

The Effects of GHRM and GSCM on the Sustainable Performance of the Thailand Pharmacies: Mediating Role of Employee Performance

Kevin Wongleedee

Suan Sunandha Rajabhat University, Bangkok, Thailand

E-mail: kevin.wo@ssru.ac.th

Article History: Submitted: 18.10.2019

Revised: 22.12.2019

Accepted: 14.01.2020

ABSTRACT

The goal regarding the study is to inspect the effects of green human resource management (GHRM) and green supply chain management (GSCM) on the sustainable performance of the Thailand pharmacies. The next aim is to investigate the mediating effects of employee performance on the link between the GHRM, GSCM and sustainable performance of the Thailand pharmacies. For the purpose of analysis, data were gathered from the HR and SC managers of the Thailand pharmacies and PLS-SEM was utilized to perform the hypotheses testing. The results indicated that the GHRM and GSCM both have positive nexus with the sustainable performance of the Thailand pharmacies. The outcomes also exposed that employee's performance mediate the nexus among the GHRM, GSCM and

sustainable performance of the Thailand pharmacies. These results give the guideline to the authorities who are made and implement the regulations that they convert and enhance the focus towards the GHRM and GSCM that enhance the sustainable performance of the firm.

Keywords: GHRM, GSCM, Sustainable Performance, Employee's Performance

Correspondance:

Kevin Wongleedee

Suan Sunandha Rajabhat University, Bangkok, Thailand

E-mail: kevin.wo@ssru.ac.th

DOI: [10.5530/srp.2020.1.48](https://doi.org/10.5530/srp.2020.1.48)

© Advanced Scientific Research. All rights reserved

INTRODUCTION

Definitely, the crash of developed governments on the surrounding is a rising concern, most important to stress for sustainable works that get together for surrounding, financial, and common requirements. Definitely, all governments are at present obliged to create or build extra attempts in matching financial, common and ecological presentation, in particular, mean for an individual with the group of people, ready for action and narrow pressures, Achieving this stability is apparent at the same time as hard and in some luggage, contentious dispute (Hussain, Mosa, & Omran, 2017). In the opening point, there is a difficulty drawn in implementing an effective ecological government system to advance common and ecological presentations. For the time being, having a better outcome on a government ecological presentation also, it is very significant for the government to alter their civilization mindsets by implementing bottle green attitude interested in their industry level as a right condition, learning by cross-functional method, not now through commonly chosen departments (Sunthonpagasit & Hanson, 2019). This learning shows research in interested in how to bottle green government is better to reach across two dangerous industry functions: the being funds function and the provide string function. On the further hand, extra and deeper researches with reference to the connection linking those two functions are motionless necessary. Current investigations have also spoken that require extra cross-functional study to travel around the distribution of bottle green government cross away further functions or governments and to discover simultaneous outcome and joint interaction between different functions. Addressing this requirement, this work checked bottle green government systems in the being

human property and provide sires functions in extra to their connections (Hussain, Mosa, & Omran, 2018).

For at the same time as the helpful position of together bottle green human being property government and bottle green provide series government works on the surrounding presentation is good known, there are some researches which has checked the two the functions and its connection to each other (Lu, Lai, & Chiang, 2016). This need for work is noticed in favor of two reasons: first of all, still thought the workers hypothetically recognize that GHRM works are a famous interior driver of the GSCM works (Hussain, Musa, & Omran, 2019). Secondly, at the same as the writing on the human being property government and on provide series government has greatly intense on the connection between the HRM and the SCM works extra commonly. There is, so, a stranded require in the ground for extra works that discover the co-occurring outcomes these GHRM and the GSCM force used at the same time as triple underside line: the financial, ecological and common works of the company. This document checks the connation between the GHRM and in the GSCM and their crash on the top of TBL of stable work, descriptive the helpful property that together the GHRM and the GSCM works be able to have on the side of the stable work of devolved firms in the foodstuff, substance and the pharmaceutical levels is used in Palestine. An analysis of present writing as well exposes a shortage of observed on the GHRM and the GSCM inside the developed sector in the advanced nation (Zhang, Liu, Li, Evans, & Yin, 2017). Conducting these works in the ecological as facing as the Palestine is nothing easy, for the devolved government in the Palestine is under enemy control by the both ecological legislations: Palestinian general power act and the Israeli power act; these two acts are useful in the busy Palestinian territory where huge bulk of the Palestinian campiness is located (Hussain, Musa, & Omran, 2018).

