagement, and job satisfaction on turnover intention of the millennial generation. *Jurnal Manajemen dan Pemasaran*. 11 (2) 263 – 274. Doi: <http://dx.doi.org/10.25105/jmpj.v11i2.2954>
- Quazi, S. (1999). Implementation of an environmental management system: The experience of companies operating in Singapore. *Industrial Management & Data Systems*, Vol. 99 No. 7, pp. 302-311.

- Qudsia, Y.H., Ali, I., Sajjad, A. & Ilyas, M. (2016). Impact of Internal Corporate Social Responsibility on Employee Engagement: A Study of Moderated Mediation Model. *International Journal of Science Basic and Application*, 30, 226–243.
- Rafferty A. M., Maben J., West E., and Robinson D. (2005). What makes a good employer? Issue Paper 3 International Council of Nurses Geneva
- Rahman, M., Ahsan, A., Hossain, M., & Hoq, M. R. (2013). *Green Banking Prospects in Bangladesh*. *Asian Business Review*, 2(4), 59-63.
- Rahman, N. and Post, C. (2012). Measurement issues in environmental corporate social responsibility (ECSR): Toward a transparent, reliable, and construct valid instrument. *Journal of Business Ethics*, 105(3), 307-319. doi:10.1007/s10551-011-0967-x
- Ramasamy, A., Inore, I. and Sauna, R. (2017). A Study on Implications of Implementing Green HRM in the Corporate Bodies with Special Reference to Developing Nations. *International Journal of Business and Management*, Vol. 12, No. 9. 117-129
- Ramlall, S. (2003). Managing Employee Retention as a Strategy for Increasing Organizational Competitiveness. *Applied H.R.M. Research*, 8, 63-72.
- Ramus, C. A. (2002). Encouraging innovative environmental actions: What companies and managers must do. *Journal of World Business*, 37, 151–164.
- Rani, N., & Samuel, A. (2016). A study on generational differences in work values and person-organization fit and its effect on turnover intention of Generation Y in India. *Management Research Review*, 39, 1695-1719. Doi:10.1108/MRR-10-2015-0249
- Rawashdeh, A. M. (2018). The impact of green human resource management on organizational environmental performance in Jordanian health service organizations. *Management Science Letters*, 8, 1049–1058, doi: 10.5267/j.msl.2018.7.006
- Rego, A., Leal, S., Cunha, M. P., Faria, J., & Pinho, C. (2009). How the employees' Perceptions of corporate citizenship predict their organisational commitment. *Working Papers in Management*, Universidade de Aveiro.

- Reissová, A., J. Šimsová & K. Hášová (2017). Gender Differences in Employee Engagement. *Littera Scripta. České Budějovice: Institute of Technology and Business in České Budějovice*, **10**(2), 84-94
- Ren, S., Tang, G. and Jackson, S.E. (2018). Green human resource management research in emergence: a review and future directions. *Asia Pacific Journal of Management*, Vol. 35 No. 3, pp. 769-803.
- Renwick, D. (2008). *Green HRM: A review, process model, and research agenda*. Sheffield: University of Sheffield Management School.
- Renwick, D. W., Redman, T., & Maguire, S. (2013). Green human resource management: A review and research agenda. *International Journal of Management Reviews*, 15(1), 1–14. <http://dx.doi.org/10.1111/ijmr.2013.15.issue-1>
- Renwick, D., Redman, T. & Maquire, S. (2008). *Green HRM: A Review, Process Model, and Research Agenda*, Discussion Paper Series, University of Sheffield Management School, The University of Sheffield. <http://www.sheffield.ac.uk/content/1/c6/08/70/89/2008-01.pdf>.
- Rettab, B., Brik, A. B., & Mellahi, K. (2009). A study of management perceptions of the impact of corporate social responsibility on organisational performance in emerging economies: the case of Dubai. *Journal of Business Ethics*, 89, 371-390.
- Reverchon, A. (2000). Entrepreneurial quality and Social responsibility. *Management Reviews*, 2, 24-15.
- Rhoades, L., & Eisenberger, R. (2002). Perceived Organizational Support: A Review of the Literature. *Journal of Applied Psychology*, 87(4), 698-714. <http://dx.doi.org/10.1037/0021-9010.87.4.698>
- Rich, B.L., Lepine, J.A., & Crawford, E.R. (2010). Job Engagement: Antecedents and Effects on Job Performance. *Academy of Management Journal*, 53(3), 617-635. <http://dx.doi.org/10.5465/AMJ.2010.51468988>
- Richardson A.J, Welker M, & Hutchinson I. R. (1999). Managing Capital Market Reactions to Corporate Social Responsibility. *International Journal of Management Research (IJMR)*, 3, 17- 43.

