International Journal of Management and Commerce Innovations ISSN 2348-7585 (Online)
Vol. 7, Issue 2, pp: (179-188), Month: October 2019 - March 2020, Available at: www.researchpublish.com

GREEN PRACTICES IN THE OPERATIONS OF LYCEUM OF THE PHILIPPINES UNIVERSITY CAVITE: BASIS FOR DEVELOPING AN OPERATIONAL GUIDELINES FOR THE EMPLOYEES

Dr. Mary Grace Berico[1], Ma. Carmelita A. Carandang[2], Bernadette G. Rojo[3]

Lyceum of the Philippines University Cavite, Gen Trias Cavite, Philippines

College of Business Administration

Abstract: **The purpose of this research is to determine the level of performances of the different offices in LPU Cavite in terms of green practices for the improvement of the organization's environmental performance. This will serve as the basis of developing operational guidelines for the employees. The descriptive research design was used. On the other hand, the comparative research method was used to determine if significant differences exist in the observation of the participants on the green practices when grouped by the type of participants. The study also used descriptive-correlational research methods to determine the significant relationship between the demographic profile and green practices in the operations of LPU Cavite. The majority of the participants are the non-teaching staffs of LPU Cavite, ages ranged from 26 to 30 years old, most are females, college graduates, and stayed in LPU Cavite between 1 to 5 years. The results revealed that among the observation of green practices, resource management has the highest mean of 4.44 while the indicator implementation and monitoring has the lowest mean of 3.98. There is no significant difference in the observation of the participants of green practices when grouped according to age, marital status, educational attainment, occupation, employment status, and length of service except for gender in relation to stakeholder support. Lastly, there is no significant relationship between demographic profile and green practices except for the length of service in relation to resource management and occupation in relation to facilities usage. It can be concluded that the non-teaching staffs apparently were more involved in daily resource management routine, including conservation, using environment-friendly products, and recycling. However, strict monitoring and implementation of these activities were least observed by employees that could affect the environmental initiatives of LPU Cavite. Females were more conscious and supportive in implementing green practices for the protection of the environment. Employees who stayed more than a year in the company were more committed to practicing sustainability in relation to resource management like saving energy and recycling waste. Among LPU Cavite non-teaching employees, rank and file staffs are more observant in applying green practices in using Facility and resources efficiently. It is recommended that LPU Cavite will consider the proposed operational guidelines for the implementation of green practices in LPU Cavite.**

Keywords: **Green practices; employees; LPU Cavite; operational guidelines.**

I. INTRODUCTION

Through rapid paces of growth and development, apparent competition over innovation, market share, customer patronization, branding among others intensify more the global industry. Emerging countries such as the Philippines, continuously pave the way to mark the global competition by improving processes and producing quality outputs in order to attract more investors. Along with this highly industrialized environment, no one has the best of both worlds. Strive for

success directly implies destructive impacts on the society, community, and environment as a whole. In highly innovative industries such as the academe, being recognized for international standardization is an ultimatum. Along with the notion of producing industry competitive students with a high orientation to research and business endeavors, the process of getting quality output must as well mention the efficient and effective undertaking an organization practices on its daily operations. The study primarily emphasized the green practices in the operations of Lyceum Philippines University Cavite for the basis of developing operational guidelines for the employees. LPU Cavite being the "First and only Resort Campus" in the Philippines highlights its modern and elegant architectural design. While this physical attribution has apparently set as an edge over competitors, the researchers aimed to examine on the other hand the university's operational practices that would reflect its capacity in minimizing impacts to the environment.

II. METHODS AND PROCEDURE

The descriptive research design was used in this study to establish a concrete basis of conclusions. This descriptive model was used because it is more expansive and encompassing than any other methods of investigation. Also, with the aid of descriptive research design, the researchers obtained the needed information in order to determine the demographic profile and degree of observation of the participants on green practices in their operations at LPU Cavite. On the other hand, the comparative research method was used to determine if significant differences exist in the observation of the participants on the green practices when grouped by the type of participants. The study also used descriptive-correlational research methods; such determined the significant relationship between the demographic profile and green practices in the operations of LPU Cavite.

The participants of the study were the non-teaching employees of LPU Cavite. Based on the records of the Human Resources Department of LPU Cavite, a total of 195 composed of male and female. However, only 92 non-teaching employees were subjects of analysis. The sampling technique used by the researchers was purposive sampling

To obtain the primary data for this study, the researchers used a survey questionnaire. The questionnaire used for the actual survey was an adapted survey questionnaire which was taken from the study on green practices conducted by Rojo et al., (2012) and subsequently modified by the researchers.