TABLE 1. Time Spent by Employees in Current Position

Time have Spent by Employees in Current Position	Percentage of Employees
Less than a Year	5.6%
1 to 2 Years	16.7%
3 to 4 Years	23.6%
5 to 10 Years	34.1%
More than 10 Years	19.9%

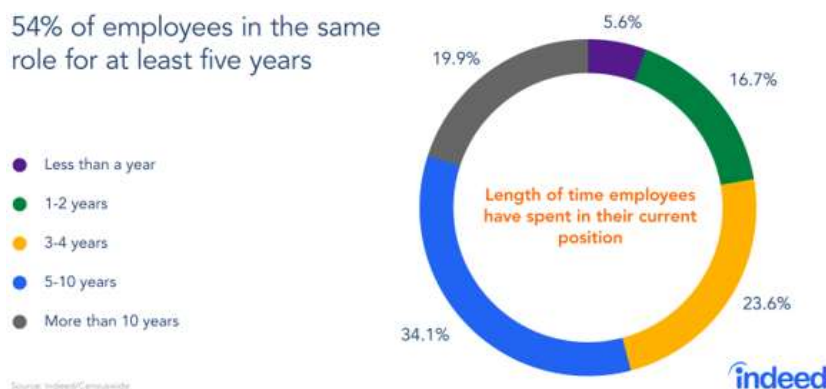


Figure 1: Time Spent by Employees in Current Position

The single position in OPT outcomes from the request of those Israeli acts on the internal ecological laws of Palestine, the helpful organization to stand by Israeli ecological policies at the side of those of the general Palestinian power. Palestine is careful to be alive a main participating portion in the figure of local agreements on Trans limit ecological subject, mostly full of tears and hard throw away and on these starting point has held money from the global donors to lend a hand apply events inside the busy territories for using cleaner and improve the technologies and the natural works. Such a single and hard position I favor of the Palestinian organization part is reflected during a doubtful point attentiveness of this part to improve and apply for bottle green works (Manzoor, Wei, Bányai, Nurunnabi, & Subhan, 2019). A research of the GSCM and the GHRM taking up and their connections during firms which control in this single situation is positive to present fresh and in-active insights and in the direction of supply to the overpass, a hole set up in writing (Zaid, Jaaron, & Bon, 2018).

LITERATURE REVIEW

The meaning of the position of the HRM in the pretty ecological work has, in detail, been stranded and notice as of the center-nineties and it helpful preferred penalty on environmental works have been little by little explore as fit (Saengchai, Siriattakul, & Jermstittiparsert, 2019a, 2019b). A lot of human being's works have been known to spread bottle green ideologies well. In further language, GHRM bundle's works are recognized to certain helpful moral on the greening a government. This research knew the GHRM pack as a stable position of the human being resource works, which has a penalty for the work of organization firms during bottle green connection and training (GTI), bottle green hiring (GH), bottle green presentation payment and administration (GPC) (Gong, Simpson, Koh, & Tan, 2018).

These useful events must be implemented as a result of those who are in charge of guide squad, with the major, aspire of instilling ecologically friendly behavior in the jobbing ecological. These researches select these three works at the same time as the GHRM pack works as they are deemed the upper such works for their helpfulness in distribution bottle green civilization and ideologies within the government, and used for the synergistic crash of their dual acceptances. The HRM writing, according to analysis from combs and London. The work, in deference, identifies being human income as a bundle that contains the latent to get a better governmental presentation. This is a similar study that calls for extra works on the connection between GHRM pack works and firm property. GHRM works paying attention mainly to the result of ecological size, though the explorations connection between the TBL moves toward is rare and GHRM works (Hong, Zhang, & Ding, 2018). In the part of the SCM, however, governments contain more and more paid awareness to the blame of their client and provider, as fit as for their internal ready process, thus by increase green organization works outside to a government's mainly borders (Tabassi et al., 2016). Attention in GSCM from the expert in the trade operations is rising, mainly unpaid to a rising knowledge of the dangerous of devolved government on life. GSCM is thus careful to live an income of successful planned organization which improves the ecological presentation of developed firms, in extra to advancing other stable presentation. GSCM is not only a device to minimize the ecological paths of operations and goods (Hussain et al., 2012). However, as well, a single plan is forgiven that financial payback as fit as the pretty public interest. As well it tin is seen from the open practical data that eco-bottle green works commonly put on views upright common presentation, such as fast deviation from clients and rising group image. GSCM works are able to be clear in this

