ROLE OF GREEN HUMAN CAPITAL AND ITS IMPACT ON EMPLOYEES' PERFORMANCE IN PRIVATE BANKING SECTORS AT GUNTUR

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Abstract

The purpose of the study was to investigate the effect of Green Human Capital on employee performance in private Banking sectors. This study also noted there has been an absence of similar research done in Guntur up to the present time. The study believes that the Green issues will remain a useful feature of organization environmental practices. This paper is bond for several reasons. First, it contributes the general literature of GHC. Second, it contributes limited knowledge on GHC and Green services in the context of private banks. Third, the definite contribution of this study is the introduction of GHC during pandemic situation and finally to know how Employee's Competencies, Experiences, Contributions, Learning & Development and Commitments significantly effect on GHC. For this study, data collected from employees (n. 129) with at least one year of work-experience in banks using a self-administered questionnaire. Their responses considered for analysing the result and further, statistical tools such as Factor Analysis, Simple Regression and ANOVA are used to test the hypotheses. The study suggested that Bank Professionals has an opportunity to take part a leading role in developing the innovative green services in future.

Keywords: Green Human Capital, Green services, Employee Competencies, Employee Experiences, Employee Contributions, Learning & Development and Employee Commitments.

1. INTRODUCTION

Every organization need to take responsibility for implementing Green practices in all over the world. Increasing worry about environmental issues and infection control during COVID cause to develop the concept of Green in this business environment. The green concept allows achieving economic goals and reduces environmental risks and maximize the ecological performance (Jackson, 2010). COVID-19 has increased the needs for investing Human capital in India. The COVID-19 has negatively affected Health and Education systems, Social protection and labour market across the country. However, in spite of these setbacks, the COVID-19 pandemic has presented an opportunity the use of technology in education, tele-medicine, and an expansion of cash transfers to vulnerable individuals.

THE RESEARCH OBJECTIVES:

1. To find outcomes of availability of Green Human capital in private banks during this pandemic period.

2. To know how employee's Competencies, Experiences, Contributions, Learning & Development and organization Commitments effects on Green Human capital

2. REVIEW OF LITERATURE:

After reviewing many studies, it is realized that Green HRM turns to a crucial factor in today's organizations and the challenging task for Human Resource is to get a support for implementing Green management practices(Sathyapriya, 2013).

Currently, climate change in this pandemic is considered as one of the major environmental problems; create great threats to human kind. Countries around the world, International organizations and companies have all realized the importance of protecting the people and the environment. (Yin Ma, 2021).

GHC is green skills and knowledge acquired by every individual in an organization. Organizations can apply the values essential in the relationships with employees about Green issues that lead the way to profit-growth. GHC is a vital determinant of organizations offering Innovative Services (Lin, 2015).

Therefore, organizations must need Green Human Capital development strategy, will include mechanisms that encourage transparency, trust and teamwork. Green Human Capital is an integrated approach to explore Talent, Opportunities and Green Places for a more sustainable economy growth, and it is essential for healthcare employees to have Quality Services that stimulate the economy without harming the society.

General Educational Development (GED) is the main educational qualification required for a Green Service jobs also required powerful communication skills, the capability of doing multi-task, and organizational abilities.

Most of the Gulf Cooperation Council (GCC) countries already have a focus on Human Development and have issued significant shares of their budgets to Human Capital, however they want to do more to enhance the effectiveness of these Human Capital Investments (HCI) particularly now.(EL-SAHARTY, 2020)

A new World Bank Group (WBG) analysis found that, the COVID-19 threatens hard-won gains in Health and Education system over the past decade, mostly in the poorest countries. Human Capital Investment (HCI) means the health, knowledge and skills that accumulate over their lives are key to unlocking individual's capabilities and improve economically everywhere. The World Bank Group (WBG) supported India immediately by scale-up cash transfers, food benefits, and provided social protection for workers involved in COVID-19.