The draft of the survey questionnaire was content validated by CBA faculty members of LPU Cavite and was pre-tested to 15 individuals other than the target participants using Cronbach Reliability Test. The participants and their answers were not part of the actual process of the study but were only used for testing purposes. The purpose of the test was to prove that no lapses and gaps presented during the pre-test, thus, making the instrumentation of the researchers a comprehensive, direct, and effective one.

III. RESULTS AND DISCUSSION

From Table 1, it is evident that the majority of the participants were between the ages of 26 to 30 years old (35%) and only 15 percent were at the ages of 31 to 35 years old. In terms of gender, 73% of the participants were "female" and only 27 percent were "male." The majority (58%) of the participants were single in terms of their "marital status." 50 percent of the participants were "college" graduates and only 2 percent were "high school" graduates. Regarding the "length of service," 47 percent of the participants were at the institution for about one to five years. It appears that 55 percent of the participants were "regular" in their "employment status" and a majority (89%) of them were "rank and file."

Table 1: Profile of the participants

Characteristic	Category	Frequency	Percentage
Age group	21 to 25 years old	28	30.4
	26 to 30 years old	32	34.8
	31 to 35 years old	14	15.2
	36 years old and above	18	19.6
Gender	Male	25	27.2
	Female	67	72.8
Marital status	Single	53	57.6
	Married	39	42.4
Highest educational attainment	High School	2	2.2
	College	46	50.0

	Graduate School Post Graduate	35 9	38.0 9.8
Employment status	Contractual Regular	41 51	44.6 55.4
Length of service	Less than a year 1 to 5 years More than 5 years	19 43 30	20.7 46.7 32.6
Occupation	Rank and File Middle Management	82 10	89.1 10.9

Observation on Green Practices.

Resource management. This indicator has the highest mean of 4.44 which means that the participants "Observed" to choose products that are environmentally friendly, strictly follow policies on resource conservation, and focusing on practices in saving energy. In a related study conducted by Sumaylo (2016), he emphasized that embracing green practices is not only a cost-saving undertaking, but also a wise utilization of the depleting resources and exhausts the tradition of reusing, recycling, and reducing.

Facility usage. This indicator has the second highest mean of 4.38 which means that the participants "Observed" the proper ways of using the school Facility and amenities to save resources and for the protection of the environment. The area of sustainability relates to incorporating sustainability in operations by providing beyond the attractive physical features and elegant atmosphere but sustainability can be used as an asset to improve the loyalty of the customers (Shanti, 2016).

Implementation and Monitoring. It has the lowest mean of 3.98 which means that there is a need to improve management support in green practices by providing incentives to those employees and students who comply with their green practice policies. The institution must have a structured monitoring strategy on green practices and sets the penalty for those who will not comply with the implemented rules. Delmas & Pekovic (2013) pointed out that greener firms are associated with higher labor productivity. It enhances a firm's reputation, which leads to a positive impact on employee work attitudes and contributes to improved labor productivity.

Waste management. It has the second lowest mean of 4.02 which indicates that employees, though, are observed practicing, however, are not strictly complying with proper waste management, such as segregation of biodegradable from non-biodegradable, recycling resources for alternative utilization, and selling of non-biodegradable wastes.

Table 2: Observation on Green Practices

Indicator	Mean	Interpretation	Rank
Waste Management	4.0239	Observed	6
Facility Usage	4.3768	Observed	2
Purchasing Policy	4.1391	Observed	4
Environmental Practices	4.0848	Observed	5
Resource Management	4.4435	Observed	1
Stakeholder Support	4.2152	Observed	3
Implementation and Monitoring	3.9761	Observed	7

Interpretation: 1.00-1.49 = Not observed; 1.50-2.49 = Sometimes observed; 2.50-3.49 = Neutral; 3.50-4.49 =Observed; 4.50- 5.00 = Always observed

Observation of the participants in the Green Practices according to demographic profile

Difference in the observation of the participants of the green practices according to age. "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and "Implementation and Monitoring" showed that the computed significant values are greater than the level of significance of 0.05, thus the null hypothesis is accepted. It is concluded that "age" does not affect the observation of the participants on green practices at LPU Cavite.