thesis as together basic and extrinsic hiding for works, which are adopted to apply bottle green morals across ways deliver string processes (Riaz, Arif, Nisar, Ali, & Sajjad, 2018). On the other hand, present have been many planning and adoption create in earlier research of writing in these works. As well as long as an aggressive benefit, approval of those two groups of interior and intra government bottle green presentation is likely by some participants in the providing series, any on downstream or the upstream part of the series. Certainly many workers contain called to manner extra work on changing the connections between many sizes of the HSCM, for instance, interior GSCM works and outer GSCM works and the stable presentation to help demonstrate the variety of outcomes in GSCM writing (Maletič, Maletič, Dahlgaard, Dahlgaard-Park, & Gomišček, 2016). The stable idea has become more and more helpful in trade operations, HRM, and SCM. A useful judgment of stable presentation passes during the concurrent costing of financial, common presentation and ecological (Chou, Horng, Liu, & Gan, 2018). As an effect for the trade to function effectively in the present and during the upcoming, it requires to hold the idea of stability, mainly the TML. So, the stable works of the TBL presentation have a similar pass and make a common cost. However, the ecological presentation suggests to the skills of the government to decrease sky emissions and sewage misuse, reduce spending of risky and lethal matter as fit as minor the rate of ecological accidents, In the main time, common presentation suggests to the actual property of bottle green works on the common aspects linked to the picture of the solid and their supplies from the view of the range of stakeholders for instance, workers, goods, civic and clients (Yildiz Çankaya & Sezen, 2019). The financial presentation suggests to the economic and the advertisement presentation improvements out coming from the implementing bottle green works improve the government place compared with the trade stranded. So, the stable presentation, the favors the purpose of the present research, is to define as the real outcome from the realization of both the GHRM and the GSCM works on the government's common presentation, financial and ecological. This research so, builds on fresh researches on the connection between GHRM works, GSCM works and stable presentation, helped by the source-based sight theory (Maas & Rosendaal, 2016). In conditions of RBS of the bottle, green provide series, When the HRM and ecological organization research in combination, an obstacle to the winning effecting of the GSCM is able to defeat. Such as, the normal GSCM aim of achieving tested creations relies on the guilty and skilled bottle labor force. The hypotheses use fir these researches are formulated relay first of all on work into the breakup things of the GSCM and the GHRM on stable presentation.

Hypotheses Development

It is known that burring in mind greener trails in point of HRM is critical, while HRM works hold the completion and presentation of an ecological organization system, thus support a bossiness in getting an improve ecological presentation (Yuen, Wang, Wong, & Ma, 2019). In detail, GHRM performs an important point in increasing and enhancing the firms in a useful way. In extra to the clear advantage to the ecological, the completion of bottle green initiatives risings a company request and maintain to facility

preservative, creating GHRM a vital space of trade organization. Earlier writing in HRM commonly persuasive on the result of personal works on the presentation of firms, sooner than on a package of works. GHRM works perhaps more significant possessions on ecological and governmental presentation if they were to gather implemented. In row within this sight, fresh GHRM writing has mainly revolved in the order of the force of GHRM works on the government presentation packages. This is considering changing a government EO and in the end improving its financial presentation. So, by accepting GHRM works, governments can better its EP in a stable attitude (Croom, Vidal, Spetic, Marshall, & McCarthy, 2018).

It has been said by little workers that if the number of staff characters such as skill incentives, etc., are the outcomes of bottle green works in their workplace, then economic presentation maybe then better (Lee, 2019). Researcher staffing, which takes bottle green permit into kindness, or a little worry for the ecological can inline draw a more significant quality of workers who affect because of the firms' supplier list of ecological work. Also helpful for a business is the growth and support of a worker's ecological welfare and actions, which may hold to talent and drive betterments, improve preservation and job-related outcomes, and improve generally. Governments are likely to accept bottle green stable trade works and goal on a greener group civilization with the common aims to improve efficiencies, reduced expenses and a total to improve feel for the worker meeting. Better sales and a decrease in expenses are the outcomes of advancing a greener civilization (El-Khalil & El-Kassar, 2018).

It is greatly received that there are a lot of advantages for business linked with tackling ecological problems; no smallest amount a better point stage of work approval, improve stakeholder relations, worker preservation and an extra suitable product picture. Other advantages are also accepted, for instance, better common job knowledge in the middle of the worker and staff and the preservation of gifts (Fernando, Jabbour, & Wah, 2019). Those developed firms which checked in common courses took in helpful level by reinforcing GHRM. Such courses logically center on the security and fitness of workers, to check them from the human being uncovered to for harmful emissions, in extra, to contain a treatment job, it is argued that incorporate bottle green courses will better the presentation of devolved organization stability. In the holder of the SP, it significant for the governments to make sure that their creation operations interior common behaviors maybe improve the property of the place events on together interior communities and the exterior communities. In extra, there is data to prove that government which has to adopt GHRM works were starting to notably add to the alive positions of their workers, in extra to fulfilling their ecological requirements (Gianni, Gotzamani, & Tsiotras, 2017). The result was a largely helpful outcome on the EC.P of the organization and on the betterment of workers as well affirms workers' fitness and common improve advantages from all helpful property using their organization accepting of GHRM laws and works. The winning story of this extremely helpful stiff of the worker, this research hypotheses was urban as follows:

H1: GHRM has a positive association with sustainable performance in the pharmacy in Thailand.