- Richman, A. (2006). Everyone wants an engaged workforce how can you create it?. *Workspan*, Vol 49, 36-39.
- Robert, D.R., & Davenport, T.O. (2002). Job Engagement: Why It's Important and How to Improve It. *Employment Relations*, 24(3), 21-29.
- Robinson, D., Perryman, S., & Hayday, S. (2004). The drivers of employee engagement. Institute for Employment Studies, UK, report 408, ISBN: 978-1-85184-336-7.
- Robinson, F. (2008). Going green: what does it really mean? [online]. Retrieved on 14th March, 2014 from <http://ezinearticles.com/?Going-green!-What-does-it-really-mean?&kd=2267926>.
- Robinson, I. (2006). *Human Resource Management in Organisations*, London, CIPD
- Rodrigo, P., & Arenas, D. (2007). Do Employees Care About CSR Programs? A Typology of Employees According to their Attitudes. *J Bus Ethics Journal of Business Ethics*, 83(2), 265-283.
- Rolfe, H. (2005) Building a Stable Workforce: Recruitment and Retention in the Child Care and Early Years Sector. *Children and Society*, 19, 54-65.
- Ruchismita, P., Shitij, R., Pallavi, S., & Vivek, Y. (2015). Green HR: Analysis of sustainable practices incorporated by IT firms in India. *SIMS Journal of Management Research*, 1, 12-17.
- Rugman, A. & Verbeke, A. (1998) Corporate strategy and international environmental policy. *Journal of International Business Studies*, 29(4), 819 - 833.
- Rupp, D. B. & Mallory (2015). Corporate social responsibility: Psychological, person-centric, and progressing. *Annual Review of Organizational Psychology and Organizational Behavior*, 2 , 211-236
- Rurkkhum, S. and Bartlett, K.R. (2012). The relationship between employee engagement and Organizational Citizenship Behaviour in Thailand. *Human Resource International*, 15(2); 157-174.

- Saeed, B.B., Afsar, B., Hafeez, S., Khan, S., Tahir, M., and Afridi, M.A. (2019). Promoting employee's proenvironmental behavior through green human resource management practices. *Corp. Soc. Responsib. Environ. Manag*, 26, 424–438.
- Saks, A.M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7): 600-619.
- Salanova, M., & Schaufeli, W.B. (2008). A Cross-National Study of Work Engagement as a Mediator between Job Resource and Proactive Behavior. *The International Journal of Human Resource Management*, 19(1), 116-131.
<http://dx.doi.org/10.1080/09585190701763982>
- Salanova, M., Agut, S., & Peiro, J. M. (2005). Linking Organizational Resources and Work Engagement to Employee Performance and Customer Loyalty: The Mediation of Service Climate. *Journal of Applied Psychology*, 90, 1217–1227.
<http://dx.doi.org/10.1037/0021-9010.90.6.1217>
- Sarkar, S. (2011). A Study on Employee Engagement at Manufacturing Industries. *Global Management Review*, Vol. 5(3), 62-72
- Satata, D.B.M. (2021). Employee Engagement as An Effort to Improve Work Performance: Literature Review. *Ilomata International Journal of Social Science (IJSS)*, Volume 2, Issue 1, Page No. 41-49
- Saxena, S., Tomar, K. and Tomar, S. (2019). Impact of Job Satisfaction on Organizational Citizenship Behavior (January 6, 2019). *Proceedings of 10th International Conference on Digital Strategies for Organizational Success*. Available at <https://ssrn.com/abstract=3323753>
- Schaufeli, W.B., & Baker, A.B. (2004). Job Demands, Job Resources, and The Relationship with Burnout and Engagement: A Multi-Sample Studies. *Journal of Organizational Behavior*, 25(3), 293-315.
- Schaufeli, W.B., Bakker, A.B., & Salanova, M. (2006). The Measurement of Work Engagement with a Short Questionnaire: A Cross-National Study. *Educational and Psychological Measurement*, 66(4), 701-716.
<http://dx.doi.org/10.1177/0013164405282471>