Table 3: Difference in the observation of the participants on the green practices according to age

Indicator	Mean Square	F	Sig.	Decision on Ho	Interpretation
Waste Management	.694 .933 .574 .581	1.194 1.607 .988	.317	Accept	Not significant
Facility Usage	.297 .867 .012 .377	.789 2.301 .033	.503	Accept	Not significant
Purchasing Policy	.729 .872 .658 .476	1.532 1.833 1.382	.212	Accept	Not significant
Environmental Practices	1.058 2.163 .506 .605	1.749 3.574 .837	.163	Accept	Not significant
Resource Management	.161 .198 .143 .320	.504 .620 .446	.681	Accept	Not significant
Stakeholder Support	.410 1.086 .071 .424	.965 2.558 .168	.413	Accept	Not significant
Implementation and Mentoring	.380 1.138 .000 .662	.573 1.719 .000	.634	Accept	Not significant

The difference in the observation of the participants of the green practices according to gender. In terms of "Waste Management," Facility usage," "Purchasing Policy," "Environmental Practices," "Resource Management," and "Implementation and Monitoring" the computed significant values are greater than the level of significance of 0.05, thus, the null hypothesis is accepted. While, in terms of "Stakeholder Support," the significant value is .017 which is less than the level of significance of 0.05, thus, the null hypothesis is rejected. It is concluded that gender, specifically females are more conscious in observing green practices in relation to supporting the internal and external stakeholders.

Table 4: Difference in the observation of the participants on the green practices according to gender

Indicator	Mean Square	F	Sig.	Decision on Ho	Interpretation
Waste Management	.055 .590	.093	.762	Accept	Not significant
Facility Usage	1.241 .365	3.405	.068	Accept	Not significant
Purchasing Policy	.006 .489	.012	.914	Accept	Not significant
Environmental Practices	.202 .625	.324	.571	Accept	Not significant
Resource Management	.917 .308	2.980	.088	Accept	Not significant
Stakeholder Support	2.378 .402	5.913	.017	Reject	Significant
Implementation and Mentoring	.563 .654	.861	.356	Accept	Not significant

The difference in the Observation of the Participants of the Green Practices according to Marital Status. For the "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and Implementation and Monitoring" the computed significant values are greater than the level of

significance of 0.05, thus the null hypothesis is accepted. It is concluded that there is no significant difference in the observation of the participants on green practices at LPU Cavite when grouped according to "marital status."

Table 5: Difference in the Observation of the Participants on the Green Practices according to Marital Status

Indicator	Mean Square	F	Sig.	Decision on Ho	Interpretation
Waste Management	.271 .588	.461	.499	Accept	Not significant
Facility Usage	.702 .371	1.894	.172	Accept	Not significant
Purchasing Policy	.394 .485	.811	.370	Accept	Not significant
Environmental Practices	.074 .626	.119	.731	Accept	Not significant
Resource Management	.825 .309	2.670	.106	Accept	Not significant
Stakeholder Support	.516 .423	1.221	.272	Accept	Not significant
Implementation and Mentoring	.039 .660	.059	.809	Accept	Not significant

The difference in the observation of the participants on the green practices when grouped according to educational attainment. For the "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and Implementation and Monitoring" the computed significant values are greater than the level of significance of 0.05, thus the null hypothesis is accepted. Seemingly, most of the participants were college graduates who did not make any significant difference in their observation of green practices at LPU Cavite when grouped according to "educational attainment."

Table 6: Difference in the observation of the participants on the green practices when grouped according to educational attainment

Indicator	Mean Square	F	Sig.	Decision on Ho	Interpretation
Waste Management	.190 .173 .198 .598	.317 .289 .331	.813	Accept	Not significant
Facility Usage	.158 .231 .122 .382	.415 .607 .319	.743	Accept	Not significant
Purchasing Policy	.645 1.128 .404 .479	1.348 2.357 .843	.264	Accept	Not significant
Environmental Practices	.700 .000 1.049 .617	1.133 .000 1.700	.340	Accept	Not significant
Resource Management	.214 .204 .220 .318	.674 .640 .691	.570	Accept	Not significant
Stakeholder Support	.253 .148 .305 .430	.588 .345 .709	.625	Accept	Not significant
Implementation and Mentoring	.361 .354 .365 .663	.545 .534 .550	.653	Accept	Not significant

The difference in the observation of the participants on the green practices, according to employment status. For the "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and Implementation and Monitoring" the computed significant values are greater than the level of significance of 0.05, thus the null hypothesis is accepted. Evidently, being a regular or contractual employee does not affect the observation of the participants on green practices at LPU Cavite when grouped according to "employment status".

