

**THE IMPACT OF PERCEPTION OF ENVIRONMENTAL  
MANAGEMENT ON EMPLOYEE JOB ATTITUDES IN HOTEL  
FIRMS**

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## ABSTRACT

As the nature of the tourism field, it is closely related to the natural resources and consumes considerable natural resources. Hence, Hotel field has social responsibility to protect environment for the next generation. Therefore, employees of the hotel field should have a good image and perception for the environmental practices and employees should be motivated from environmental management practices. This study investigated the impact of perception of environmental management on employee job attitudes in hotel firms in Nuwaraeliya District. The research model has been used to determine the impact of environmental management on job satisfaction and organizational commitment. Based on the employee job satisfaction and organizational commitment, this study has measured employee job attitudes. A survey questionnaire was developed and employed to collect data from 150 numbers of employees from 10 numbers of three stars and four stars hotel firms in Nuwaraeliya District. The results were archived through a data analysis by statistical package for the social science platform and it made a prediction on the impact of environmental management on employee job attitudes in hotel firms. Results indicated that there is a positive, significant relationship between environmental management with job satisfaction and organizational commitment. It has convinced that environmental management impacts on employee job satisfaction and organizational commitment. Hence this study has a potential to contribute to the overall hospitality industry in terms of how perception of environmental management impacts on employee job attitudes in hotel firms. The implications of the results will provide practical recommendations to the hotel field, and directions for further work.

*Key words:* Environmental management, job satisfaction, organizational commitment, job attitudes.

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