

## **Abstract**

**The impact of green human resources management on entrepreneurial performance: The mediating role of green supply chain management.**

**An applied study on five-star hotels in Jordan.**

Prepared by

**Noura Al-manee**

Supervised by

**D. Moyyad Al-fawaeer**

## **Abstract**

This study aimed to identify the impact of green human resources management in its dimensions (green recruitment and recruitment, green training, incentives and green wages, green employee participation, green performance evaluation) on the entrepreneurial performance in its dimensions (profitability, market share, employee satisfaction, innovation) in the five hotels. Stars operating in Jordan and also to identify the mediating role of supply chain management in the relationship between green human resource management and leadership performance in these hotels. To achieve the objectives of the study, the researcher made a comprehensive review of the previous literature and developed a questionnaire whose paragraphs express the variables of the study, and after arbitration and adoption of this questionnaire, the researcher

distributed it to a sample of (285) individuals working in five-star hotels in Jordan.

The study data was analyzed through SPSS and Amos software, and the following results were reached: The study confirmed that green human resource management has a statistically significant effect on entrepreneurial performance, and it was concluded that supply chain management mediates the relationship between green human resource management and entrepreneurial performance.

Based on the results of the study that was reached, the researcher made several recommendations that may be useful for academics and administrative practitioners in these hotels, and among these recommendations, managers and officials in these hotels should test job applicants with their knowledge and experience in environmental issues, and appoint the best of those to fill vacant positions and recommend The senior management in the Jordanian five-star hotel sector should promote green practices in all of its activities and operations, as these activities play a role in improving the leading performance of these hotels.

**Keyword:** Green Human Resources Management, Enterprunertial performance, Green supply chain management, the five-star Jordanian hotel