Table 7: Difference in the observation of the participants on the green practices according to employment status

Indicator	Mean Square	F	Sig.	Decision on Ho	Interpretation
Waste Management	.564 .585	.965	.329	Accept	Not significant
Facility Usage	.140 .377	.371	.544	Accept	Not significant
Purchasing Policy	.160 .488	.327	.569	Accept	Not significant
Environmental Practices	.595 .620	.959	.330	Accept	Not significant
Resource Management	.391 .314	1.248	.267	Accept	Not significant
Stakeholder Support	.391 .314	1.869	.175	Accept	Not significant
Implementation and Mentoring	.859 .651	1.321	.254	Accept	Not significant

The difference in the observation of the participants on the green practices, according to length of service. For the "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and Implementation and Monitoring" the computed significant values are greater than the level of significance of 0.05, thus the null hypothesis is accepted. It is concluded that there is no significant difference in the observation of the participants of green practices at LPU Cavite when grouped according to "length of service."

Table 8: Difference in the observation of the participants on the green practices according to length of service

Indicator	Mean Square	F	Sig.	Decision on Ho	Interpretation
Waste Management	.095 .157 .034 .595	.160 .264 .056	.852	Accept	Not significant
Facility Usage	.437 .049 .825 .373	1.172 .130 2.214	.314	Accept	Not significant
Purchasing Policy	.010 .006 .014 .495	.020 .012 .028	.980	Accept	Not significant
Environmental Practices	.442 .674 .210 .624	.708 1.079 .336	.495	Accept	Not significant
Resource Management	.277 .062 .492 .315	.879 .197 1.560	.419	Accept	Not significant
Stakeholder Support	.411 .412 .409 .424	.968 .971 .964	.384	Accept	Not significant
Implementation and Mentoring	.261 .149 .372 .662	.394 .225 .563	.676	Accept	Not significant

The difference in the observation of the participants on the green practices according to occupation. For the "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and Implementation and Monitoring" the computed significant values are greater than the level of significance of 0.05, thus the null hypothesis is accepted. Employees whether in middle management or rank and file, do not significantly affect the observation on green practices at LPU Cavite when grouped according to "occupation."

Table 9: Difference in the observation of the participants on the green practices according to occupation

Indicator	Mean Square	F	Sig.	Decision on Ho	Interpretation
Waste Management	1.423 .575	2.473	.119	Accept	Not significant
Facility Usage	.036 .378	.095	.759	Accept	Not significant
Purchasing Policy	.885 .480	1.845	.178	Accept	Not significant
Environmental Practices	1.580 .609	2.592	.111	Accept	Not significant
Resource Management	.120 .317	.379	.540	Accept	Not significant
Stakeholder Support	.102 .428	.238	.627	Accept	Not significant
Implementation and Mentoring	.301 .657	.459	.500	Accept	Not significant

Significant relationship between the Demographic Profile and Green Practices

Age and Green Practices. There is no significant relationship between the indicator "Age" of the "demographic characteristic" and each of the indicators of "green practices," namely "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and "Implementation and Monitoring".

Gender and Green Practices. Similarly, there is no significant relationship between the indicator "Gender" of the "demographic characteristic" and each of the indicators of "green practices," namely "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and "Implementation and Monitoring".

Marital Status and Green Practices. There is no significant relationship between the indicator "Marital Status" of the "demographic characteristic" and each of the indicators of "green practices," namely "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and "Implementation and Monitoring".

Educational Attainment and Green Practices. There is no significant relationship between the indicator "Educational Attainment" of the "demographic characteristic" and each of the indicators of "green practices," namely "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and "Implementation and Monitoring".

Employment Status and Green Practices. There is no significant relationship between the indicator "Employment Status" of the "demographic characteristic" and each of the indicators of "green practices," namely "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and "Implementation and Monitoring".

Length of Service and Green Practices. There is no significant relationship between the indicator "Length of Service" of the "demographic characteristic" and each of the indicators of "green practices," namely "Waste Management," "Facility Usage," "Purchasing Policy," "Environmental Practices," "Stakeholder Support," and "Implementation and Monitoring" except for "Resource Management" that significant relationship exists. Employees staying longer to LPU Cavite relatively are more involved in practicing sustainability in relation to resource management.

