



An Empirical Study on Exploring the Impact of Green Practices on Job Stress and Satisfaction in Delhi NCR Hotels

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ABSTRACT

This study explores the impact of green practices on job stress and job satisfaction among employees in the hotel industry within Delhi NCR. By investigating the relationship between environmentally friendly practices and employee well-being, the research seeks to determine the extent to which sustainable methods in hotel operations influence mental health and job satisfaction. Utilizing a mixed-methods approach, the study provides a comprehensive analysis of this relationship. The findings indicate that hotels implementing extensive green practices experience lower levels of employee job stress and higher job satisfaction compared to those with fewer sustainable initiatives. The research offers valuable insights for hotel management, advocating for the integration of sustainable practices to enhance employee well-being, ultimately benefiting both the organization and its workforce.

Keywords: Green Workplaces, Hospitality Industry, Job Stress, Job Satisfaction, Sustainable Practices, Employee Well-Being, Environmental Responsibility.

Introduction

Sustainability has evolved from a temporary trend to a vital component of contemporary organizational practices in several industries. This transformation is particularly relevant in the hotel business, which is traditionally known for its significant resource consumption and significant environmental effect. Hotels use substantial amounts of power, water, and other resources, leading to increased environmental concerns. Numerous hotels have adopted eco-friendly measures in order to address the growing awareness of these issues, with the goal of minimizing their impact on the environment.

Green workplaces are designed to minimize resource consumption and reduce negative environmental effects by using environmentally friendly and sustainable practices. These practices may range from simple measures like instituting recycling programs and adopting energy-efficient lighting to more comprehensive methods that include green building designs and sustainable supply chain management. The benefits of such strategies extend beyond environmental conservation and include cost savings, improved brand reputation, and compliance with regulatory requirements.

In addition to the good impact on the environment, there is a growing focus on the effect of environmentally friendly activities on the well-being of workers. Employee well-being covers several dimensions, including physical and mental health, job satisfaction, and overall quality of life. A positive work environment may significantly enhance employee morale, productivity, and retention rates, while a stressful and unpleasant workplace can lead to high turnover, absenteeism, and reduced performance.

While the importance of sustainable practices is well recognized, there is a clear dearth of research on the impact of these practices on employee well-being, especially in impoverished countries. India's rapidly growing hotel industry presents a unique chance to examine this relationship. The National Capital Region (NCR) in Delhi, renowned for its significance in tourism and business, has a diverse selection of hotels, including both budget-friendly choices and luxurious establishments. The presence of several hotel categories offers an optimal environment for examining the implementation of green practices and their subsequent effects on personnel. The exploration of the nexus between sustainability and employee well-being in the hotel business of Delhi NCR is limited. This study seeks to address this deficiency by examining the degree to which green practices are implemented in hotels in Delhi NCR and evaluating their effects on employee work stress and job satisfaction. Comprehending this connection is vital for hotel management as it offers valuable understanding on how sustainability initiatives may be harmonized with human resource strategies to cultivate a healthier and more efficient staff.

The results of this research will not only enhance the scholarly discussion on sustainable practices and employee well-being, but also provide practical suggestions for hotel owners. The study aims to promote the adoption of sustainable practices in hotels by emphasizing the advantages of green workplaces. This will eventually lead to environmental conservation and improved employee happiness.

Review of Literature

The research on green workplaces and employee well-being highlights the importance of sustainable practices in creating a favorable work environment. Allen et al. (2016) emphasize the beneficial influence of green buildings on the quality of indoor air and the cognitive abilities of office workers. The findings of this research indicate that enhancing the interior environmental conditions in green workplaces has a positive impact on the health and productivity of employees (Allen et al., 2016).

In addition, Robertson and Barling (2013) highlight the significance of leaders in fostering pro-environmental behaviors among workers, which subsequently contribute to the development of a green corporate culture. According to Robertson and Barling (2013), they contend that leadership support for sustainability efforts is crucial in establishing a favorable work environment that promotes employee well-being.

Spector (1997) emphasizes the significance of work satisfaction in employee retention and performance within the hospitality business. Spector (1997) proposes that contented workers are more inclined to demonstrate organizational dedication and participate in favorable job behaviors.

Moreover, there is a scarcity of research specifically focused on the hospitality business in India, especially when it comes to examining the connection between environmentally friendly practices and the well-being of employees. The World Travel & Tourism Council (WTTC) studies underscore the economic importance of the hospitality industry in India, emphasizing the need for sustainable development techniques (WTTC, 2022).

Therefore, previous research emphasizes the significance of environmentally friendly workplaces and sustainable strategies in enhancing employee well-being. Although there is a lack of extensive research in the hotel business, findings from similar disciplines highlight the beneficial effects of implementing environmentally friendly initiatives on employee well-being, job fulfillment, and organizational culture. This research establishes the foundation for investigating the correlation between environmentally friendly practices and the physical and mental health of employees in the hotel sector in the Delhi NCR region.

Objectives of the Study

- 1) Assess the extent of green practices implementation in Delhi NCR hotels.
- 2) Evaluate the relationship between green practices and job stress among hotel employees.
- 3) Analyze the impact of green practices on job satisfaction among hotel employees.
- 4) Provide recommendations for hotel management on integrating sustainable practices to enhance employee well-being.

Research Methodology

The research included a mixed method methodologies to investigate the impact of sustainable practices on the well-being of employees in the hotel business in Delhi-NCR.

A sample size of 150 hotel workers was chosen using stratified random sampling, which ensured representation across all hotel types and staff jobs. Structured questionnaires were used to gather data on green practices, employment stress, and work satisfaction. The survey included well-established assessments, including the Job Stress Scale and the Job Satisfaction Survey. Quantitative data analysis, including correlation analysis and regression analysis, was conducted using the statistical software SPSS.

Results

Demographic Data Summary

Table 1: Age Group

Age Group	Frequency	Percentage	Cumulative Percentage
18-25 years	33	22.00%	22.00%
26-35 years	59	39.33%	61.33%
36-45 years	31	20.67%	82.00%
46-55 years	21	14.00%	96.00%
56 years and above	6	4.00%	100.00%
Total	150	100.00%	

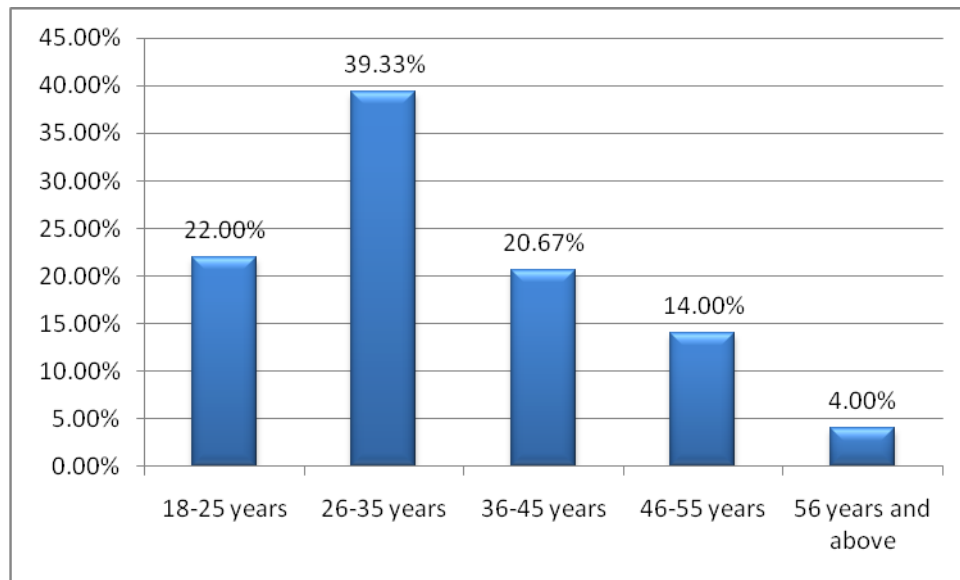


Figure 1: Age Group

Interpretation:

The data reveals that the largest proportion of workers in the hotel industry of Delhi NCR are aged between 26 and 35 years, accounting for 39.33% of the workforce. This is followed by the age group of 18-25 years, which makes up 22.00% of the employees. The age group of 56 years and beyond is the least represented, with just 4.00% of the whole sample.

