

**THE MEDIATING ROLE OF EMPLOYEE SUSTAINABILITY  
PERFORMANCE IN THE RELATIONSHIP BETWEEN GREEN  
WORKPLACE ENVIRONMENT AND SUSTAINABILITY  
PERFORMANCE IN APPAREL FIRMS**



By

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## ABSTRACT

The purpose of this research study is to explore the mediating role of Employee Sustainability Performance in the relationship between Green Workplace Environment and Sustainability Performance of selected apparel firms. This research examines the existing levels of Green Workplace Environment, Employee Sustainability Performance and Sustainability Performance of selected apparel firms, the relationships among Green Workplace Environment, Employee Sustainability Performance and Sustainability Performance of selected apparel firms and explores whether Employee Sustainability Performance mediates the relationship between the Green Workplace Environment and Sustainability Performance of selected apparel firms. This research study relies on a data set derived its survey of 298 employees who are currently employed in green concept established two apparel firms.

The findings of this research study show that Green Workplace Environment, Employee Sustainability Performance, and Sustainability Performance had high level. There was a strong positive relationship between Green Workplace Environment and Sustainability Performance, between Green Workplace Environment and Employee Sustainability Performance also had a strong positive and in between the Employee Sustainability Performance and Sustainability Performance also identified a strong positive relationship. 64.9% of variability in Sustainability Performance of the selected two apparel firm's was accounted by Green Workplace Environment, 48.5% of variability in Employee Sustainability Performance of the selected two apparel firms was accounted by Green Workplace Environment, 67.7% of variability in Sustainability Performance of the selected two apparel firms was accounted by Employee Sustainability Performance and 78.2% of variability in Sustainability Performance of the selected two apparel firms were accounted by combination of Green Workplace Environment and Employee Sustainability Performance. Finally, it is concluded that that Employee Sustainability Performance plays a partial mediating role in the connection in between Green Workplace Environment and Sustainability Performance of the selected two apparel firms.

**Key words:** Green Workplace Environment, Employee Sustainability Performance, Sustainability Performance.

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