Occupation and Green Practices. There is no significant relationship between the indicator "Occupation" of the "demographic characteristic" and each of the indicators of "green practices," namely "Waste Management," "Purchasing Policy," "Environmental Practices," "Resource Management," "Stakeholder Support," and "Implementation and

Monitoring." However, there is a significant relationship between the indicator "Occupation" of the demographic characteristic" and "Facility Usage". Rank and file employees evidently are more exposed to the position of taking care of the Facility usage rather than middle managers.

Table 10: Relationship between demographic characteristics and green practices

Demographic Characteristic	Green Practices	Value	Df	Asymp Sig.	Decision on Ho	Interpretation
Age	Waste Management	32.993a	42	.839	Accept	Not significant
	Facility Usage	18.303a	21	.630	Accept	Not significant
	Purchasing Policy	40.260a	36	.287	Accept	Not significant
	Environmental Practices	40.467a	42	.538	Accept	Not significant
	Resource Management	30.506a	33	.592	Accept	Not significant
	Stakeholder Support	42.450a	36	.213	Accept	Not significant
	Implementation and Monitoring	42.837a	48	.684	Accept	Not significant
Gender	Waste Management	11.773a	14	.625	Accept	Not significant
	Facility Usage	8.285a	7	.308	Accept	Not significant
	Purchasing Policy	9.626a	12	.649	Accept	Not significant
	Environmental Practices	10.786a	14	.703	Accept	Not significant
	Resource Management	12.354a	11	.338	Accept	Not significant
	Stakeholder Support	16.924a	12	.152	Accept	Not significant
	Implementation and monitoring	20.456a	16	.200	Accept	Not significant
Marital Status	Waste Management	12.580a	14	.560	Accept	Not significant
	Facility Usage	4.196a	7	.757	Accept	Not significant
	Purchasing Policy	6.097a	12	.911	Accept	Not significant
	Environmental Practices	14.375a	14	.422	Accept	Not significant
	Resource Management	8.035a	11	.710	Accept	Not significant
	Stakeholder Support	9.165a	12	.689	Accept	Not significant
	Implementation and Monitoring	16.356a	16	.428	Accept	Not significant
Educational Attainment	Waste Management	29.913a	42	.919	Accept	Not significant
	Facility Usage	22.355a	21	.379	Accept	Not significant
	Purchasing Policy	39.753a	36	.306	Accept	Not significant
	Environmental Practices	34.949a	42	.771	Accept	Not significant
	Resource Management	32.929a	33	.471	Accept	Not significant
	Stakeholder Support	28.450a	36	.811	Accept	Not significant
	Implementation and Monitoring	46.487a	48	.535	Accept	Not significant
Employment Status	Waste Management	14.180a	14	.436	Accept	Not significant
	Facility Usage	8.066a	7	.327	Accept	Not significant
	Purchasing Policy	9.894a	12	.625	Accept	Not significant
	Environmental Practices	22.195a	14	.075	Accept	Not significant
	Resource Management	11.295a	11	.419	Accept	Not significant
	Stakeholder Support	10.297a	12	.590	Accept	Not significant
	Implementation and Monitoring	17.474a	16	.356	Accept	Not significant
Length of Service	Waste Management	24.457a	28	.657	Accept	Not significant
	Facility Usage	17.257a	14	.243	Accept	Not significant
	Purchasing Policy	18.778a	24	.764	Accept	Not significant
	Environmental Practices	24.545a	28	.652	Accept	Not significant
	Resource Management	36.310a	22	.028	Reject	Significant
	Stakeholder Support	23.467a	24	.492	Accept	Not significant
	Implementation and Monitoring	29.488a	32	.594	Accept	Not significant
Occupation	Waste Management	14.769a	14	.394	Accept	Not significant
	Facility Usage	18.963a	7	.008	Reject	Significant
	Purchasing Policy	16.740a	12	.160	Accept	Not significant
	Environmental Practices	10.559a	14	.720	Accept	Not significant
	Resource Management	17.819a	11	.086	Accept	Not significant
	Stakeholder Support	14.854a	12	.249	Accept	Not significant
	Implementation and Monitoring	21.463a	16	.161	Accept	Not significant