- Scheuren, F. (2004). What is a survey? Alexandria, VA: American Statistical Association.
Retrieved on July 24, 2014, from: <http://www.whatisasurvey.info>
- Schwartz, M. S., & Carroll, A. B. (2003). Corporate Social Responsibility: A Three-Domain Approach. *Business Ethics Quarterly* 13(4), 503–530.
- Sector-wise contribution of GDP of India (2019). *Ministry of Statistics and Programme Implementation. Government of India*, Retrieved on 14th April 2020 from <http://statisticstimes.com/economy/sectorwise-gdp-contribution-of-india.php>
- Sen, S. and Bhattacharya, C. B. (2001). Does doing good always lead to doing better? Consumer reactions to corporate social responsibility. *Journal of marketing Research*, 38(2): 225-243.
- Shafaei, A., Nejati, M. and Mohd Yusoff, Y. (2020). Green human resource management: A two-study investigation of antecedents and outcomes. *International Journal of Manpower*, Vol. 41 No. 7, pp. 1041-1060. <https://doi.org/10.1108/IJM-08-2019-0406>
- Shaikh, M. W. (2012). Green HRM, A requirement of 21st century. *ABHINAV National monthly refereed journal of research in commerce & management*, 1(10), 122-127.
Retrieved from <http://abhinavjournal.com/journal/>
- Sharma J, Bajpai N, Holani U. (2011). Organizational citizenship behavior in public and private sector and its impact on job satisfaction: A comparative study in Indian perspective. *International Journal of Business Management*, 6(1):67-75.
- Sharma N. & Gupta N. (2009). Green HRM: An Innovative approach to environmental sustainability. *Society for human resource management, Green workplace: survey brief*
- Sharma, K. (2016). Conceptualization of Green HRM and GreenHRM Practices: Commitment to EnvironmentSustainability. *International Journal of Advanced Scientific Research and Management*, 1(8), 74-81.
- Sharma, S. (2000). Managerial Interpretations and Organizational Context as Predictors of Corporate Choice of Environmental Strategy. *Academy of Management Journal* 43(4), 681–697.