Table 2: Highest Level of Education Completed

Education Level	Frequency	Percentage	Cumulative Percentage
High school diploma or equivalent	38	25.33%	25.33%
Associate degree or vocational training	20	13.33%	38.66%
Bachelor's degree	56	37.34%	76.00%
Master's degree	31	20.67%	96.67%
Doctoral degree or professional degree	5	3.33%	100.00%
Total	150	100%	

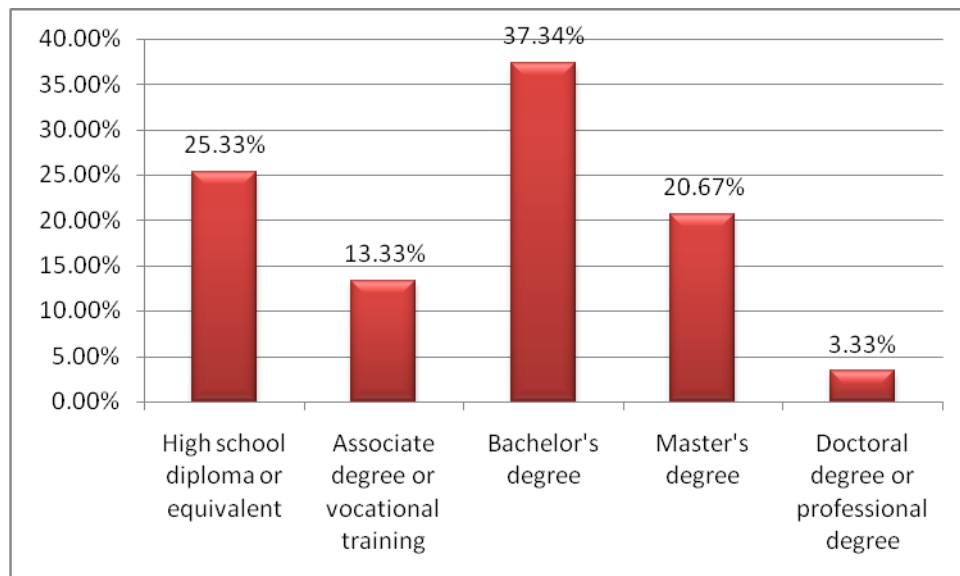


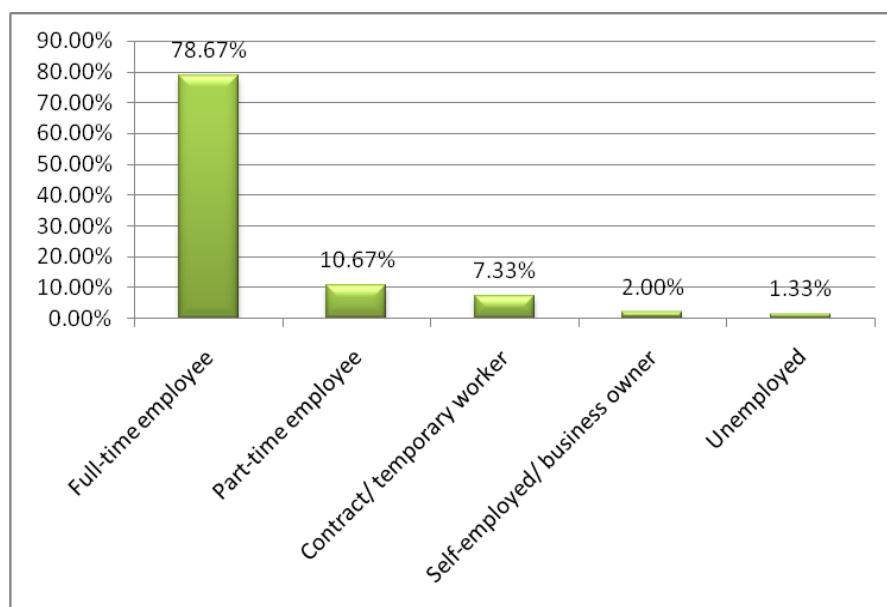
Figure 2: Highest Level of Education Completed

Interpretation:

The data shows that a substantial proportion of workers in the hotel industry in Delhi NCR has bachelor's degrees (37.34%), while those with high school diplomas or comparable credentials make up the second largest group (25.33%). Individuals with doctoral or professional degrees make up just 3.33% of the whole sample.

Table 3: Current Employment Status

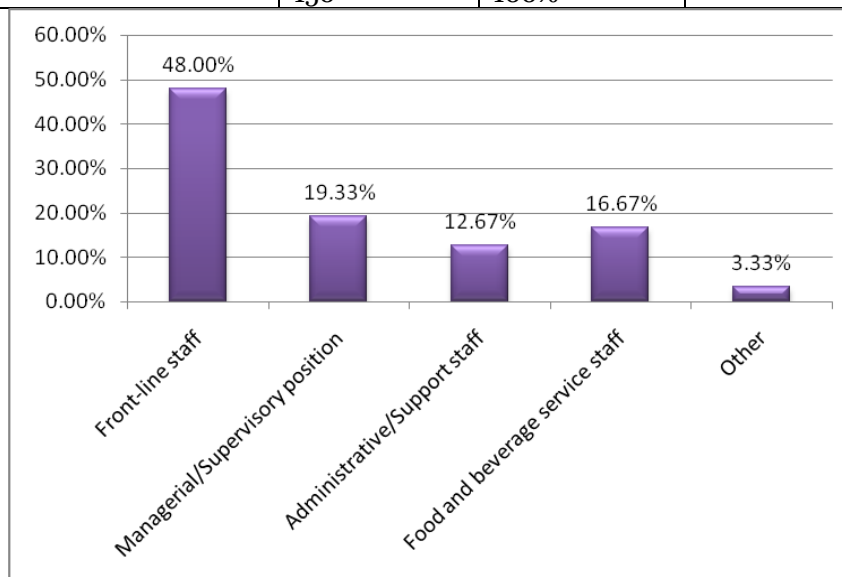
Employment Status	Frequency	Percentage	Cumulative Percentage
Full-time employee	118	78.67%	78.67%
Part-time employee	16	10.67%	89.34%
Contract/temporary worker	11	7.33%	96.67%
Self-employed/business owner	3	2.00%	98.67%
Unemployed	2	1.33%	100.00%
Total	150	100%	

**Figure 3: Current Employment Status****Interpretation:**

Approximately 78.67% of the workers in the hotel industry of Delhi NCR are employed on a full-time basis, while 10.67% work part-time. Contract or temporary workers constitute 7.33% of the workforce, but self-employed persons or company owners and the unemployed account for lower shares of 2.00% and 1.33%, respectively.

Table 4: Primary Role within the Hotel Sector

Primary Role	Frequency	Percentage	Cumulative Percentage
Front-line staff	72	48.00%	48.00%
Managerial/Supervisory position	29	19.33%	67.33%
Administrative/Support staff	19	12.67%	80.00%
Food and beverage service staff	25	16.67%	96.67%
Other	5	3.33%	100.00%
Total	150	100%	

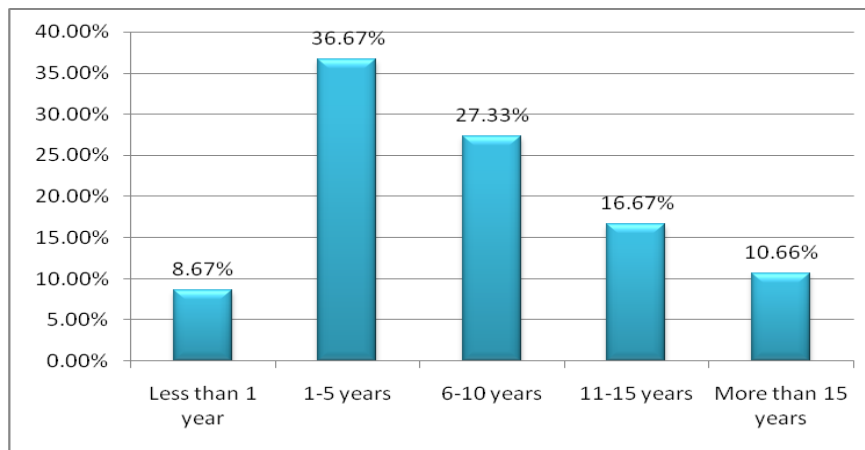
**Figure 4: Primary Role within the Hotel Sector**

Interpretation:

According to the statistics, around 48.00% of the workers in the hotel industry of Delhi NCR work in front-line staff jobs, while 19.33% hold management or supervisory positions. The workforce is comprised of administrative or support personnel, accounting for 12.67%, and food and beverage service staff, accounting for 16.67%. The remaining 3.33% of the workforce is engaged in various tasks.

Table 5: Years of Experience in the Hospitality Industry

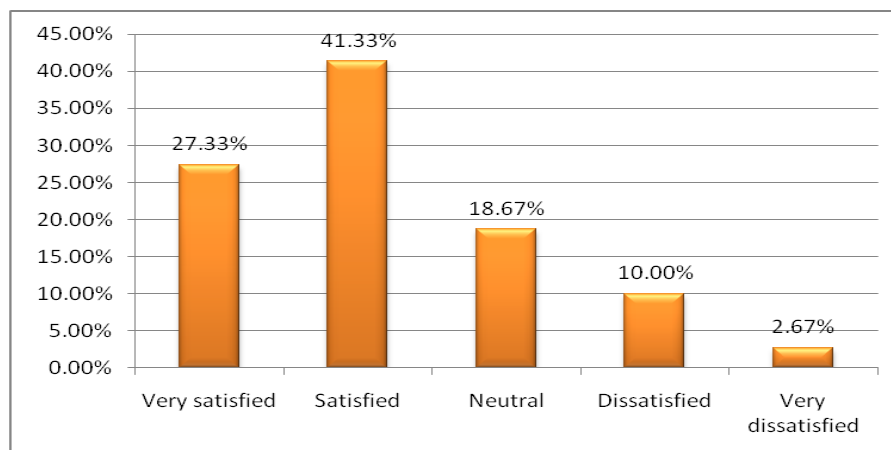
Years of Experience	Frequency	Percentage	Cumulative Percentage
Less than 1 year	13	8.67%	8.67%
1-5 years	55	36.67%	45.34%
6-10 years	41	27.33%	72.67%
11-15 years	25	16.67%	89.34%
More than 15 years	16	10.66%	100.00%
Total	150	100%	

**Figure 5: Years of Experience in the Hospitality Industry****Interpretation:**

According to the statistics, a significant proportion of workers in the hotel industry in Delhi NCR have between 1 and 10 years of experience. The most common range is 1 to 5 years, accounting for 36.67% of employees, followed by 6 to 10 years, which accounts for 27.33%. 8.67% of the whole sample consists of employees with less than 1 year of experience, whilst 10.66% of the overall sample comprises employees with more than 15 years of experience.