Human loss, economic and social impact could be significant if the COVID-19 continues to spread across countries.

One of the author argued that employee's Green Skills and Green Knowledge will develop from organizations by acquiring the Green HRM practices and an employee can develop such kind of green skills and knowledge from the facts that develops a strong organizational commitment within the employees.(Muhammad Shoaib, 2021)

Green Human capital is considered as the primary attribute, individuals need to develop in the time of environmental degradation. Most of the studies indicate that Green Human capital is probably an important indicator of employee's job satisfaction in the workplace. While the global environmentalism has completely risen for the past decades, organizations have to invest many resources and efforts to enhance their Capabilities in order to reach their goals with sustainable-development.

Green Human Capital allows organizations to understand more quickly and conveniently their capabilities, knowledge and intangible assets. Therefore, Human capital means the collection of intangible resources of organizational members.(N.Bontis, 1999). However, living in a dynamic world, the key to success is only to grab the knowledge and assets. (C.H.Chang, 2013).

Many organizations focus only on economic aspects but do not consider environmental and social aspects. Hence, Green services have gained importance in managing environmental issues during these changing climatic conditions. (Gupta, 2019).

Learning & Development plays an important practice in implementing the Green concept in Banks. The continuous Green management practice makes more awareness and consciousness to employees about environmental issues and make easier to achieve a Green Services. (Sarkirs, 2010)

3. RESEARCH METHODOLOGY:

This study had undergone an empirical work to fill the research gaps. For primary data collection, employees in private banks are consider as Target group in this study. Before answering the questionnaires, the Author explicitly asked participants whether their organization has Environmental management initiatives. Participants those who said yes were invited to fill the questionnaire. The sample questions designed using a Five-Point-Likert-Scale ranges from 1-5 (where 1= Low Rating and 5= High Rating).

Questionnaires are distributed among 129 employees with a minimum one year of work experience in private banks. There responses are considered for analysing the result and the method used for data collection is convince sampling method under non-probabilistic sampling technique. Further, appropriate statistical tools also used to test the hypotheses. Here Secondary data collected from various online sources.

4. DATA ANALYSIS AND INTERPRETATION:

The data is collected through survey using convenience sampling method with sample size 129. The questionnaires are distributed to the employees of private banks in Guntur.

4.1 HYPOTHESIS STATEMENT:

From the Conceptual model of Green Human Capital in private banks, the hypothesis statements are formulated, they are:

H1: Employee Competencies significantly effect on Green Human capital

H2: Employee Experiences significantly effect on Green Human capital

H3: Learning & Development significantly effect on Green Human capital

H4: Employee Commitment significantly effect on Green Human capital

H5: Employee contributions significantly effect on Green Human capital

Fig-4.1.1: *Conceptual model of green human capital in private banks*
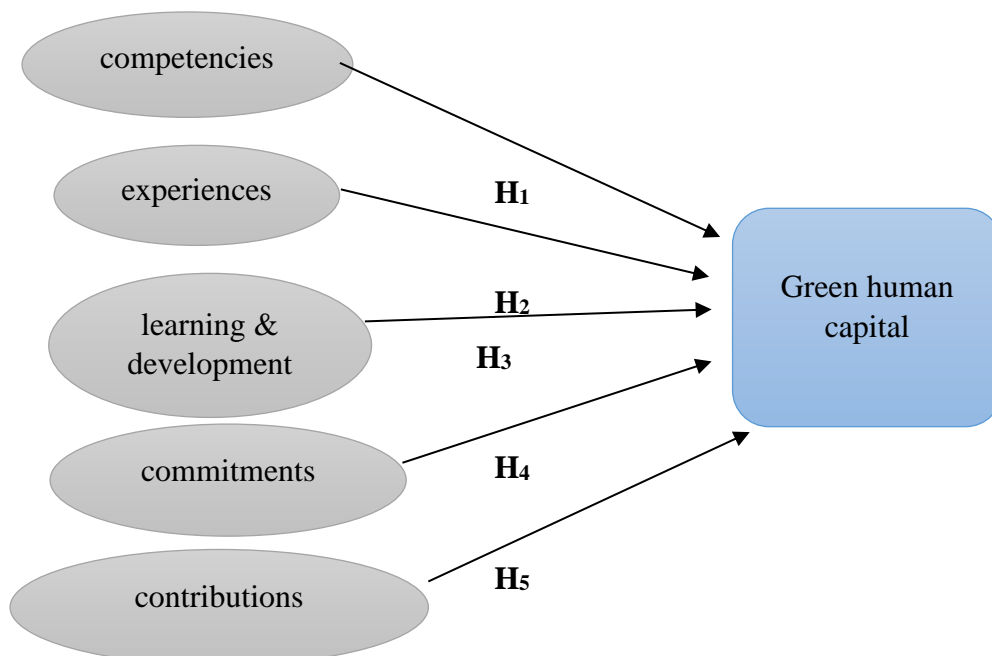
5.DEMOGRAPHIC CHARACTERISTICS OF BANK EMPLOYEES:

Target group for this study was employees of private banks in Guntur. Total 129 respondents have been approached for data collection, out of which 74 are male and 55 are female. Table-5.1 shows clearly that, more than fifty percent of the respondents are unmarried. Approximately forty

percent of the respondents belongs to the age group between 25-30 years and have 2-5 years of work experience in banking sector and nine percent of the respondents have more than 10years of work experience. Majority of the respondents belongs to the designation of marketing representatives. There responses are considered for analysing the result and the method used for data collection is convince sampling method under non-probabilistic sampling technique. Further, appropriate statistical tools also used to test the hypothesis.

Table-5.1: *Demographic classifications of private bank Employees*

Demographic	classification	Observed- frequency	Value in percentage
Gender	male	74	57
	female	55	43
	total	**129**	**100**
Age	20-25 years	39	30
	25-30 years	52	40
	> 30 years	38	30
	total	**129**	**100**
Marital status	married	53	41
	unmarried	76	59
	total	**129**	**100**
work experience	0-2 years	37	29
	2-5 years	54	42
	5-10 years	26	20
	> 10 years	12	9
	total	**129**	**100**
Designation	bank teller	20	16
	marketing representative	49	38
	data processing officer	22	17
	loan officer	16	12
	bank manager	8	6
	internal auditor	4	3
	others	10	8
	total	**129**	**100**

6. INFERENTIAL STATISTICAL TEST THROUGH EXPLORATORY FACTORIAL ANALYSIS AND REGRESSION ANALYSIS:

The study performed inferential statistical test through Exploratory Factorial Analysis and Regression Analysis to test Hypotheses. Total thirty three statements have been taken to apply

Exploratory Factor Analysis. This statistical tool is used to simplify various interrelated measures to summarize variables in clusters. The results from the table shows KMO value with 0.924 that represents the sample is ample and further Factor Analysis can be applicable. However, Bartlett's test of Sphericity is significant at $p<0.05$.

Table-6.1: *KMO and Bartlett's Test*

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.924
Bartlett's Test of Sphericity	Approx. Chi-Square	3488.925
	df	528
	Sig.	.000

To measure Green Human Capital the study has employed five factors (Competencies, Experiences, Contributions, Learning & Development and Commitments) and the total variance is found with the value 67.88 percent by applying Factor Analysis.