Further research projected that GP and the ecological help (EC) inspire clients and the providers to devolve in a extra desirably eco-ecological means and to reduce their unstable attitude, which would guide in a helpful on EP that are performed by the devolved organizations in better supplies in the end production which can live dividable as just a little polluting the ecological, thus better the EP of the governments. Freshly, a lot of partial research opens that a helpful connection between GSCM works and EP lead organizations to get a viable advantage. This was particularly the container for advanced nations (Delmas & Pekovic, 2018). EP has, reasonably than, turn in to more and more vital and developed has started better and adopting partial means, such as, touching in the direction of creation and bottle green organization, part by part with GSCM, to better their EP. It is probable for the organizations to get a toper level of competence and reduce in the income old, which will outcome in sum price investment, by the income of the attention on the interior GSCM that adapted the ecological organization works. Such as, create that an ecological which is the division of GSCM workers that the fall of misuse and the capable apply of resources will guide to price investments which involve the EP that held by the firm. Ext-GSCM also checked to get a better crash on EP that held by the firm (Dey, Malesios, De, Chowdhury, & Abdelaziz, 2019). Moreover, while reducing their deadly material use, dispensing or eliminating of chance creation working and decreeing the ecological power of their creations throw into-GSCM and Ext-GSCM and the place. As same as GP is liked with an adding in web outcome and a cut the price of supplies sold. So, the next hypotheses guess that:

H2: GSCM has a positive association with sustainable performance in the pharmacy in Thailand.

The acceptance of bottle green works is supposed to better the situation that workers job bellow and the limited group of peoples, where the citizen can like a better life. Importantly, the competitions of the devolved operation that are ecological leaning and which poison fewer have a better result on the common size of worker and civilization (Glass, Cook, & Ingersoll, 2016). Governments incorporating GSCM keep on their trade events might so, absolutely add to SP in spite the complete figure of observed works on the connection between GSCM SP and works, the offer observed proof shows the ecological works, in common have a large common purpose, for instance, promoting client devotion pretty the company picture healthcare, equaling chance, secure crop creations, and operation, and deference toward the act and right attitude (Martinez-Conesa, Soto-Acosta, & Palacios-Manzano, 2017).

Finally, this work suggests that probing the connection between GSCM and GHRM might aid in improving ID the mechanisms through which they affect the mechanism of stable presentation. The RBV, as a useful future that HRM works, involves governmental presentation through transforming the workers into unusual, singular and vital sources (Panda & Nayak, 2019). The use of such a source in the advanced of the trade means the **government's** aims can be improve supported. Furthermore, gifted workers in SCM containers also enhance the presentation of the provide

series, which in twist guide to stable, viable benefits. Of course, a viable interest maybe also exists resulting from the contact device of choice sources. It may live comforted; then, the writing is largely in accord that a successful competition of GSCM works first above all on GHRM works (Wijethilake, 2017). Or it to place it a new way, the lack of HRM works outcome in need of accessibility of meeting workers who are ecological able and the square governmental civilization be able to a barrier to the taking of the GSCM works (Gómez-Bezares, Przychodzen, & Przychodzen, 2017). This work, so, extended these new works while also improving the crash on the stable presentation. The structure of the present work is offered where the work hypotheses are known. It includes through as for GHRM group works, EXT-GSCM and INT-GSCM toward the working of the stable presentation as fit as the mediate result of the EXT-GSCM and INT-GSCM on the connection between the GHRM group and works of stable presentable (Alonso-Almeida, Bagur-Femenias, Llach, & Perramon, 2018). GHRM the stage an importuning role in decimating ecological values and ideologies, and through hopeful the staffing of worker who is skilled and loyal to implementing ecological values and standards in the base of a provide series trade growth and be checked that GSCM works do a mediate position between EP connections and GHRM works (Chen & Kitsis, 2017). Winning the notional point of view of the RBV allows indented for an extra regular study of the connection between GSCM-GHRM works and stable presentation by specifying the connection between these bottle green works and stable results. Based on the top of the assertions, the next hypotheses were urban:

H3: Employee performance mediates the nexus among the GHRM and sustainable performance in the pharmacy in Thailand.

H4: Employee performance mediates the nexus among the GCRM and sustainable performance in the pharmacy in Thailand.