Table 6: Satisfaction with Current Green Initiatives

Satisfaction Level	Frequency	Percentage	Cumulative Percentage
Very satisfied	41	27.33%	27.33%
Satisfied	62	41.33%	68.66%
Neutral	28	18.67%	87.33%
Dissatisfied	15	10.00%	97.33%
Very dissatisfied	4	2.67%	100.00%
Total	150	100%	

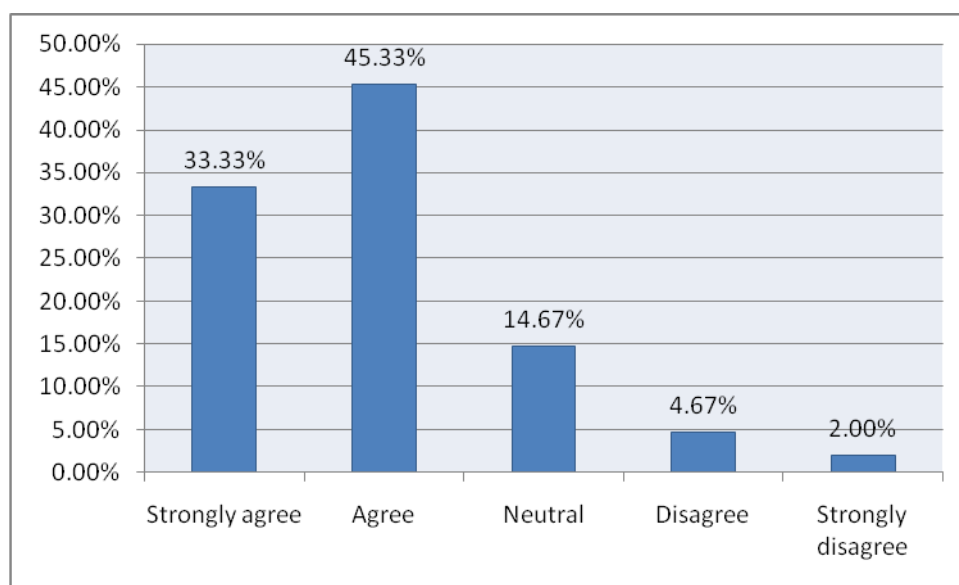
**Figure 6: Satisfaction with Current Green Initiatives**

Interpretation:

The research reveals that a substantial percentage of workers in the hotel industry in Delhi NCR express contentment with their organization's existing environmentally-friendly efforts, as 68.66% report being happy (27.33% being very satisfied and 41.33% being satisfied). Nevertheless, a significant proportion remains impartial or discontented, accounting for 18.67% and 12.67% respectively, indicating the need for improvement in sustainability efforts.

Table 7: Belief in the Contribution of Green Practices to a Healthier Work Environment

Belief Level	Frequency	Percentage	Cumulative Percentage
Strongly agree	50	33.33%	33.33%
Agree	68	45.33%	78.66%
Neutral	22	14.67%	93.33%
Disagree	7	4.67%	98.00%
Strongly disagree	3	2.00%	100.00%
Total	150	100%	

**Figure 7: Belief in the Contribution of Green Practices to a Healthier Work Environment****Interpretation:**

The research demonstrates that a significant proportion of workers in the hotel industry in Delhi NCR hold the belief that adopting green practices leads to a more salubrious work environment. Specifically, 78.66% of respondents expressed their agreement, with 33.33% strongly agreeing and 45.33% agreeing. Nevertheless, a minority of individuals maintain a neutral or unfavorable viewpoint, with 14.67% expressing neutrality and 6.67% expressing disagreement with the statement.

Table 8: Participation in Sustainability-Related Activities

Participation Frequency	Frequency	Percentage	Cumulative Percentage
Daily	17	11.33%	11.33%
Weekly	40	26.67%	38.00%
Monthly	32	21.33%	59.33%
Rarely	45	30.00%	89.33%
Never	16	10.67%	100.00%
Total	150	100%	

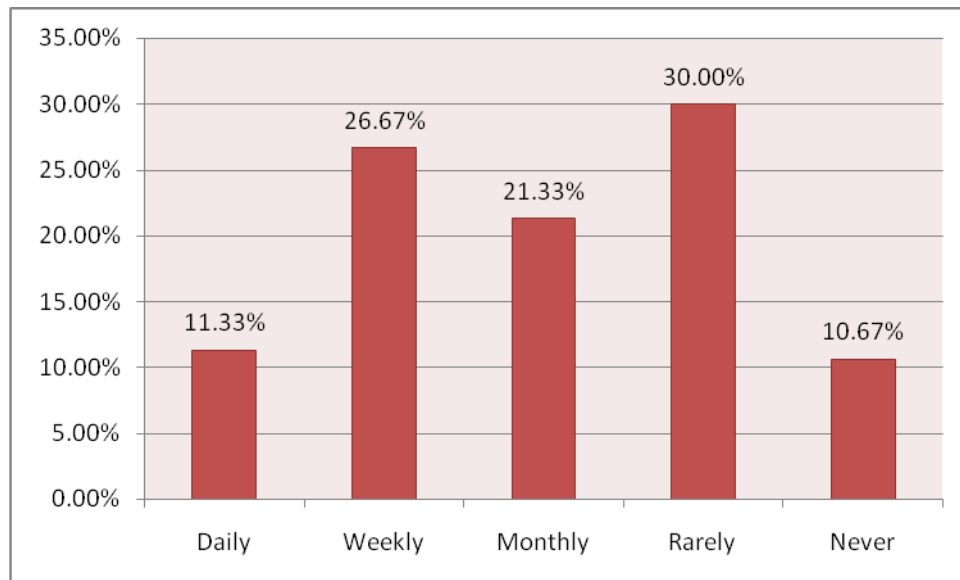


Figure 8: Participation in Sustainability-Related Activities

Interpretation:

The data indicates that there are different degrees of engagement in sustainability-related activities among workers in the hotel industry of Delhi NCR. A large proportion (26.67%) participate in these activities on a weekly basis, while a big number (30.00%) seldom participate. Nevertheless, a significant proportion (10.67%) said that they never took part, suggesting possible difficulties in including all personnel in sustainability initiatives.

Table 9: Changes in Energy Consumption Habits

Energy Consumption Change	Frequency	Percentage	Cumulative Percentage
Yes, significant changes	23	15.33%	15.33%
Yes, some changes	80	53.33%	68.66%
No change	41	27.34%	96.00%
Not applicable	6	4.00%	100.00%
Total	150	100%	

