

**IMPACT OF GREEN TRAINING ON ENVIRONMENTAL
PERFORMANCE IN THE TOURISM AND HOTEL INDUSTRY
IN BATTICALOA DISTRICT: THE MEDIATING ROLE OF
GREEN INNOVATION AND EMPLOYEE PERFORMANCE**

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ABSTRACT

This study investigates the influence of green training on environmental performance among employees in the hotel and tourism industry in the Batticaloa District of Sri Lanka, with a focus on the mediating roles of green innovation and employee performance. A quantitative research approach was employed and data were collected from 285 hotel employees using structured questionnaires. The data were analyzed using descriptive statistics, correlation analysis and mediation analysis.

The findings related to objective one revealed that green training, green innovation, employee performance and environmental performance are perceived at a very high level among employees.

Objective two, correlation analysis confirmed strong positive relationships among the variables. Green training was strongly correlated with environmental performance, green innovation and employee performance. Similarly, green innovation and employee performance were significantly associated with environmental performance.

Further, objective three, mediation analysis demonstrated that both green innovation and employee performance partially mediate the relationship between green training and environmental performance. While green training directly improves environmental performance, its impact is significantly strengthened when employees engage in green innovative practices and demonstrate higher environmental performance.

Furthermore, a deeper understanding of green training and its practical application among employees is essential for enhancing environmental performance. The results of the study suggest that green training, along with the mediating roles of green innovation and employee performance, are significant factors influencing the environmental sustainability of the hotel and tourism industry.

Keywords: *Green Training, Green Innovation, Employee Performance, Environmental Performance.*

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