RESEARCH METHODS

The objective regarding the study is to examine the effects of green GHRM and GSCM on the sustainable performance of the Thailand pharmacies. The next goal is to investigate the mediating effects of employee performance on the link between the GHRM, GSCM and sustainable performance of the Thailand pharmacies. For the purpose of analysis, data were gathered from the HR and SC managers of the Thailand pharmacies and PLS-SEM was utilize to perform the hypotheses testing. Around 755 questionnaires were sent to the employees of HR and SC and only 470 questionnaires were returned that are used for analysis and response rate was only 62.25 percent.

Measures

The main construct is sustainable performance (SP) has ten items on the other hand independent variables like GHRM has eight and GSCM has fourteen items. While the mediator variable like employee performance (EP) has six items.

RESEARCH FRAMEWORK

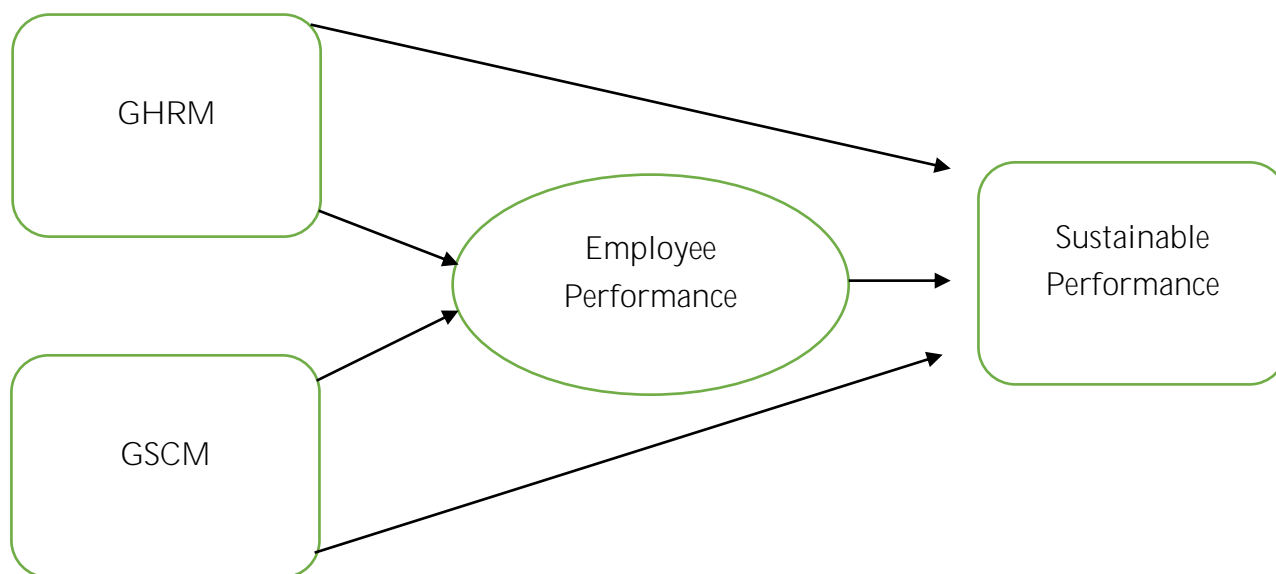


Figure 2: Theoretical Framework

FINDINGS

The path analysis indicated the acceptance and rejection of hypothesis while convergent validity indicated the items' correlation and discriminant validity indicated constructs'

correlation. The convergent validity is valid because all the criteria of the items' correlation are full filled and Table 2 given below show the convergent validity.

TABLE 2. Convergent Validity

Constructs	Items	Loadings	Alpha	CR	AVE
Sustainable Performance	SP1	0.883	0.917	0.933	0.637
	SP10	0.718			
	SP2	0.865			
	SP3	0.731			
	SP4	0.649			
	SP6	0.811			
	SP7	0.780			
	SP9	0.910			
GHRM	GHRM1	0.707	0.849	0.884	0.524
	GHRM2	0.826			
	GHRM3	0.636			
	GHRM4	0.636			
	GHRM6	0.670			
	GHRM7	0.781			
	GHRM8	0.786			
	GSCM	GSCM1			
GSCM10	0.768				
GSCM12	0.760				
GSCM14	0.789				
GSCM2	0.861				
GSCM3	0.556				
GSCM4	0.782				
GSCM5	0.697				

	GSCM6	0.726			
	GSCM7	0.826			
	GSCM8	0.798			
Employee Performance	EP1	0.790	0.857	0.894	0.585
	EP2	0.710			
	EP3	0.820			
	EP4	0.841			
	EP5	0.699			
	EP6	0.716			

The discriminant validity indicated constructs' correlation.
The discriminant validity is valid in case of Fornell Larcker

because all the criteria of the constructs' correlation are full filled and Table 3 given below show the Fornell Larcker.