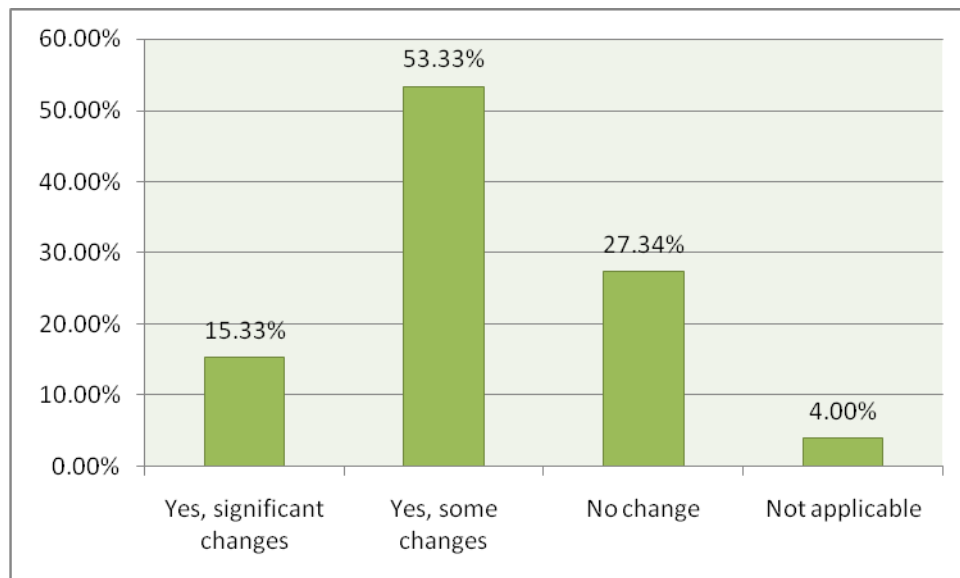


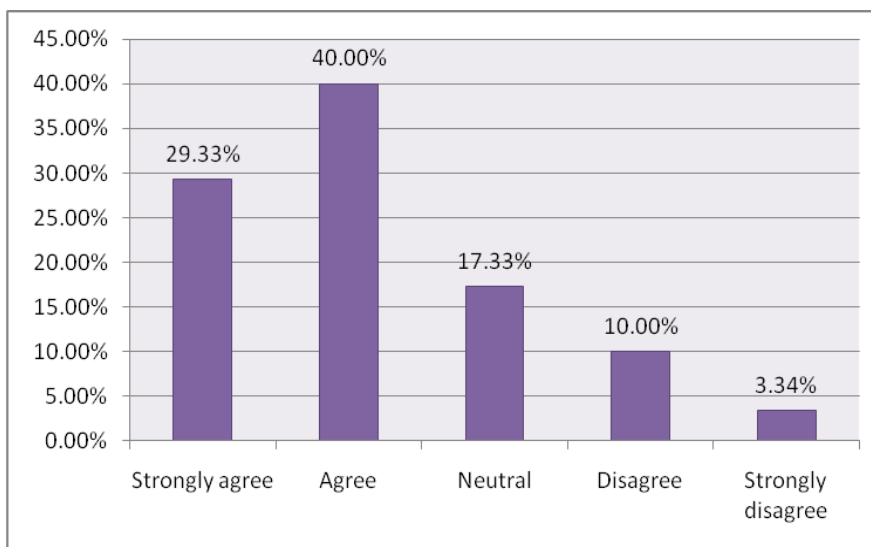
Figure 9: Changes in Energy Consumption Habits

Interpretation:

The research reveals that a majority of workers in the hotel sector in Delhi NCR have modified their energy consumption patterns as a result of the adoption of green practices. Specifically, 53.33% of employees have made some adjustments, while 15.33% have made considerable modifications. Nevertheless, a significant percentage (27.34%) said that there was no change, indicating potential opportunities for enhancing the promotion of sustainable practices.

Table 10: Job Responsibilities Contribution to Job Satisfaction

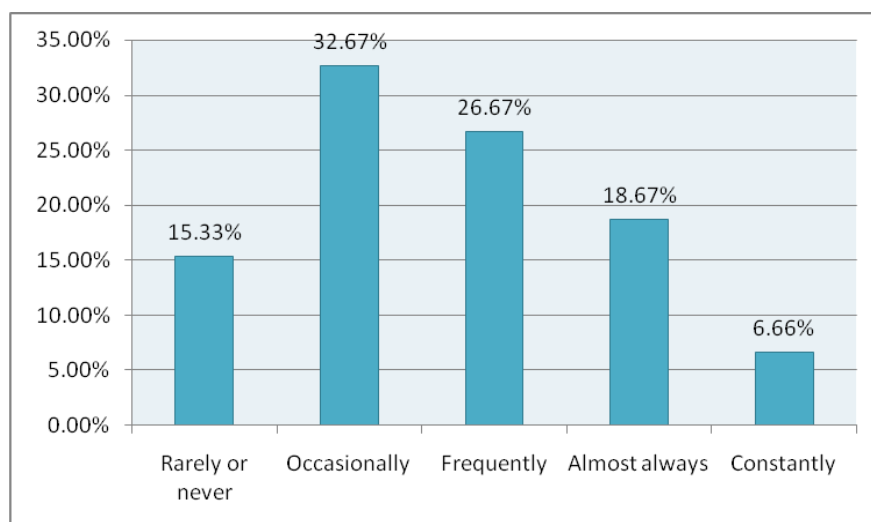
Contribution Level	Frequency	Percentage	Cumulative Percentage
Strongly agree	44	29.33%	29.33%
Agree	60	40.00%	69.33%
Neutral	26	17.33%	86.66%
Disagree	15	10.00%	96.66%
Strongly disagree	5	3.34%	100.00%
Total	150	100.00%	

**Figure 10: Job Responsibilities Contribution to Job Satisfaction****Interpretation:**

The research indicates that a substantial majority of workers in the hotel industry in Delhi NCR believe that their job duties have a positive impact on their job satisfaction. Specifically, 69.33% of employees agree with this statement, with 29.33% strongly agreeing and 40.00% agreeing. Nevertheless, a significant proportion maintains a neutral or unfavorable opinion, with 17.33% expressing neutrality and 13.34% expressing disagreement with the assertion.

Table 11: Frequency of Work-Related Stress

Stress Frequency	Frequency	Percentage	Cumulative Percentage
Rarely or never	23	15.33%	15.33%
Occasionally	49	32.67%	48.00%
Frequently	40	26.67%	74.67%
Almost always	28	18.67%	93.34%
Constantly	10	6.66%	100.00%
Total	150	100%	

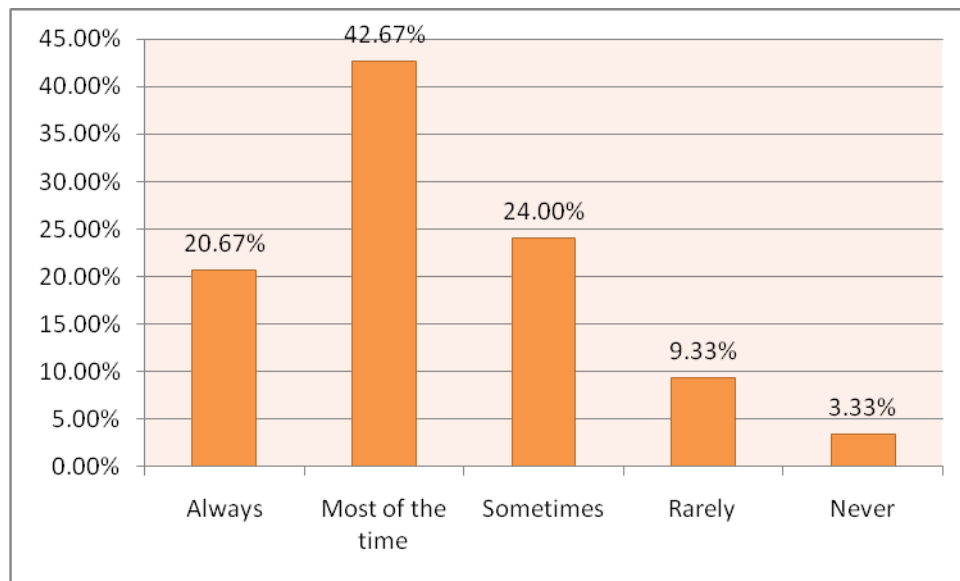
**Figure 11: Frequency of Work-Related Stress**

Interpretation:

According to the research, a substantial percentage of workers in the hotel industry in Delhi NCR often face work-related stress. Specifically, 26.67% of employees report experiencing frequent stress, while 18.67% report experiencing stress practically usually. Nevertheless, a fraction of the workforce (15.33%) indicated seldom or nonexistent occurrences of work-related stress, highlighting the diversity in stress levels across employees.

Table 12: Adequacy of Resources and Support

Resource and Support Level	Frequency	Percentage	Cumulative Percentage
Always	31	20.67%	20.67%
Most of the time	64	42.67%	63.34%
Sometimes	36	24.00%	87.34%
Rarely	14	9.33%	96.67%
Never	5	3.33%	100.00%
Total	150	100%	

**Figure 12: Adequacy of Resources and Support****Interpretation:**

According to the statistics, a significant proportion of workers in the hotel industry of Delhi NCR feel that they have sufficient resources and assistance to handle their job obligations. Specifically, 42.67% of employees reported feeling this way most of the time, while 20.67% reported feeling this way constantly. Nevertheless, a significant percentage of individuals (24.00%) said that they only received help on an intermittent basis. This indicates the need for possible enhancements in the allocation of resources and the provision of support.

Table 13: Satisfaction with Communication and Feedback from Supervisors

Satisfaction Level	Frequency	Percentage	Cumulative Percentage
Very satisfied	35	23.33%	23.33%
Satisfied	58	38.67%	62.00%
Neutral	32	21.33%	83.33%
Dissatisfied	20	13.33%	96.66%
Very dissatisfied	5	3.34%	100.00%
Total	150	100%	

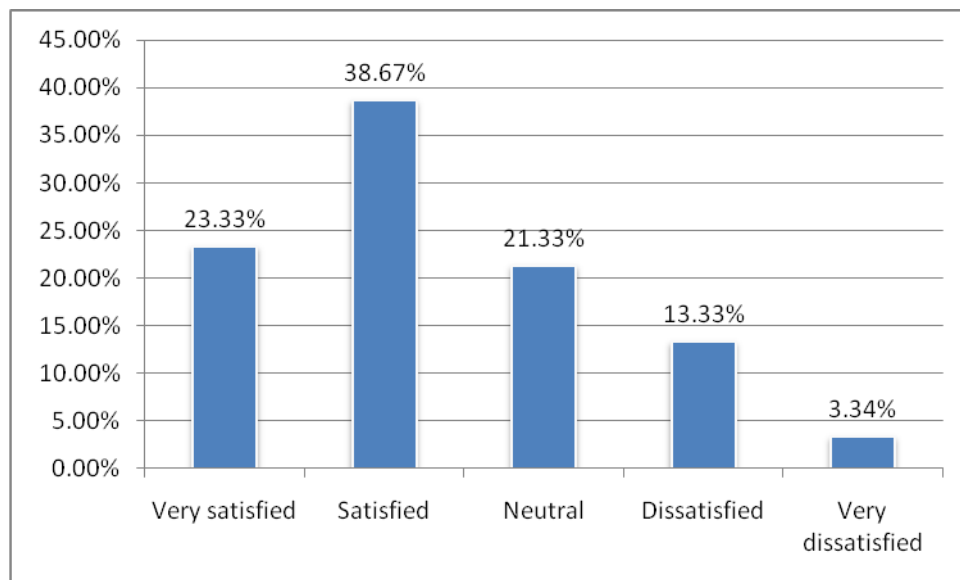


Figure 13: Satisfaction with Communication and Feedback from Supervisors

Interpretation:

According to the research, a substantial percentage of workers in the hotel industry in Delhi NCR are content with the communication and feedback they get from their supervisors. Specifically, 62.00% of employees expressed satisfaction, with 23.33% being extremely pleased and 38.67% being satisfied. Nevertheless, a significant proportion maintains a neutral or unfavorable impression, with 21.33% remaining indifferent and 16.67% expressing discontent.