- Sharma, S. and Gangwani, S. (2015). The Impact of Demographic Variables on Employee Engagement in Public and Private Service Sector in India. *International Journal of Research in Economics and Social Sciences (IJRESS)*, 7(5), 299-313
- Shaw, K. (2005). Employee engagement, how to build a high-performance workforce. Melcrum Publishing Limited, retrieved from <http://www.emeraldinsight.com/Insight/ViewContentServlet?Filename=Published/EmeraldFullTextArticle/Articles/0500210701.html#b15>
- Sheehy, B.; Farneti, F. (2021). Corporate Social Responsibility, Sustainability, Sustainable Development and Corporate Sustainability: What Is the Difference, and Does It Matter? *Sustainability*, 13, 5965. <https://doi.org/10.3390/su13115965>
<https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf>
- Shen, J. B. and Benson. (2016). When CSR is a social norm: How socially responsible human resource management affects employee work behavior. *Journal of Management*, 42 (6), 1723-1746
- Shields, M. A. and Ward, M. (2001). Improving Nurse Retention in the National Health Service in England: The Impact of Job Satisfaction on Intentions to Quit. *Journal of Health Economics*, 20, 677-701.
- Silvester, Y. , Sarip, A., and Hassan, M.A. (2019). The Relationship between Green HRM Practices and Organizational Citizenship Behavior toward Environment (OCBE). *Journal of Management and Organization Research*, 1(1), 1-7
- Singh, A. K. (2008). *Tests, Measurements and Research Methods in Behavioral Sciences*. Patna: Bharti Bhavan (P&D).
- Singh, S.K.; Del Giudice, M.; Chierici, R.; Graziano, D. (2020). Green innovation and environmental performance: The role of green transformational leadership and green human resource management. *Technology Forecast and Society Change*, 150, 119762.
- Smedley, T. (2007). A little more conservation. *People Management*, 3, 32-35.
- Smith C. A., Organ Dennis W. and Near J. P. (1983). Organizational citizenship behavior: its nature and antecedents. *Journal of Applied Psychology*, Vol. 68, pp. 653-663.

- Smith M.S, Alcom D.S (1991). Cause Marketing: A New Direction in the Marketing of Corporate Responsibility. *Journal of Services Marketing*. Vol 6, No 4, Pg 21-37
- Smith, G. P. (2001), *Here Today, Here Tomorrow*, Dearborn Trade Publishing, Chicago.
- Smith, R. W., Kim, Y.-J., & Carter, N. T. (2020). Does It Matter Where You're Helpful? Organizational Citizenship Behavior From Work and Home. *Journal of Occupational Health Psychology*. Advance online publication. <http://dx.doi.org/10.1037/ocp0000181>
- Snape E., & Redman T. (2010). HRM Practices, Organizational Citizenship Behavior, and Performance: A Multi-Level Analysis. *Wiley Online Library*, 47(7), 1219-1247.
- Soane, E., Truss, C., Alfes, K., Shantz, A., Rees, C., & Gatenby, M. (2012). Development and application of a new measure of employee engagement: the ISA Engagement Scale. *Human Resource Development International*, 15(5), 529-547.
- Sri, L. and Deepa, M. (2017). A Study on Employee Engagement Dimensions and Its Impact on Organization Citizenship Behavior. *Innovare Journal of Engineering. & Technology*, Vol 5, Issue 3, 1-3
- Sridhar A. (2014). Impact of employee engagement on organization. *Journal Management Research* , 6(2), 147-55.
- Stamper, C.L. & Van Dyne, L., (2003). Organizational citizenship: A comparison between part-time and full-time service employees. *Cornell Hotel and Restaurant Administration Quarterly*, 44(1), 33–42.
- Steijn ,B. (2004). Human resource management and job satisfaction in the Dutch public sector. *Review of Public Personnel Administration*, 24 (4), 291-303.
- Story, J.S., & Castanheira, F. (2019). Corporate Social Responsibility and Employee Performance: Mediation Role of Job Satisfaction and Affective Commitment. *Corp Soc Responsibly Environ Manag* 26(6):1361– 1370
- Sturman, M.C. (2003). Searching for the inverted U-shaped relationship between time and performance: Meta-analyses of the experience/performance, tenure/performance, and age/performance relationships. *J. Manag*, 29, 609–640.