Table-6.2: *Total Variance Explained*

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	16.931	51.306	51.306	16.931	51.306	51.306	5.246	15.897	15.897
2	1.808	5.479	56.786	1.808	5.479	56.786	4.731	14.335	30.232
3	1.357	4.111	60.896	1.357	4.111	60.896	4.610	13.969	44.201
4	1.236	3.745	64.641	1.236	3.745	64.641	4.516	13.686	57.887
5	1.071	3.244	67.885	1.071	3.244	67.885	3.299	9.998	67.885
6	.999	3.028	70.914						
7	.868	2.631	73.545						
8	.820	2.484	76.029						
9	.754	2.284	78.313						
10	.637	1.931	80.245						

11	.617	1.870	82.114						
12	.575	1.742	83.856						
13	.506	1.534	85.390						
14	.484	1.467	86.857						
15	.443	1.342	88.199						
16	.390	1.183	89.382						
17	.373	1.131	90.513						
18	.342	1.035	91.548						
19	.335	1.016	92.565						
20	.297	.901	93.466						
21	.294	.891	94.357						
22	.248	.750	95.107						
23	.226	.686	95.793						
24	.210	.635	96.428						
25	.204	.618	97.046						
26	.178	.539	97.585						
27	.164	.498	98.083						
28	.137	.415	98.498						
29	.117	.354	98.852						
30	.111	.337	99.189						
31	.107	.325	99.514						
32	.083	.252	99.766						

33	.077	.234	100.000					
Extraction Method: Principal Component Analysis.								

Using thirty three statement relating to GHC were factor analysed using principle component Analysis with Varimax rotation with Kaiser Normalization. The analysis yielded five factors out of which factor 1 represents Employee Competencies, factor 2 as Employee Experiences, factor 3 as Employee Contributions, factor 4 as Learning & development and factor 5 as Employee Commitments. The table-5.2.3 shows the values of Rotated component matrix with community values of all five factors.

Table-6.3: *Rotated component matrix with community values.*

Rotated Component Matrix[a]						community
	Component					
	1	2	3	4	5	
LD2	0.727					0.698
CM5	0.722					0.589
CM4	0.675					0.7
CM1	0.62					0.678
CM3	0.601					0.62
CP4		0.734				0.749
CN4		0.68				0.705
EX5		0.652				0.729
CN2		0.629				0.775
CM6		0.619				0.683
EX2			0.731			0.779
CP5			0.67			0.692
EX3			0.643			0.519
EX4			0.617			0.692
CN5				0.755		0.695
HC6				0.639		0.705
CN3				0.618		0.732
HC4				0.604		0.65
CM2					0.746	0.807
LD5					0.744	0.762
Extraction Method: Principal Component Analysis.						
Rotation Method: Varimax with Kaiser Normalization.						
a. Rotation converged in 10 iterations.						

7. TESTING OF HYPOTHESES:

The Regression analysis is carried out for private bank employees to know how Employee's Competencies, Experiences, Contributions, Learning & Development and Commitments significantly effect on Green Human capital.

7.1 TESTING OF FIRST HYPOTHESIS STATEMENT:

H1: Employee Competencies significantly effect on Green Human capital

To test the Hypothesis, all the items under the independent variable of Employee Competencies are summated and the same phenomenon is carried out for the dependent variable of Green Human Capital and regressed them. The results revealed a model summary and presented in below table-7.1.1

Table-7.1.1: *Model summary for Employee Competencies over Green Human capital*

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.762a	.581	.578	3.50655
a. Predictors: (Constant), Employee Competencies				

The results revealed Regression co-efficient R2 with a high variance 58.1 percentage and disclosed the value of R with 78.2. The adjusted R2 is 57.8 percentage and the estimated standard error of the model is found to be 3.50655 which clearly shows that the independent variable of Employee Competencies significantly effect on the dependent variable of Green Human Capital. Further, ANOVA results of the model presented in below table-7.1.2

Table-7.1.2: *ANOVA table of Employee Competencies over Green Human Capital*

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2166.623	1	2166.623	176.207	.000b
	Residual	1561.578	127	12.296		
	Total	3728.202	128			
a. Dependent Variable: Green_Human_Capital						
b. Predictors: (Constant), Employee_Competencies						