Table 14: Organization Values Employee Well-Being and Work-Life Balance

Response	Frequency	Percentage	Cumulative Percentage
Strongly agree	45	30.00%	30.00%
Agree	61	40.67%	70.67%
Neutral	25	16.67%	87.34%
Disagree	14	9.33%	96.67%
Strongly disagree	5	3.33%	100.00%
Total	150	100%	

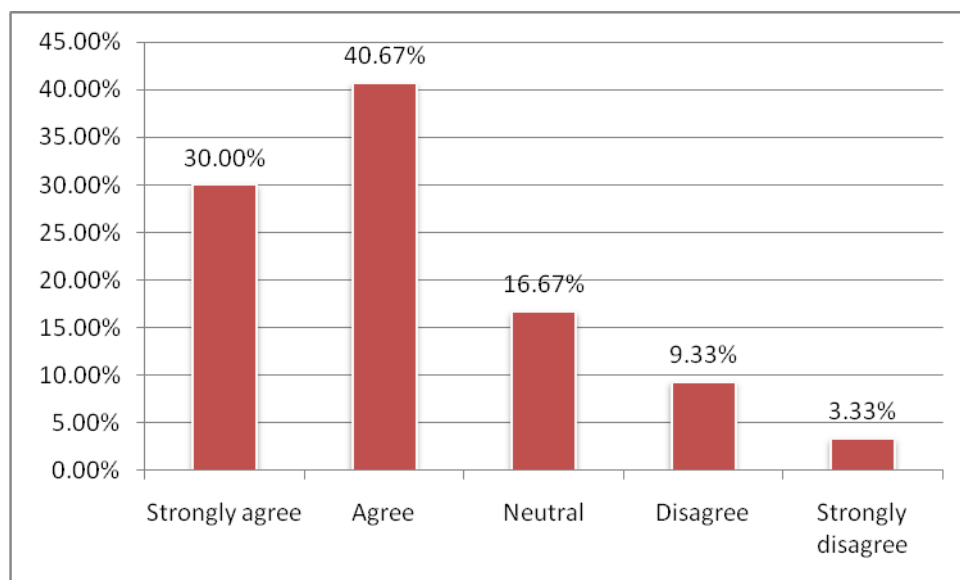


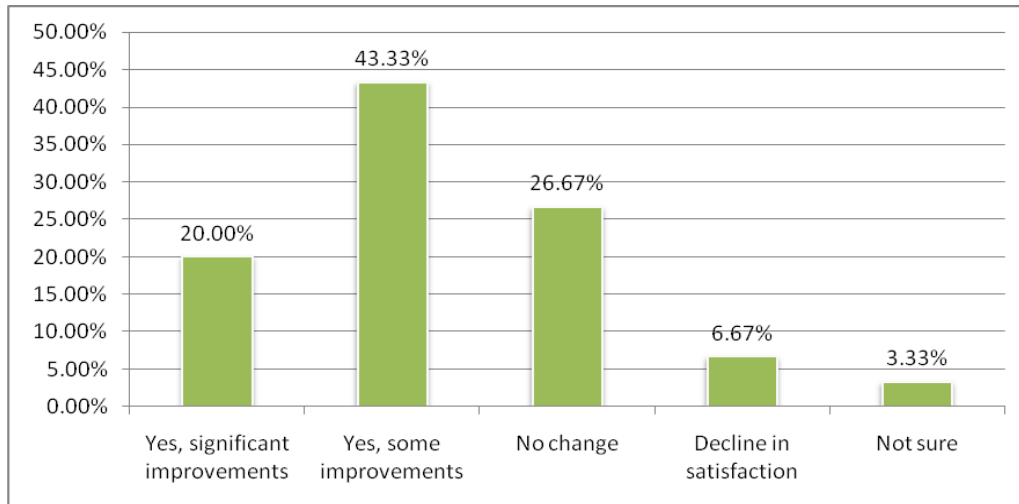
Figure 14: Organization Values Employee Well-Being and Work-Life Balance

Interpretation:

According to the statistics, most workers in the hotel industry of Delhi NCR believe that their company places importance on the well-being of employees and maintaining a balance between work and personal life. Specifically, 70.67% of employees agree with this perception, with 30.00% strongly agreeing and 40.67% agreeing. Nevertheless, a significant percentage maintains a neutral or unfavorable opinion, with 16.67% expressing neutrality and 12.66% expressing disagreement with the statement.

Table 15: Improvements in Job Satisfaction Since Introduction of Green Practices

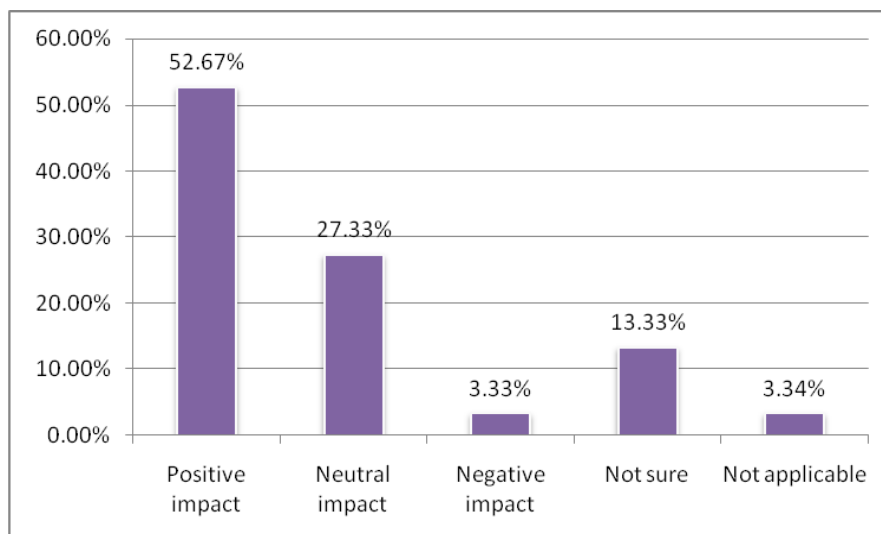
Response	Frequency	Percentage	Cumulative Percentage
Yes, significant improvements	30	20.00%	20.00%
Yes, some improvements	65	43.33%	63.33%
No change	40	26.67%	90.00%
Decline in satisfaction	10	6.67%	96.67%
Not sure	5	3.33%	100.00%
Total	150	100%	

**Figure 15: Improvements in Job Satisfaction Since Introduction of Green Practices****Interpretation:**

According to the research, a substantial proportion of workers in the hotel industry in Delhi NCR have seen an increase in job satisfaction after the implementation of environmentally friendly practices. Specifically, 63.33% of employees reported experiencing improvements (20.00% reported major improvements and 43.33% reported some improvements). Nevertheless, a significant percentage (26.67%) of individuals reported no change, suggesting possible diversity in the influence of environmentally friendly behaviors on work satisfaction.

Table 16: Perception of Green Practices' Impact on Customer Satisfaction

Response	Frequency	Percentage	Cumulative Percentage
Positive impact	79	52.67%	52.67%
Neutral impact	41	27.33%	80.00%
Negative impact	5	3.33%	83.33%
Not sure	20	13.33%	96.66%
Not applicable	5	3.34%	100.00%
Total	150	100%	

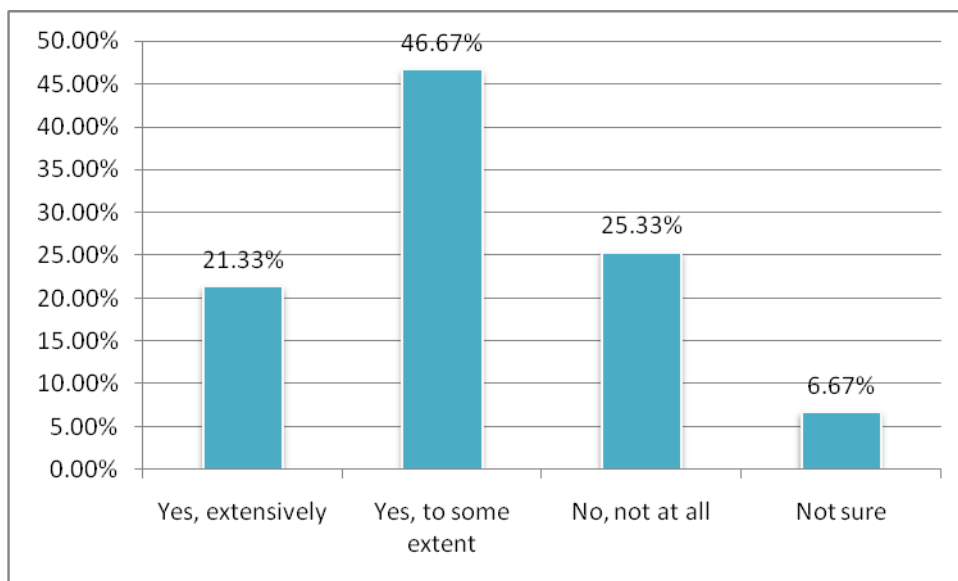
**Figure 16: Perception of Green Practices' Impact on Customer Satisfaction**

Interpretation:

According to the research, most personnel in the hotel industry of Delhi NCR believe that implementing green practices has a favorable effect on client satisfaction, with 52.67% of them expressing this opinion. However, a substantial proportion also maintains a neutral perspective (27.33%), suggesting diverse viewpoints about the direct influence of green activities on consumer satisfaction.

