

## The impact of Green Organizational Culture on Human Resource Productivity by the mediating role of Green Performance in Imam Reza Hospital

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### Abstract

Nowadays, environmental management by emphasizing on environmental protection has become one of the most important issues for customers, stakeholders, governments, and competitors and the global pressures have obliged the organizations to produce and deliver environmentally-friendly of products and services. The purpose of this paper is to investigate the impact of “Green Organizational Culture” on “Human Resource Productivity” by the mediating role of “Green Performance” in Imam Reza Hospital. This paper was conducted by survey method based on structural equation modeling by Smart PLS software. The statistical sample of this study was constituted Imam Reza Hospital of 282 nurses who were selected by random sampling method. The required data were collected by questionnaire. To investigate the reliability and validity has used both CR and AVE indicators in PLS. The findings have estimated in the conjunction with Green Organizational Culture (CR= 0.841, AVE= 0.518); Green Performance (CR= 0.925, AVE= 0.756); and Human Resource Productivity (CR= 0.856, AVE= 0.503), that indicates confirming the reliability and validity of model variables. The results showing the relationship support among model variables. The significantly coefficient was estimated in the relation between (Green Organizational Culture\* Human Resource Productivity= 2.984); (Green Organizational Culture\*Green Performance = 7.590); (Green Performance\* Human Resource Productivity= 4.057). As well as, significantly coefficient was estimated by Sobel Test in concern with the mediating role Green Performance in the relation between Green Organizational Culture and Human Resource Productivity 59.6.

**Keywords:** Green Organizational Culture, Green Performance, Human Resource Productivity.

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