



**ID019: Exploratory factor analysis of green human resource management practices for sustainability in Johor Darul Ta'zim (JDT) organization**

Hamed Gholami<sup>1\*</sup>, Muhamad Zameri Mat Saman<sup>1</sup>, Safian Sharif<sup>1</sup>, Norhayati Zakuan<sup>2</sup>

<sup>1</sup> Department of Materials, Manufacturing & Industrial Engineering, Faculty of Mechanical Engineering, Universiti Teknologi Malaysia (UTM), Skudai 81310, Malaysia

<sup>2</sup> Department of Business Administration, Faculty of Management, Universiti Teknologi Malaysia (UTM), Skudai 81310, Malaysia

\*Email: ghamed8@live.utm.my  
hamedgholami10@gmail.com

**.Abstract**

In order to move toward sustainability, organizations need an increasingly constructive transition on sustainable development to create synergies and develop new solutions that the development of human resource is required to make and it is considered as the first step in this path. This paper aims to help performance management for sustainable organizational transitions, with special emphasis upon green human resource management (GHRM) practices within organizations, in this case study, sports centre due to the structure, nature and attitude towards human resource as well as multiple effects at both macro and micro levels of the society. There are limited studies investigating what organizational members in the sports center perceive about a sustainable development and to be more exact, there are even far less previous studies that have addressed the issue of sustainability from the perspective of main human resources, as one of the most important stakeholders of organization. This study concentrates on GHRM that could assist with organizational sustainability through the alignment of the human resource management practices and its objective is to identify and classify of GHRM practices with exploratory factor analysis on a pilot study with 97 respondents from JDT football team members to place sustainability in this large public sports-intensive center in southern Malaysia. According to the research results the seven-factor model along with thirty two variables was identified with total variance 66.237% and for first factor was accounted 41.584%. The research findings provide a useful reference to sustainable development in JDT centre as well as for 'sports organizations' more broadly throughout Malaysia.

**Keywords:** Sustainability; Green human resource management (GHRM); Exploratory factor analysis (EFA).

**Acknowledgements**

The authors would like to thank the Ministry of Education (MOE) for the financial support and the Universiti Teknologi Malaysia (UTM) for funding to this work through the Research University Grant (RUG) funding number R.J130000.7824.4F570 as well as International Doctoral Fellowship (IDF) funding number UTM.J.10.01/13.14/1/128 (201202M10062).