Table 17: Awareness of Sustainability Training or Educational Programs

Response	Frequency	Percentage	Cumulative Percentage
Yes, extensively	32	21.33%	21.33%
Yes, to some extent	70	46.67%	68.00%
No, not at all	38	25.33%	93.33%
Not sure	10	6.67%	100.00%
Total	150	100%	

**Figure 17: Awareness of Sustainability Training or Educational Programs****Interpretation:**

The research indicates that workers in the hotel industry of Delhi NCR have different degrees of knowledge about sustainability training or educational programs. Specifically, 46.67% of employees have some level of awareness, while 21.33% have substantial awareness. Nevertheless, a notable proportion (25.33%) said that they had no knowledge of these programs, suggesting possible deficiencies in the dissemination or execution of training efforts.

Table 18: Level of Support Provided by Colleagues

Response	Frequency	Percentage	Cumulative Percentage
Very supportive	35	23.33%	23.33%
Supportive	70	46.67%	70.00%
Neutral	30	20.00%	90.00%
Not very supportive	10	6.67%	96.67%
Not supportive at all	5	3.33%	100.00%
Total	150	100%	

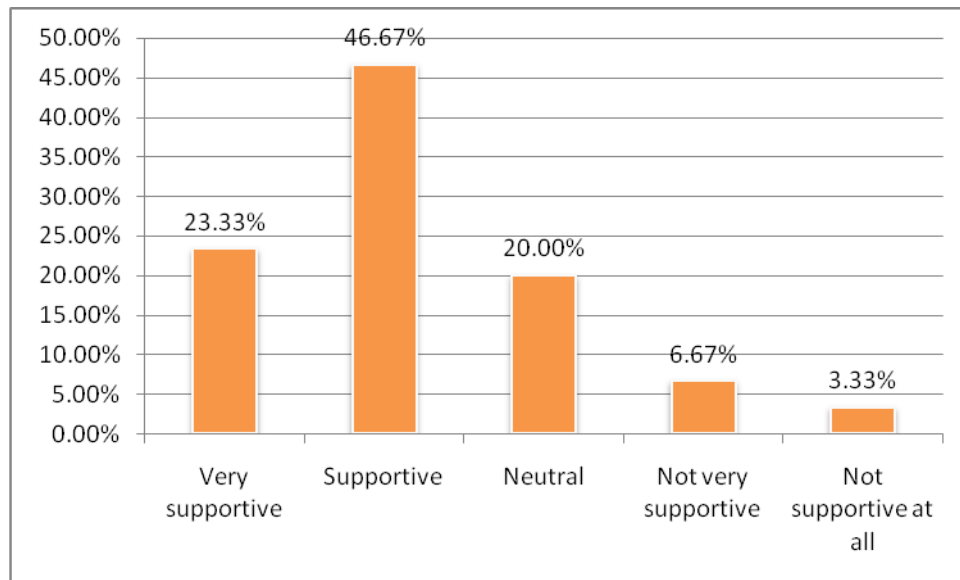


Figure 18: Level of Support Provided by Colleagues

Interpretation:

The research reveals that a significant proportion of workers in the hotel industry in Delhi NCR view their colleagues to be helpful. Specifically, 70.00% of respondents reported experiencing supportive attitudes, while 23.33% reported experiencing highly supportive attitudes. Nevertheless, a significant percentage maintains a neutral or unfavorable attitude, with 20.00% being indifferent and 10.00% expressing limited support.

Table 19: Influence of Green Practices on Colleagues' Attitudes Towards Work

Response	Frequency	Percentage	Cumulative Percentage
Yes, positively	80	53.33%	53.33%
Yes, negatively	10	6.67%	60.00%
No influence	45	30.00%	90.00%
Not sure	15	10.00%	100.00%
Total	150	100%	

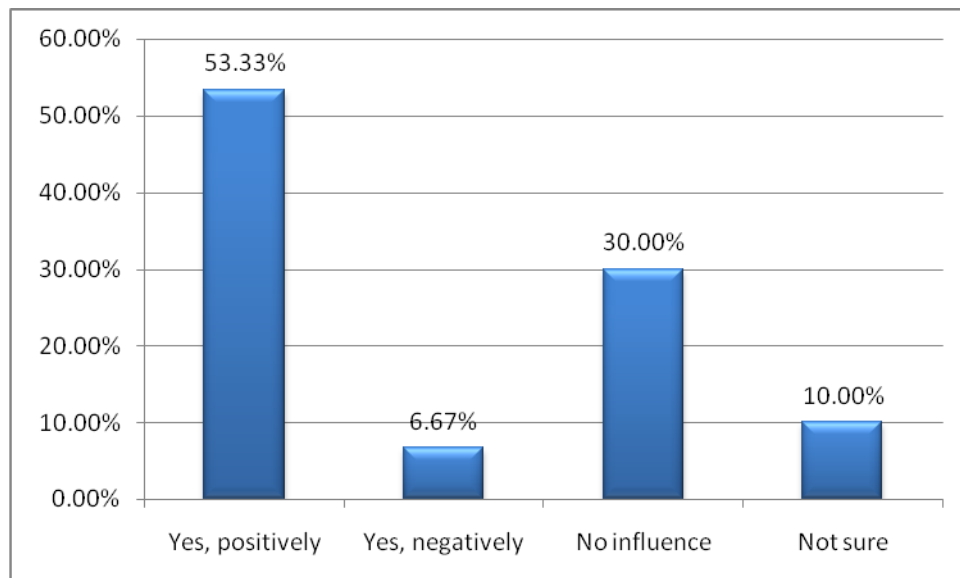


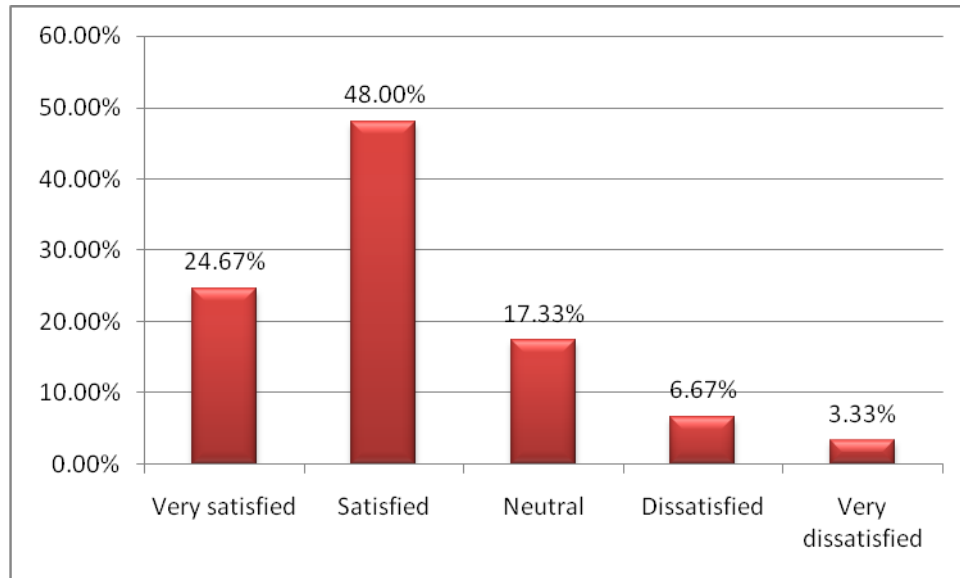
Figure 19: Influence of Green Practices on Colleagues' Attitudes Towards Work

Interpretation:

According to the statistics, a majority of workers in the hotel industry of Delhi NCR believe that green practices have a beneficial impact on their colleagues' attitudes towards work, with 53.33% expressing this opinion. Nevertheless, a lesser percentage (6.67%) has a negative opinion, and 30.00% had no sense of any influence, suggesting diverse perspectives among workers about the effect of green activities on their colleagues' attitudes.