The analysis of variance of this model is presented in the form of ANOVA table. The concerned F-value is found to be 176.207 and the p-value with 0.000 which clearly indicates significant. The beta coefficients of the model Employee Competencies over GHC is shown in the following table-7.1.3

Table-7.1.3: *Beta Coefficients of the model Employee Competencies over Green Human Capital*

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.154	1.639		4.975	.000
	Employee_Competencies	1.014	.076	.762	13.274	.000
a. Dependent Variable: Green_Human_Capital						

The model derived a regression model with constant value 8.154 and the beta coefficient of the independent variable Employee Competencies with 1.014. The estimated standard error is found to be 0.076, t-value with 13.274 and the p-value with 0.000. From the results, the Regression equation of the concerned model is derived below.

Green Human Capital= 8.154+1.014 (Green Competencies)+e

Conclusion: based on the p-value of the model which is less than 0.005 it is revealed that the concerned model has the significant impact over independent variable to dependent variable. Hence, we conclude that the alternative hypothesis (H1) is accepted. It means Employee Competencies significantly effect on Green Human capital

7.2 TESTING OF SECOND HYPOTHESIS STATEMENT:

H2: Employee Experiences significantly effect on Green Human capital

To test the Hypothesis, all the items under the independent variable of Employee Experiences are summated and the same phenomenon is carried out for the dependent variable of Green Human Capital and regressed them. The results revealed a model summary and presented in below table-7.2.1

Table-7.2.1: *Model summary for Employee Experiences over Green Human Capital*

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744[a]	.553	.550	3.62133
a. Predictors: (Constant), Employee_Experiences				

The results revealed Regression co-efficient R^2 with a high variance 55.3 percentage and disclosed the value of R with 74.4. The adjusted R^2 is 55.0 percentage and the estimated standard error of the model is found to be 3.62133 which clearly shows that the independent variable of Employee Experiences significantly effect on the dependent variable of Green Human Capital. Further, ANOVA results of the model presented in below table-6.2.2

Table-7.2.2: *ANOVA table of Employee Experiences over Green Human Capital*

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2062.720	1	2062.720	157.291	.000[b]
	Residual	1665.481	127	13.114		
	Total	3728.202	128			
a. Dependent Variable: Green_Human_Capital						
b. Predictors: (Constant), Employee_Experiences						

The analysis of variance of this model is presented in the form of ANOVA table. The concerned F-value is found to be 157.291 and the p-value with 0.000 which clearly indicates significant. The beta coefficients of the model Employee Experiences over GHC is shown in the following table-7.2.3

Table-7.2.3: *Beta Coefficients of the model Employee Experiences over Green Human Capital*

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.594	1.856		3.554	.001
	Employee_Experiences	1.071	.085	.744	12.542	.000
a. Dependent Variable: Green_Human_Capital						

The model derived a regression model with constant value 6.594 and the beta coefficient of the independent variable Employee Experiences with 1.071. The estimated standard error is found to be 0.085, t-value with 12.542 and the p-value with 0.000. From the results, the Regression equation of the concerned model is derived below.

Green Human Capital= 6.594+1.071 (Employee Experiences)+e

Conclusion: based on the p-value of the model which is less than 0.005 it is revealed that the concerned model has the significant impact over independent variable to dependent variable. Hence, we conclude that the alternative hypothesis (H2) is accepted. It means Employee Experiences significantly effect on Green Human capital

7.3 TESTING OF THIRD HYPOTHESIS STATEMENT:

H3: Employee Contribution significantly effect on Green Human capital

To test the Hypothesis, all the items under the independent variable of Employee contribution are summated and the same phenomenon is carried out for the dependent variable of Green Human Capital and regressed them. The results revealed a model summary and presented in below table-7.3.1

Table-7.3.1: *Model summary for Employee Contribution over Green Human capital*

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.833[a]	.695	.692	2.99434
a. Predictors: (Constant), Green_Contribution				