- Sudin, S. (2011). Strategic green HRM: a proposed model that supports corporate environmental citizenship. Paper presented at the International Conference on Sociality and Economics Development, Kuala Lumpur, Malaysia, 4–5 June, IPEDR, IACSIT Press, Singapore, Vol. 10.
- Swanson, D. and Niehoff, B. P. (2001). Business Citizenship outside and inside organisations, in Andriof Jörg and MacIntosh Malcolm (Ed.), Perspectives on Corporate Citizenship, Greenleaf Publishing 2001, Part 6, pp. 104-116.
- Szamosi, L. T. (2006). Just what are tomorrow's SME employees looking for? *Journal of Education and Training*, 48(8), 654-665.
<http://dx.doi.org/10.1108/00400910610710074>
- Tajfel H. and Turner J. C. (1985). The Social Identity Theory of Group Behavior. in *Psychology of Intergroupe relations*, Henri Tajfel (Ed.), Cambridge: Cambridge University Press, pp. 15-40.
- Tajfel, H., & Turner, J. C. (1985). The Social Identity Theory of Intergroup Behavior. In S. Worchel & W. G. Austin (Eds.), *Psychology of intergroup relations* (2nd ed., pp. 7-24). Chicago, IL: Nelson-Hall.
- Tajfel, H., Turner, J. C. (1986). The social identity theory of intergroup behaviour. in *Psychology of Intergroup Relations*, eds Worchel S., Austin W. G. (Chicago: Nelson Hall;), 7– 24.
- Tariq, M.H. (2015). Effect of CSR on Employee Engagement. *Indian Journal of Science and Technology*, Vol 8(S4), 301–306 DOI: 10.17485/ijst/2015/v8iS4/64700
- Tariq, S., Jan, F.A. and Ahmad, M.S. (2016). Green employee empowerment: a systematic literature review on state-of-art in green human resource management. *Quality and Quantity*, Vol. 50 No. 1, pp. 237-269.
- Thackray, J. (2001). Feedback for real. *Gallup Management Journal*,
<http://gmj.gallup.com/content/811/Feedback-for-Real.aspx>
- Thayer, S. E. (2008). Psychological climate and its relationship to employee engagement and organizational citizenship behaviors. ProQuest.

- The Companies (Corporate Social Responsibility) Act-2014. (2014). Ministry of Corporate affairs; Government of India. New Delhi: The Gazettes of India.
- The Gallup Organization. (2014). 12Q Survey; Measurement of employee engagement. Retrieved on 29 August 2014, from <http://www.gallup.com/home.aspx>
- Thomas, E. A. (2011). Personality characteristics and behavioral outcomes associated with engagement in work-related roles. Alliant International University, Los Angeles.
- Thompson, J. K., & Smith, H. L. (1991). Social Responsibility and Small Business: Suggestions for Research. *Journal of Small Business Management*. Pg30-44
- Tilt, A.C. (1994). The Influence of External Pressure Groups on Corporate Social Disclosure. *Accounting, Auditing & Accountability Journal*. Vol 7, No 4, Pg 47- 72
- Tokay, Ö. & Eyupoglu, S.Z., (2018). Employee perceptions of organisational democracy and its influence on organisational citizenship behaviour. *South African Journal of Business Management*, 49(1), a397.
- Trevino, L. K., & Nelson, K. A. (2011). *Managing business ethics: Straight talk about how to do it right*. Hoboken, NJ: Wiley.
- Turban, D. B., & Greening, D. W. (1997). Corporate social performance and organisational attractiveness to prospective employees. *Academy of Management Journal*, 40(3), 658-672. <http://dx.doi.org/10.2307/257057>
- Turker, D. (2009a). Measuring Corporate Social Responsibility: A Scale Development Study. *Journal of Business Ethics* , 85, 411–427.
- Turker, D. (2009). How corporate social responsibility influences organizational commitment. *Journal of Business Ethics*, 89(2), 189-204.
- Turker, D. (2009b). How corporate social responsibility influences organizational commitment. *Journal of Business Ethics*, Vol. 89, pp. 189-204.
- Turner J. C., Brown R. J., and Tajfel H. (1979). Social comparison and group interest in in-group favouritism. *European Journal of Social Psychology*, 9, 187–204. doi: 10.1002/ejsp.2420090207