TABLE 3. Fornell Larcker

	SP	GHRM	GSCM	EP
SP	0.798			
GHRM	0.568	0.724		
GSCM	0.398	0.534	0.764	
EP	0.684	0.710	0.494	0.765

The discriminant validity is valid in case of cross loadings
because all the criteria of the constructs' correlation are full

filled and Table 4 given below show the values of cross loadings.

TABLE 4. Cross-loadings

	SP	GHRM	GSCM	EP
SP1	0.883	0.438	0.286	0.515
SP10	0.718	0.394	0.378	0.434
SP2	0.865	0.391	0.284	0.507
SP3	0.731	0.509	0.287	0.616
SP4	0.649	0.428	0.316	0.533
SP6	0.811	0.334	0.224	0.409
SP7	0.780	0.559	0.380	0.677
SP9	0.910	0.470	0.339	0.544
GHRM1	0.452	0.707	0.292	0.391
GHRM2	0.326	0.826	0.386	0.478
GHRM3	0.367	0.636	0.295	0.329
GHRM4	0.366	0.636	0.405	0.429
GHRM6	0.466	0.670	0.439	0.607
GHRM7	0.452	0.781	0.467	0.671
GHRM8	0.423	0.786	0.358	0.556
GSCM1	0.190	0.351	0.792	0.232
GSCM10	0.180	0.301	0.768	0.238
GSCM12	0.250	0.351	0.760	0.302
GSCM14	0.354	0.406	0.789	0.382
GSCM2	0.428	0.502	0.861	0.479
GSCM3	0.245	0.246	0.556	0.289
GSCM4	0.365	0.477	0.782	0.468

GSCM5	0.389	0.438	0.697	0.466
GSCM6	0.298	0.438	0.726	0.458
GSCM7	0.263	0.423	0.826	0.352
GSCM8	0.233	0.408	0.798	0.300
EP1	0.647	0.495	0.355	0.790
EP2	0.416	0.632	0.436	0.710
EP3	0.622	0.507	0.391	0.820
EP4	0.649	0.531	0.358	0.841
EP5	0.343	0.514	0.351	0.699
EP6	0.415	0.585	0.376	0.716

The discriminant validity indicated constructs' correlation. The discriminant validity is valid in case of HTMT ratio because all the criteria of the constructs' correlation are full

filled and Table 5 given below show the values of HTMT ratio.

TABLE 5. HTMT Ratio

	SP	GHRM	GSCM	EP
SP				
GHRM	0.623			
GSCM	0.408	0.569		
EP	0.742	0.803	0.532	

The path analysis indicated the acceptance and rejection of hypothesis and the analysis indicated that GHRM and GSCM have significant and positive link with SP because beta value show positive sign and t-values and p-values are show to

meet the standards. Moreover, results are also indicated that EP plays a role of positive mediation among the link of GHRM, GSCM and SP of the Thailand pharmacies. Table 6 given as under show the path analysis.

TABLE 6. Path Analysis

	Beta	S.D.	t-values	p-value	L.L.	U.L.
GHRM -> SP	0.129	0.056	2.315	0.011	0.036	0.222
GSCM ->SP	0.579	0.048	12.027	0.000	0.501	0.656
EP -> SP	0.232	0.050	4.607	0.000	0.148	0.315
GHRM -> EP	0.264	0.054	4.919	0.000	0.172	0.352
GSCM -> EP	0.507	0.063	8.096	0.000	0.403	0.599
GHRM ->EP -> SP	0.294	0.044	6.678	0.000	0.224	0.370
GSCM -> EP -> SP	0.134	0.034	3.995	0.000	0.078	0.189

DISCUSSION AND CONCLUSION

The objective regarding the study is to review the effects of GHRM and GSCM on the sustainable performance of the Thailand pharmacies. Another aim is to explore the mediating effects of employee performance on the link between the GHRM, GSCM and sustainable performance of the Thailand pharmacies. The results indicated that the GHRM and GSCM both have positive nexus with the sustainable performance of the Thailand pharmacies. The GSCM and GHRM in the Thailand pharmacy is playing a vital role to enhance the sustainable performance because both of them motivate the employees as well as the customers to work for the company's interest. The outcomes also

exposed that employee's performance mediate the nexus among the GHRM, GSCM and sustainable performance of the Thailand pharmacies. Employee performance is also the key player that enhance the GSCM and GHRM impact on the sustainable performance by giving their performance in the company's interest. These results give the guideline to the authorities who are made and implement the regulations that they convert and enhance the focus towards the GHRM and GSCM that enhance the sustainable performance of the firm. Therefore, it is concluded that the GSCM and GHRM in the Thailand pharmacy is playing a vital role to enhance the sustainable performance because both of them motivate the employees as well as the customers to work for the

company's interest. Employee performance is also the key player that enhance the GSCM and GHRM impact on the sustainable performance by giving their performance in the company's interest. This study has some direction for future researchers that are the limitations of this article. The present study only use the two predictors such as GHRM and GSCM and further studies should add more predictors in the evaluation. The results are generalized only on the pharmacy business and further study should expand the scope.