The results revealed Regression co-efficient R^2 with a high variance 69.5 percentage and disclosed the value of R with 83.3. The adjusted R^2 is 69.2 percentage and the estimated standard error of the model is found to be 2.99434 which clearly shows that the independent variable of Employee Contribution significantly effect on the dependent variable of Green Human Capital. Further, ANOVA results of the model presented in below table-7.3.2

Table-7.3.2: *ANOVA table of Employee Contribution over Green Human Capital*

ANOVAᵃ						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2589.512	1	2589.512	288.813	.000ᵇ
	Residual	1138.690	127	8.966		
	Total	3728.202	128			
a. Dependent Variable: Green_Human_Capital						
b. Predictors: (Constant), Employee_Contribution						

The analysis of variance of this model is presented in the form of ANOVA table. The concerned F-value is found to be 288.813 and the p-value with 0.000 which clearly indicates significant. The beta coefficients of the model Employee Contribution over GHC is shown in the following table-7.3.3

Table-7.3.3: *Beta Coefficients of the model Employee Contribution over Green Human Capital*

Coefficientsᵃ						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.530	1.436		3.851	.000
	Employee_Contribution	1.158	.068	.833	16.994	.000
a. Dependent Variable: Green_Human_Capital						

The model derived a regression model with constant value 5.530 and the beta coefficient of the independent variable Employee Contribution with 1.158. The estimated standard error is found to be 0.068, t-value with 16.994 and the p-value with 0.000. From the results, the Regression equation of the concerned model is derived below.

Green Human Capital= 5.530+1.158 (Employee Contribution)+e

Conclusion: based on the p-value of the model which is less than 0.005 it is revealed that the concerned model has the significant impact over independent variable to dependent variable. Hence, we conclude that the alternative hypothesis (H3) is accepted. It means Employee Contribution significantly effect on Green Human capital

7.4 TESTING OF FORTH HYPOTHESIS STATEMENT:

H4: Learning & Development significantly effect on Green Human capital

To test the Hypothesis, all the items under the independent variable of Learning & Development are summated and the same phenomenon is carried out for the dependent variable of Green Human Capital and regressed them. The results revealed a model summary and presented in below table-7.4.1

Table-7.4.1: *Model summary for Learning & Development over Green Human capital*

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821ᵃ	.674	.671	3.09500
a. Predictors: (Constant), Learning_and_Development				

The results revealed Regression co-efficient R^2 with a high variance 67.4 percentage and disclosed the value of R with 82.1. The adjusted R^2 is 67.1 percentage and the estimated standard error of the model is found to be 3.09500 which clearly shows that the independent variable of Learning & Development significantly effect on the dependent variable of Green Human Capital.

Further, ANOVA results of the model presented in below table-7.4.2

Table-7.4.2: *ANOVA table of Learning & Development over Green Human Capital*

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2511.669	1	2511.669	262.206	.000[b]
	Residual	1216.532	127	9.579		
	Total	3728.202	128			
a. Dependent Variable: Green_Human_Capital						
b. Predictors: (Constant), Learning_and_Development						

The analysis of variance of this model is presented in the form of ANOVA table. The concerned F-value is found to be 262.206 and the p-value with 0.000 which clearly indicates significant. The beta coefficients of the model Learning & Development over GHC is shown in the following table-7.4.3

Table-7.4.3: *Beta Coefficients of the model Learning & Development over Green Human Capital*

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.840	1.548		3.126	.002
	Learning_and_Development	1.166	.072	.821	16.193	.000
a. Dependent Variable: Green_Human_Capital						

The model derived a regression model with constant value 4.840 and the beta coefficient of the independent variable Learning & Development with 1.166. The estimated standard error is found to be 0.072, t-value with 16.193 and the p-value with 0.000. From the results, the Regression equation of the concerned model is derived below.