- Tuzzolino, F., & Armandi, B. R. (1981). A Need-Hierarchy Framework for Assessing Corporate Social Responsibility. *Academy of Management Review*, 6(1), 21-28.
- Twari, M. (2017). Green orientation & Green Management Practices as CSR in academic institutions. *IJARIE*,3(4) 668-676
- Tymon Jr., W.G., Stumpf, S.A. and Smith, R.R. (2011). Manager Support Predicts Turnover of Professionals in India. *Career Development International*, 16, 293-312.
- Uddin, M. M. & Islam, R. (2015). Green HRM: Goal Attainment through Environmental Sustainability. *The Journal of Nepalese Bussiness Studies*, 9(1), 13-19
- UN General Assembly (2015). *Transforming our world : the 2030 Agenda for Sustainable Development*, 21 October 2015, A/RES/70/1, retrieved on 1 August 2021 from: <https://www.refworld.org/docid/57b6e3e44.html>
- United Nations Environment Programme (2019). Programme Performance Report 2018. UN Environment Programme, Nairobi, retrieved from <http://hdl.handle.net/20.500.11822/27734>.
- Unnikrishnan, D., & Hedge, S. (2007). Environmental training and cleaner production in Indian industry—a micro-level study. *Resources Conservation and Recycling*, 50(4), 427-441. <http://dx.doi.org/10.1016/j.resconrec.2006.07.003>
- Van Marrewijk, M. (2003). Concepts and definitions of CSR and corporate sustainability: between agency and communion. *Journal of Business Ethics*, Vol. 44 No. 2-3, pp. 95-105.
- Van Scotter, J. R., Motowidlo, S. J., & Cross, T. C. (2000). Effects of task performance and contextual performance on systemic rewards. *Journal of Applied Psychology*, 85(4), 526-535. doi: 10.1037//0021-9010.85
- Victor, D. G. (2001). *The collapse of the Kyoto Protocol and the struggle to slow global warming*. Princeton, NJ: Princeton University Press
- Vij, P., Suri, S., & Singh, S. (2013). GREEN HRM- DELIVERING HIGH PERFORMANCE HR SYSTEMS. *International Journal of Marketing and Human Resource Management*, 4(2), 19-25

- Vitell, S. J., & Davis, D. L. (1990). Ethical beliefs of MIS professionals: The frequency and opportunity for unethical behavior. *Journal of Business Ethics*, 9(1), 63-70.
- Waddock, S. (2004). Parallel universes: companies, academics and the progress of corporate citizenship. *Business and Society Review*, 109(1),5-42.
- Waddock, S. E., & Graves, S. B. (1997). The Corporate Social Performance-Financial Performance Link. *Strategic Management Journal*, 18 (4), 303-319.
- Wagner, S. L., & Rush, M. C. (2000). Altruistic organizational citizenship behavior: Context, disposition, and age. *The Journal of Social Psychology*, 140(3), 379–391. <https://doi.org/10.1080/00224540009600478>
- Walker, J. W. (2001). Zero defections? *Human Resource Planning*, 24(1), 6–8.
- Walsh, G. & Bartikowski, B. (2013). Employee emotional labour and quitting intentions: moderating effects of gender and age. *European Journal of Marketing*, Vol. 47 Issue:8, pp.1213-1237, <https://doi.org/10.1108/03090561311324291>
- Wang, C. & Chen, H. (2019). Relationship among workplace incivility, work engagement, and job performance. *Journal of Hospitality and Tourism*. DOI 10.1108/JHTI-09-2019-0105
- Wang, X. H., Yang, J., Cao., R. Lee, B.Y. (2019). Corporate Social Responsibility and Collective OCB: A Social Identification Perspective. *Journal Frontiers in Psychology*, 10, doi: 10.3389/fpsyg.2019.02720
- Wee, S., & Quazi, H. (2005). Development and Validation of Critical Factors of Environmental Management. *Industrial Management & Data Systems*, 105(1), 96-114.
- Wehrmeyer, S. (1997). Greening people”, *Journal home*, Greenleaf Publishing, Vol.6 No. 1, pp 416.
- Werner, J. M. (1994). Dimensions that make a difference: Examining the impact of in-role and extra role behaviors on supervisory ratings. *Journal of Applied Psychology*, 79(1), 98-107.