REFERENCES

1. Alonso-Almeida, M. d. M., Bagur-Femenias, L., Llach, J., & Perramon, J. (2018). Sustainability in small tourist businesses: the link between initiatives and performance. *Current Issues in Tourism*, 21(1), 1-20.
2. Chen, I. J., & Kitsis, A. M. (2017). A research framework of sustainable supply chain management: The role of relational capabilities in driving performance. *The International Journal of Logistics Management*, 28(4), 1454-1478.
3. Chou, S.-F., Horng, J.-S., Liu, C.-H., & Gan, B. (2018). Explicating restaurant performance: The nature and foundations of sustainable service and organizational environment. *International Journal of Hospitality Management*, 72, 56-66.
4. Croom, S., Vidal, N., Spetic, W., Marshall, D., & McCarthy, L. (2018). Impact of social sustainability orientation and supply chain practices on operational performance. *International Journal of Operations & Production Management*, 38(12), 2344-2366.
5. Delmas, M. A., & Pekovic, S. (2018). Corporate sustainable innovation and employee behavior. *Journal of business ethics*, 150(4), 1071-1088.
6. Dey, P. K., Malesios, C., De, D., Chowdhury, S., & Abdelaziz, F. B. (2019). The Impact of Lean Management Practices and Sustainably-Oriented Innovation on Sustainability Performance of Small and Medium-Sized Enterprises: Empirical Evidence from the UK. *British Journal of Management*.
7. El-Khalil, R., & El-Kassar, A.-N. (2018). Effects of corporate sustainability practices on performance: the case of the MENA region. *Benchmarking: An International Journal*, 25(5), 1333-1349.
8. Fernando, Y., Jabbour, C. J. C., & Wah, W.-X. (2019). Pursuing green growth in technology firms through the connections between environmental innovation and sustainable business performance: does service capability matter? *Resources, Conservation and Recycling*, 141, 8-20.
9. Gianni, M., Gotzamani, K., & Tsiotras, G. (2017). Multiple perspectives on integrated management systems and corporate sustainability performance. *Journal of cleaner production*, 168, 1297-1311.
10. Glass, C., Cook, A., & Ingersoll, A. R. (2016). Do women leaders promote sustainability? Analyzing the effect of corporate governance composition on environmental performance. *Business Strategy and the Environment*, 25(7), 495-511.
11. Gómez-Bezares, F., Przychodzen, W., & Przychodzen, J. (2017). Bridging the gap: How sustainable development can help companies create shareholder value and improve financial performance. *Business Ethics: A European Review*, 26(1), 1-17.
12. Gong, M., Simpson, A., Koh, L., & Tan, K. H. (2018). Inside out: The interrelationships of sustainable performance metrics and its effect on business decision making: Theory and practice. *Resources, Conservation and Recycling*, 128, 155-166.
13. Hong, J., Zhang, Y., & Ding, M. (2018). Sustainable supply chain management practices, supply chain dynamic capabilities, and enterprise performance. *Journal of cleaner production*, 172, 3508-3519.
14. Hussain, M. S., Mosa, M. M., & Omran, A. (2017). The Mediating Impact of Profitability on Capital Requirement and Risk Taking by Pakistani Banks. *Journal of Academic Research in Economics*, 9(3), 433-443.
15. Hussain, M. S., Mosa, M. M., & Omran, A. (2018). The impact of owners behaviour towards risk taking by Pakistani Banks: Mediating role of profitability *Journal of Academic Research in Economics*, 10(3), 455-465.
16. Hussain, M. S., Musa, M. M., & Omran, A. (2019). The Impact of Regulatory Capital on Risk Taking By Pakistani Banks. *SEISENSE Journal of Management*, 2(2), 94-103.
17. Hussain, M. S., Musa, M. M. B., & Omran, A. A. (2018). The Impact of Private Ownership Structure on Risk Taking by Pakistani Banks: An Empirical Study. *Pakistan Journal of Humanities and Social Sciences*, 6(3), 325-337.
18. Hussain, M. S., Ramzan, M., Ghauri, M. S. K., Akhtar, W., Naeem, W., & Ahmad, K. (2012). Challenges and failure of Implementation of Basel Accord II and reasons to adopt Basel III both in Islamic and conventional banks. *International Journal of Business and Social Research*, 2(4), 149-174.
19. Lee, H.-W. (2019). How does sustainability-oriented human resource management work?: Examining mediators on organizational performance. *International Journal of Public Administration*, 1-11.
20. Lu, C.-S., Lai, P.-L., & Chiang, Y.-P. (2016). Container terminal employees' perceptions of the effects of sustainable supply chain management on sustainability performance. *Maritime Policy & Management*, 43(5), 597-613.
21. Maas, K., & Rosendaal, S. (2016). Sustainability targets in executive remuneration: Targets, time frame, country and sector specification. *Business Strategy and the Environment*, 25(6), 390-401.
22. Maletič, M., Maletič, D., Dahlggaard, J. J., Dahlggaard-Park, S. M., & Gomišček, B. (2016). Effect of sustainability-oriented innovation practices on the overall organisational performance: An empirical examination. *Total Quality Management & Business Excellence*, 27(9-10), 1171-1190.
23. Manzoor, F., Wei, L., Bányai, T., Nurunnabi, M., & Subhan, Q. A. (2019). An Examination of Sustainable HRM Practices on Job Performance: An Application of Training as a Moderator. *Sustainability*, 11(8), 2263.
24. Martinez-Conesa, I., Soto-Acosta, P., & Palacios-Manzano, M. (2017). Corporate social responsibility and its effect on innovation and firm performance: An empirical research in SMEs. *Journal of cleaner production*, 142, 2374-2383.
25. Pamornmast, C., Siriattakul, P., & Jermsittiparsert, K. (2019). The Antecedents of Employee Performance in

