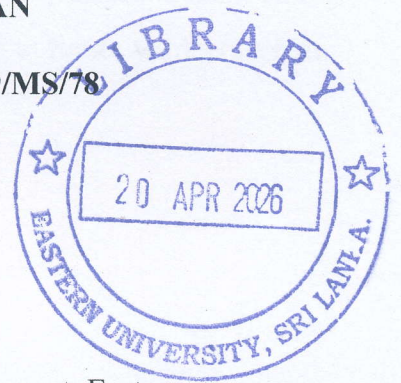


**THE IMPACT OF GREEN TRAINING ON ENVIRONMENTAL
PERFORMANCE THROUGH THE MEDIATING ROLE OF
GREEN INNOVATION: COMPARATIVE STUDY BETWEEN
HOTELS AND BANKS IN TRINCOMALEE DISTRICT**

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FACULTY OF COMMERCE AND MANAGEMENT
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ABSTRACT

This study investigates the impact of Green Training on Environmental Performance through the mediating role of Green Innovation, focusing on a comparative analysis between selected hotels and banks in the Trincomalee District, Sri Lanka. The primary objective was to examine the direct and indirect influence of green training on environmental outcomes, assessing the strength of mediation by green innovation and identifying sectoral differences in implementing green initiatives. A quantitative research design was employed, and data were collected from a sample of 300 managerial-level employees, 150 from hotels and 150 from banks using a structured, closed-ended questionnaire. Descriptive statistics, correlation analysis, and multiple regression models were conducted using SPSS 23.0 to test relationships and mediation effects.

The findings revealed that both sectors report high levels of Green Training, Green Innovation, and Environmental Performance. However, the hotel sector outperformed the banking sector in all three variables. Correlation results showed strong, positive, and statistically significant relationships among the constructs in both sectors, with higher coefficients observed in hotels. Mediation analysis confirmed that Green Innovation partially mediates the relationship between Green Training and Environmental Performance in both sectors. The mediating effect was more prominent in the hotel sector, where a larger portion of training outcomes was channeled through innovative green practices. These findings underscore the importance of incorporating innovation-oriented strategies into environmental training programs to enhance sustainability outcomes. From a practical perspective, the study offers actionable insights for HR managers, policymakers, and environmental planners aiming to foster a green organizational culture.

Theoretically, it enriches the literature on Green Human Resource Management (GHRM) by empirically validating the mediating mechanism of innovation. The study also provides a comparative framework useful for future research in other service sectors and regional contexts.

Keywords: Green Training, Green Innovation, Environmental Performance

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