Green Human Capital= 4.840+1.166 (Learning & Development)+e

Conclusion: based on the p-value of the model which is less than 0.005 it is revealed that the concerned model has the significant impact over independent variable to dependent variable. Hence, we conclude that the alternative hypothesis (H4) is accepted. It means Learning & Development significantly effect on Green Human capital

7.5 TESTING OF FIFTH HYPOTHESIS STATEMENT:

H5: Employee Commitment significantly effect on Green Human capital

To test the Hypothesis, all the items under the independent variable of Employee Commitment are summated and the same phenomenon is carried out for the dependent variable of Green Human Capital and regressed them. The results revealed a model summary and presented in below table-7.5.1

Table-7.5.1: *Model summary for Employee Commitment over Green Human capital*

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795[a]	.632	.629	3.28883
a. Predictors: (Constant), Employee Commitment				

The results revealed Regression co-efficient R^2 with a high variance 63.2 percentage and disclosed the value of R with 79.5. The adjusted R^2 is 62.9 percentage and the estimated standard error of the model is found to be 3.28883 which clearly shows that the independent variable of Employee Commitment significantly effect on the dependent variable of Green Human Capital. Further, ANOVA results of the model presented in below table-7.5.2

Table-7.5.2: *ANOVA table of Employee Commitment over Green Human Capital*

	ANOVA[a]					
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2354.519	1	2354.519	217.681	.000[b]
	Residual	1373.683	127	10.816		
	Total	3728.202	128			
a. Dependent Variable: Green_Human_Capital						
b. Predictors: (Constant), Employee_Commitment						

The analysis of variance of this model is presented in the form of ANOVA table. The concerned F-value is found to be 217.681 and the p-value with 0.000 which clearly indicates significant. The beta coefficients of the model Employee Commitment over GHC is shown in the following table-7.5.3

Table-7.5.3: *Beta Coefficients of the model Employee Commitment over Green Human Capital*

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.131	1.678		3.058	.003
	Employee_Commitment	.952	.065	.795	14.754	.000
a. Dependent Variable: Green_Human_Capital						

The model derived a regression model with constant value 5.131 and the beta coefficient of the independent variable Employee Commitment with 0.952. The estimated standard error is found to be 0.065, t-value with 14.754 and the p-value with 0.000. From the results, the Regression equation of the concerned model is derived below.

Green Human Capital= 5.131+0.952 (Employee Commitment)+e

Conclusion: based on the p-value of the model which is less than 0.005 it is revealed that the concerned model has the significant impact over independent variable to dependent variable. Hence, we conclude that the alternative hypothesis (H5) is accepted. It means Employee Commitment significantly effect on Green Human capital

7.7. RESULT SUMMARY:

The result summary revealed that the concerned model has a significant impact on independent variables to the dependent variable. Hence, we conclude that all the alternative hypothesis statements are accepted. It means Employee's Competencies, Experiences, Contributions, Learning & Development and Commitment are significantly effect on Green Human capital

Table-7.7.1: *The result summary of the proposed model of the study H1 to H5:*

S.No.	Hypothesis	Remarks
1	H_1: Employee Competencies significantly effect on Green Human capital	Accepted
2	H_2: Employee Experiences significantly effect on Green Human capital	Accepted
3	H_3: Employee Contributions significantly effect on Green Human capital	Accepted
4	H_4: Learning & Development significantly effect on Green Human capital	Accepted
5	H_5: Employee Commitments significantly effect on Green Human capital	Accepted

8. CONCLUSIONS:

The study concludes that the employee's Competencies, Experiences, Contributions, Learning & Development, and Commitments are significantly effected Green Human capital. The results provide useful insights for organizations on how Green Human Capital may positively contribute to employee Green services. The data was collected from private banks in Guntur only. Future researchers may conduct studies in different service sectors. The study explored the concept only on Green Human Capital. But still, there are some variables such as Green Social Capital, Green Intellectual Capital, Green Health and Safety, and Green Work-life Balance that also can explain the association with banking sectors.

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