Table 20: Satisfaction with Physical Working Conditions

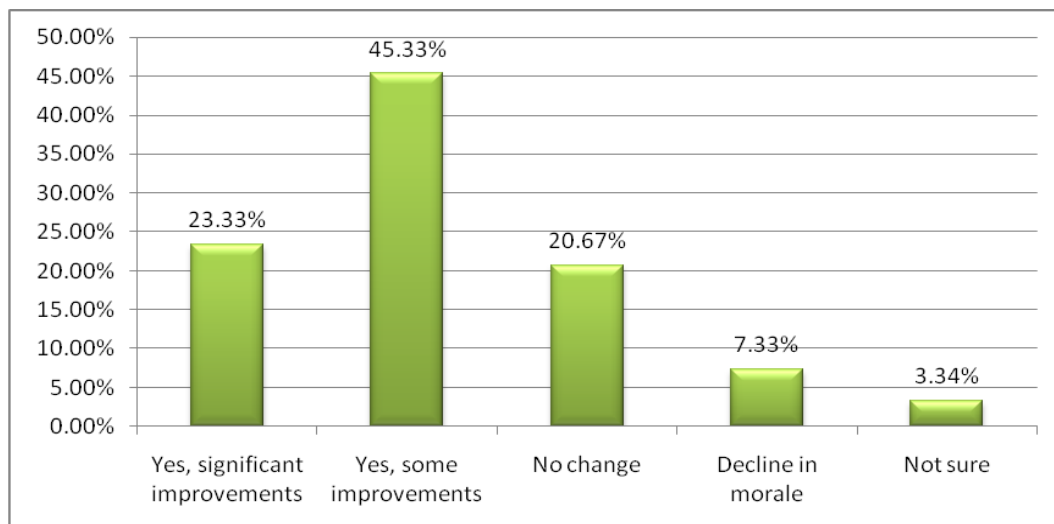
Response	Frequency	Percentage	Cumulative Percentage
Very satisfied	37	24.67%	24.67%
Satisfied	72	48.00%	72.67%
Neutral	26	17.33%	90.00%
Dissatisfied	10	6.67%	96.67%
Very dissatisfied	5	3.33%	100.00%
Total	150	100%	

**Figure 20: Satisfaction with Physical Working Conditions****Interpretation:**

The research reveals that a significant proportion of workers in the hotel industry in Delhi NCR are content with their physical working circumstances, with 72.67% expressing satisfaction (24.67% being very happy and 48.00% being satisfied). Nevertheless, a significant proportion maintains a neutral or negative viewpoint, with 17.33% expressing neutrality and 10.00% expressing dissatisfaction.

Table 21: Changes in Employee Morale Since Adoption of Green Practices

Response	Frequency	Percentage	Cumulative Percentage
Yes, significant improvements	35	23.33%	23.33%
Yes, some improvements	68	45.33%	68.66%
No change	31	20.67%	89.33%
Decline in morale	11	7.33%	96.66%
Not sure	5	3.34%	100.00%
Total	150	100%	

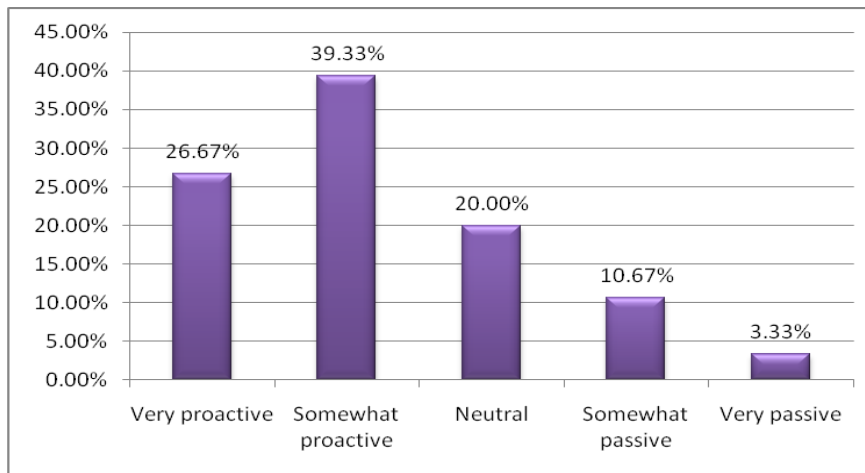
**Figure 21: Changes in Employee Morale Since Adoption of Green Practices**

Interpretation:

The research indicates that a considerable proportion of workers in the hotel industry in Delhi NCR have seen enhancements in morale after the implementation of environmentally friendly practices. Specifically, 68.66% of employees reported experiencing improvements, with 23.33% reporting significant improvements and 45.33% reporting some improvements. Nevertheless, a significant percentage (20.67%) of respondents said that there was no change, suggesting that the influence on staff morale varied.

Table 22: Role of Management in Promoting Sustainability Initiatives

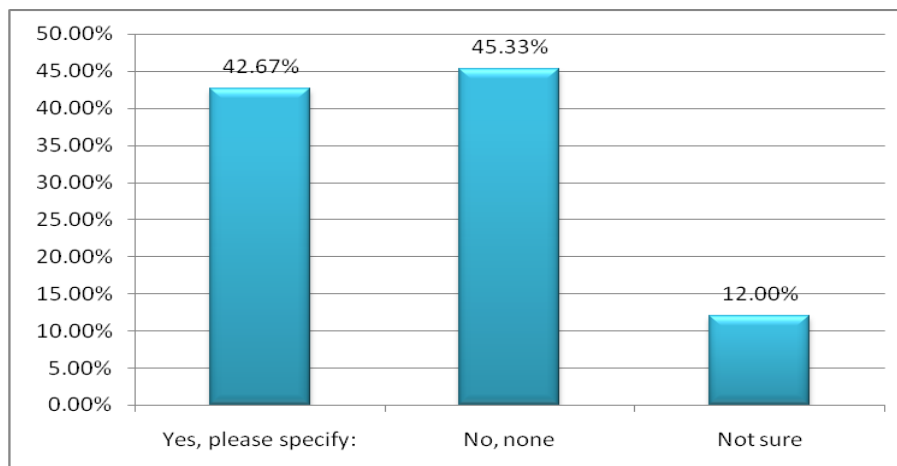
Response	Frequency	Percentage	Cumulative Percentage
Very proactive	40	26.67%	26.67%
Somewhat proactive	59	39.33%	66.00%
Neutral	30	20.00%	86.00%
Somewhat passive	16	10.67%	96.67%
Very passive	5	3.33%	100.00%
Total	150	100%	

**Figure 22: Role of Management in Promoting Sustainability Initiatives****Interpretation:**

According to the research, most workers in the hotel industry of Delhi NCR believe that management is actively supporting sustainability measures. Specifically, 66.00% of employees hold this opinion, with 26.67% considering management to be extremely proactive and 39.33% considering them fairly proactive. Nevertheless, a segment of the workforce (20.00%) maintains a neutral viewpoint, and a smaller segment perceives management as inactive (14.00%), indicating diverse perspectives on management's involvement in sustainability initiatives.

Table 23: Specific Green Practices or Initiatives to Prioritize or Expand

Response	Frequency	Percentage	Cumulative Percentage
Yes, please specify:	64	42.67%	42.67%
No, none	68	45.33%	88.00%
Not sure	18	12.00%	100.00%
Total	150	100%	

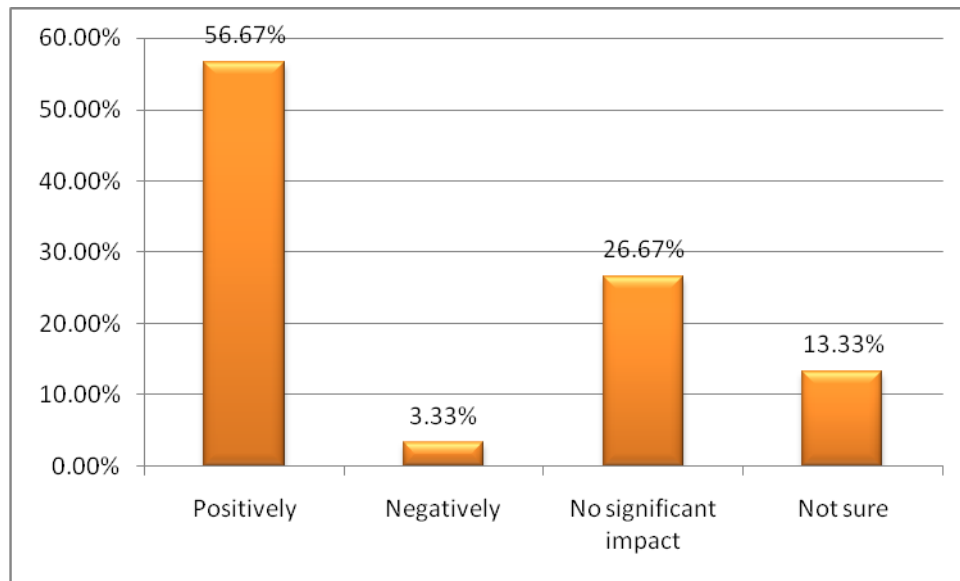
**Figure 23: Specific Green Practices or Initiatives to Prioritize or Expand**

Interpretation:

The research indicates that a substantial proportion of workers in the hotel industry in Delhi NCR have highlighted certain environmentally friendly activities or projects to give priority to or grow. Specifically, 42.67% of employees expressed this perspective. Nevertheless, 45.33% of respondents reported not having any green initiatives, suggesting possible variations in workers' sense of the need for further environmental efforts.