Table 11: Proposed operational guidelines

Specific Objectives	Activities	Time Frame	Implementing Body	Results
To help protect the environment by segregating biodegradable from non-biodegradable	• To provide separate trash bins for biodegradable and non-biodegradable in all classrooms and offices • To provide activities that will highly promote the segregation of waste disposal	All year round	Top management and Department Heads	Efficient and effective waste disposal
To help protect the environment by recycling resources for alternative utilization	• To facilitate programs that will encourage recycling waste to reduce costs	All year round	Top management and Department Heads	Cost reduction
To provide incentives to those employees and students who comply to green practice policies	• Employee Recognition • Special award for students	All year round	Top management and Department Heads	Active participation
To have a structured monitoring strategy	• Evaluation • Departmental Monthly Operational Report	Monthly	Top management and Department Heads	Strict implementation
To encourage stakeholders to support green practices	• Orientation/seminar for green practices • Programs that will support green practices implementation	All year round	Top management and Department Heads	Sustainability of Green Practices

IV. CONCLUSION

Based on the findings of the study, the following conclusions are presented:

1. Most of the non-teaching employees of LPU Cavite ages ranged from 26 to 30 years old. The majority were females, college graduates, stayed in LPU Cavite between 1 to 5 years and rank and file.

2. Non-teaching staffs apparently were more involved in daily resource management routine, including conservation, using environment-friendly products, and recycling. However, strict monitoring and implementation of these activities were least observed by employees that could affect the environmental initiatives of LPU Cavite.

3. Females were more conscious and supportive in implementing green practices for the protection of the environment.

4. Employees who stayed more than a year in the company were more committed to practicing sustainability in relation to resource management like saving energy and recycling waste.

5. Among LPU Cavite non-teaching employees, rank and file staffs are more observant in applying green practices in using Facility and resources efficiently.

REFERENCES

[1] Čekanavičius,L., Bazytė, R., & Dičmonaitė, A. (2014). Green business: challenges and practices. Retrieved from http://www.journals.vu.lt/ekonomika/article/view/3021.

[2] Chavan, G. & Naik, N. (2012). The study and implementation of environmental management system.

[3] Cronstam, O. & Grönberg, J. (2017). Influencing factors in the implementation of green management practices. Retrieved from http://hj.divaportal.org/smash/get/diva2:1116776 /FULLTEXT01.pdf.

[4] Delmas, M. & Pekovic, S. (2013). Environmental standards and labor productivity: Understanding the mechanisms that sustain sustainability. Retrieved from https://pdfs.semanticscholar.org/2679/5b4a354064d36817ddd6909fef31808fb61a.pdf.

[5] Diab, S., Al-Bourini, F., & Abu-Rumman, A. (2015). The impact of green supply chain management practices on organizational performance: a study of Jordanian food industries. Retrieved from http://dx.doi.org/10.5539/jms.v5n1p149.

[6] Jabbar, M. &Abid, M. (2015). A study of green hr practices and its impact on environmental performance: a review. Retrieved from https://www.researchgate.net/publication. /281899428_A_Study_of_Green_HR_Practices_ and_Its_Impact_on_Environmental_Performance_A_Review.

[7] Jeong, E., Jang, S., Day, J., & Ha, S. (2014). The impact of eco-friendly practices on green image and customer attitudes: An investigation in a café setting. Retrieved from http://brucepowerdirect.com/wp-content/uploads/2017/09/Impact-of-eco-friendly-practices-on-green-image.pdf.

[8] Kim, S. & Choi, Y. (2013). Hotel employees' perception of green practices. Retrieved from http://www.tandfonline.com/doi/full/10.1080/15256480.2013.782220?scroll=top&needacces.

[9] Rojo, B. et al. (2012). Green practices in the operations of selected tourist attractions in Kawit, Cavite: a basis for operational guideline (Unpublished master's thesis). De La Salle University, Dasmarinas Cavite.

[10] Rusiana, MG. (2015). Extent of implementation of green practices of deluxe hotels in Cebu Province Philippines. Retrieved from ojs.ssu.edu.ph/index.php/CDRJ/article.

[11] Salim, H. & Padfield, R. (2017). Environmental management system in the food and beverage sector: A case study from Malaysia.

[12] Shanti, J. (2016). A study on environmental sustainability practices of star hotels in Bangalore. Retrieved from https://link.springer.com/article/10.1007/s13520-016-0063-5.