- the Financial Services Industry of Thailand: A Resource-Based Perspective. *International Journal of Psychosocial Rehabilitation*, 23(4), 748-762.
26. Panda, A. K., & Nayak, A. K. (2019). Effect of Firm Size on Performance Leading to Sustainability *Transition Strategies for Sustainable Community Systems* (pp. 251-262): Springer.
 27. Riaz, Z., Arif, A., Nisar, Q. A., Ali, S., & Sajjad, M. (2018). Does Perceived Organizational Support influence the Employees Emotional labor? Moderating & Mediating role of Emotional Intelligence. *Pakistan Journal of Humanities and Social Sciences*, 6(4), 526-543.
 28. Saengchai, S., Siriattakul, P., & Jermstittiparsert, K. (2019a). Exploring the link between HRPractices, Employee Motivation, Employee Empowerment and Employee Performance in Engineering Firms of Indonesia. *International Journal of Psychosocial Rehabilitation*, 23(4), 734-747.
 29. Saengchai, S., Siriattakul, P., & Jermstittiparsert, K. (2019b). The Mediating Role of Employee Engagement between Team and Co-worker Relation, Work Environment, Training and Development and Employee Performance. *International Journal of Psychosocial Rehabilitation*, 23(4), 853-864.
 30. Sunthonpagasit, J., & Hanson, B. (2019). Developing Sustainable Leadership Practices to Improve Employee Engagement through ODI: A Case Study of Thai Family-Owned Business. *ABAC ODI JOURNAL VISION. ACTION. OUTCOME.*, 6(1), 40-61.
 31. Tabassi, A. A., Roufechaei, K. M., Ramli, M., Bakar, A. H. A., Ismail, R., & Pakir, A. H. K. (2016). Leadership competences of sustainable construction project managers. *Journal of cleaner production*, 124, 339-349.
 32. Wijethilake, C. (2017). Proactive sustainability strategy and corporate sustainability performance: The mediating effect of sustainability control systems. *Journal of environmental management*, 196, 569-582.
 33. Yildiz Çankaya, S., & Sezen, B. (2019). Effects of green supply chain management practices on sustainability performance. *Journal of Manufacturing Technology Management*, 30(1), 98-121.
 34. Yuen, K. F., Wang, X., Wong, Y. D., & Ma, F. (2019). A contingency view of the effects of sustainable shipping exploitation and exploration on business performance. *Transport Policy*, 77, 90-103.
 35. Zaid, A. A., Jaaron, A. A., & Bon, A. T. (2018). The impact of green human resource management and green supply chain management practices on sustainable performance: An empirical study. *Journal of cleaner production*, 204, 965-979.
 36. Zhang, X., Liu, C., Li, W., Evans, S., & Yin, Y. (2017). Effects of key enabling technologies for seru production on sustainable performance. *Omega*, 66, 290-307.