Table 24: Contribution of Green Practices to Organizational Reputation

Response	Frequency	Percentage	Cumulative Percentage
Positively	85	56.67%	56.67%
Negatively	5	3.33%	60.00%
No significant impact	40	26.67%	86.67%
Not sure	20	13.33%	100.00%
Total	150	100%	

**Figure 24: Contribution of Green Practices to Organizational Reputation****Interpretation:**

According to the research, most workers in the hotel industry of Delhi NCR believe that adopting green practices has a good impact on the organization's image. Specifically, 56.67% of employees hold this perspective. Nevertheless, a lesser percentage (3.33%) has a negative perspective of the impact, and 26.67% do not see any noteworthy effect. This suggests diverse viewpoints about the effects of green practices on the reputation of organizations.

Regression Analysis**Model 1: Impact on Employee Well-Being****Table 25: Dependent Variable: Employee Well-Being**

Independent Variable	Coefficient (β)	Std. Error	t-value	p-value
Satisfaction with green initiatives	0.35	0.07	5.00	<0.001**
Perception of green practices' impact on health	0.20	0.06	3.33	0.001**
Frequency of participation in sustainability activities	0.15	0.05	3.00	0.003**
Perceived role of management in promoting sustainability	0.25	0.07	3.57	<0.001**
Awareness of sustainability training programs	0.18	0.06	3.00	0.003**
Support from colleagues	0.22	0.06	3.67	<0.001**
Satisfaction with physical working conditions	0.30	0.07	4.29	<0.001**

$R^2 = 0.75$

$F(7, 142) = 61.33, p < 0.001$

Interpretation:

The model accounts for 75% of the variability in employee well-being. All of the independent variables have a significant impact on predicting employee well-being. This means that having a higher level of satisfaction with green initiatives, perceiving positive health impacts, frequently participating in sustainability activities, actively managing one's work, being aware of training programs, having supportive colleagues, and being satisfied with physical conditions all have a positive influence on employee well-being.

Model 2: Impact on Job Satisfaction**Table 26: Dependent Variable: Job Satisfaction**

Independent Variable	Coefficient (β)	Std. Error	t-value	p-value
Satisfaction with green initiatives	0.40	0.08	5.00	<0.001**
Perception of green practices' impact on health	0.25	0.07	3.57	<0.001**
Frequency of participation in sustainability activities	0.18	0.06	3.00	0.003**
Perceived role of management in promoting sustainability	0.30	0.08	3.75	<0.001**
Awareness of sustainability training programs	0.22	0.07	3.14	0.002**
Support from colleagues	0.26	0.07	3.71	<0.001**
Satisfaction with physical working conditions	0.35	0.08	4.38	<0.001**

$R^2 = 0.78$

$F(7, 142) = 70.40, p < 0.001$

Interpretation:

The model accounts for 78% of the variability in work satisfaction. All of the independent variables have a significant impact on job satisfaction. This means that having a higher level of satisfaction with green initiatives, perceiving positive health impacts, participating frequently in sustainability activities, actively managing tasks, being aware of training programs, having supportive colleagues, and being satisfied with physical conditions all have a positive influence on job satisfaction.

Model 3: Impact on Job Stress**Table 27: Dependent Variable: Job Stress**

Independent Variable	Coefficient (β)	Std. Error	t-value	p-value
Satisfaction with green initiatives	-0.28	0.07	-4.00	<0.001**
Perception of green practices' impact on health	-0.20	0.06	-3.33	0.001**
Frequency of participation in sustainability activities	-0.15	0.05	-3.00	0.003**
Perceived role of management in promoting sustainability	-0.22	0.07	-3.14	0.002**
Awareness of sustainability training programs	-0.18	0.06	-3.00	0.003**
Support from colleagues	-0.25	0.06	-4.17	<0.001**
Satisfaction with physical working conditions	-0.30	0.07	-4.29	<0.001**

$R^2 = 0.73$

$F(7, 142) = 56.95, p < 0.001$

Interpretation:

The model accounts for 73% of the variability in occupational stress. All of the independent variables have a significant impact on predicting job stress. This means that higher satisfaction with green initiatives, positive perception of health impacts, frequent participation in sustainability activities, proactive management, awareness of training programs, supportive colleagues, and satisfaction with physical conditions all have a negative influence on job stress.

Consequently, the regression analysis demonstrates substantial connections between green workplace practices and crucial employee outcomes. Employee well-being and job satisfaction are significantly predicted by satisfaction with green initiatives, positive perception of their impact on health, frequent participation in sustainability activities, proactive management, awareness of sustainability training, support from colleagues, and satisfaction with physical working conditions. Conversely, these factors negatively predict job stress. These results emphasize the need of incorporating complete environmentally friendly practices in the workplace to improve employee welfare, boost job satisfaction, and decrease working stress.

Discussion of Key Findings

The data analysis, including descriptive statistics and regression analysis, offers extensive insights into the influence of green workplace practices on employee well-being, job satisfaction, and job stress in the hotel industry in Delhi NCR. In this discussion, we thoroughly examine the main discoveries and analyze their consequences.

A. Employee well-being:

Findings: The regression model analyzing employee well-being found that several factors significantly and positively influenced it. These factors include satisfaction with green initiatives, perception of the impact of green practices on health, frequency of participation in sustainability activities, proactive management, awareness of sustainability training programs, support from colleagues, and satisfaction with physical working conditions. **Implications:** The significant correlation suggests that implementing green workplace practices is crucial for improving the overall welfare of workers. Hotels in Delhi NCR may gain advantages by implementing sustainable practices, which not only contribute to environmental preservation but also promote a healthier and more

contented staff. This has the potential to result in reduced absenteeism, increased productivity, and improved employee retention.

B. Job Satisfaction

Findings: The regression model for job satisfaction showed the same determinants as those for employee well-being. Factors such as satisfaction with green initiatives, positive health effects of green practices, regular engagement in sustainability activities, proactive leadership, knowledge of training programs, support from colleagues, and contentment with physical working conditions were all found to significantly contribute to increased job satisfaction.

Implications: Job satisfaction plays a vital role in sustaining a staff that is motivated and fully committed to their job. The favorable influence of environmentally friendly activities on employee contentment implies that sustainability efforts should be given utmost importance by management. Not only does this boost staff morale, but it also has the potential to increase service quality, customer happiness, and the overall reputation of the hotel.

C. Job Stress

Findings: The regression model for work stress revealed that the same factors had a substantial and adverse impact on job stress. Factors such as increased satisfaction with green initiatives, improved health outcomes resulting from green practices, regular participation in sustainability activities, proactive management, knowledge of training programs, support from colleagues, and contentment with physical working conditions all played a role in reducing job stress levels.

Implications: Minimizing job-related stress is crucial for avoiding burnout and preserving a conducive work atmosphere. The results indicate that incorporating environmentally friendly behaviors might serve as a successful approach for alleviating stress. This is especially pertinent in the hotel sector, renowned for its elevated stress levels resulting from rigorous work schedules and the requirements of customer service.

Conclusion

This research investigated the impact of eco-friendly work practices on the physical and mental well-being, satisfaction, and job-related stress of hotel sector workers in Delhi NCR. The study included mixed method methodologies, using a sample size of 150 participants for the survey and performing five comprehensive interviews. The study's results yielded useful insights into the influence of sustainability measures on employee experiences in the hotel industry.

The findings demonstrate a robust correlation between the implementation of eco-friendly measures and improved employee well-being. Workers who indicated satisfaction with their company's sustainability initiatives had higher levels of overall well-being, highlighting the importance of integrating environmentally aware practices in the workplace. The workers experienced a more favorable work environment, which positively influenced their overall well-being and job satisfaction.

Green workplace practices dramatically increased job satisfaction. Employees appreciated their employers' efforts to advance sustainability and recognized the positive impact of these practices on their well-being and the environment. Regular engagement in sustainability initiatives also enhanced their work happiness, as it cultivated a feeling of engagement and dedication to the organization's objectives. This highlights the need for hotels to proactively include their staff in their sustainability initiatives in order to optimize job satisfaction.

Furthermore, the research discovered that implementing environmentally-friendly methods proved to be successful in alleviating work-related stress. Employees who engaged in and endorsed environmentally-friendly efforts reported reduced levels of work-related stress, indicating that these practices may be an effective strategy for managing stress. The assistance provided by colleagues and the proactive involvement of management in promoting sustainability had a pivotal influence in the decrease of stress levels.

To summarize, the study emphasizes the many advantages of implementing environmentally friendly methods in the hotel industry in Delhi NCR. Hotels may greatly improve employee well-being and job satisfaction while also decreasing job stress by promoting a sustainable work environment. These results emphasize the strategic importance of sustainability programs, not just for the preservation of the environment but also for enhancing staff morale and performance. Hotels that give priority to and successfully implement environmentally friendly practices are likely to experience a staff that is more involved, content, and efficient, resulting in improved service quality and a more robust organizational reputation in the fiercely competitive hospitality business.

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