- Williams, L. J., & Anderson, S. E. (1991). Job satisfaction and organisational commitment as predictors of organizational citizenship and in-role behaviors. *Journal of Management*, 17, 601-617.
- Windsor, D. (2001). The Future of Corporate Social Responsibility. *International Journal of Organizational Analysis*. Vol 9, No 3, 225-256
- Wood, D. J. (1991). Corporate social performance revisited. *Academy of Management Journal*, Vol. 16 No. 4, pp. 691-718.
- Wood, M.E., Mansoor, G.F., Hashemy, P., Namey, E., Gohar, F., Ayoubi, S.F. and Todd, C.S. (2013). Factors Influencing the Retention of Midwives in the Public Sector in Afghanistan: A Qualitative Assessment of Midwives in Eight Provinces. *Midwifery*, 29, 1137-1144
- World Business Council on Sustainable Development . (2010). Vision 2050. The new agenda for business. Geneva, Switzerland. Retrieved on 24th September, 2021 from: https://scholar.google.com/scholar_lookup?hl=en&publication_year=2010&author=World+Business+Council+on+Sustainable+Development&title=Vision+2050.+The+new+agenda+for+business
- Wren, B.M., Berkowitz, D & Grant, E. S (2014). Attitudinal, personal, and job-related predictors of salesperson turnover. *Marketing Intelligence & Planning*, Vol. 32 Issue: 1, 107-123, <https://doi.org/10.1108/MIP-04-2013-0061>
- Wright, P. M., Dunford, B. B. & Snell, S. A. (2007). Human resources and the resource based view of the firm. In: Schuler, R. S. & Jackson, S. E. (ed.): *Strategic Human Resource Management*. 2nd Edition. Oxford: Blackwell Publishing.
- Yadav, L. K., (2016). Employee Engagement among Academicians: Interaction Effect of Perceived Organizational Support and Individualism. *Vilakshan: The XIMB Journal of Management* [online]. Bhubaneswar : Xavier Institute of Management, **13**(1), 21-38
- Yang, X.; Feng, Y.; Meng, Y.; Qiu, Y.(2019). Career Adaptability, Work Engagement, and Employee Well-Being Among Chinese Employees: The Role of Guanxi. *Front. Psychology*, 10, 1029.

- Yazinski, S. (2009). Strategies for retaining employees and minimizing turnover. Retrieved from York, NY.
- You, C.S., Huang, C.C., Wang, H.B., Liu, K.N., Lin, C.-H., & Tseng, J.S. (2013). The relationship between corporate social responsibility, job satisfaction and organizational commitment. *International Journal of Organizational Innovation*, 5(4), 65-77.
- Yu, W., Chavez, R., Feng, M., Wong, C.Y. and Fynes, B. (2020). Green human resource management and environmental cooperation: an ability-motivation-opportunity and contingency perspective. *International Journal of Production Economics*, Vol. 219, pp. 224-235.
- Yusoff, Y.M., Othman, N.Z., Fernando, Y., Amran, A., Surlenty, L. & Ramayah, T. (2015). Conceptualization of Green Human Resource Management: An Exploratory Study from Malaysian-based Multinational Companies. *International Journal of Business Management and Economic Research(IJBMER)*, Vol 6(3),2015,158-166
- Zhang, Y., Luo, Y. , Zhang, X. and Zhao, J. (2019). How Green Human Resource Management Can Promote Green Employee Behavior in China: A Technology Acceptance Model Perspective. *Sustainability*, 11, 1-19, doi:10.3390/su11195408
- Zheng, D. (2010). The Impact of Employees' Perception of Corporate Social Responsibility on Job Attitudes and Behaviours: A Study in China. *Dissertations and Theses Collection*, Singapore Management University, retrieved on 20 June 2020 from http://ink.library.smu.edu.sg/etd_coll/72