

ISSN: 2328-4862 Volume 11, Number 3, September 2023



Journal of Human Resource and Sustainability Studies



ISSN: 2328-4862



<https://www.scirp.org/journal/jhrss>

Journal Editorial Board

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Editorial Board

Dr. Ayman Batisha	Cairo University, Egypt
Prof. Olivier Boiral	Université Laval, Canada
Dr. Alan Hoi-Shou Chan	City University of Hong Kong, China
Dr. Irene Hau-Siu Chow	Hang Seng Management College, China
Dr. Stefan Cristian Gherghina	Bucharest University of Economic Studies, Romania
Dr. Vasilii Erokhin	Harbin Engineering University, Russia
Dr. Sanae Hanine	Settat-Hassan Premier University, Morocco
Dr. Inaki Heras-Saizarbitoria	The University of the Basque Country UPV/EHU, Spain
Dr. Hatem Jemmali	Manouba University, Tunisia
Dr. Céline Louche	Vlerick Business School, Belgium
Prof. Bahgat M. Abdel-Maksoud	University of Assiut, Egypt
Prof. Emeritus Ehud Menipaz	Ben Gurion University, Israel
Dr. Denis Morin	Université du Québec à Montréal, Canada
Dr. Douglas W. S. Renwick	University of Sheffield, UK
Dr. Jayendra Sankar	AMA International University Bahrain, Bahrain
Dr. Mohmmmed Muslim Sheikh	Maharaja Ganga Singh University, India
Prof. Peter Stokes	University of Chester Business School, UK
Prof. James Robert Terborg	University of Oregon, USA
Prof. Nguyen Ngoc Thang	Vietnam National University, Vietnam

Table of Contents

Volume 11 Number 3

September 2023

Moderating Role of Green Transformational Leadership on the Relationship between Green Human Resource Practices and Environmental Performance of Hotels in Kano, Nigeria	
K. M. Goni, Y. Z. B. Md. Isa, T. B. Abdullah.....	415
Effect of Workplace Diversity Management on Employee Commitment in the Nigerian Public Sector: A Conceptual Review	
U. C. Ekejiuba, T. A. Muritala, F. H. Maitala, M. I. Nwoye.....	441
Impact of Workplace Diversity Management on Employee Commitment in the Nigerian Public Sector	
U. C. Ekejiuba, T. A. Muritala, H. L. Abubakar, A. Sharma.....	450
Impact of Penetration Strategy on the Performance of Manufacturing Industry in North West Nigeria	
J. A. Bukoye, T. A. Muritala, S. Hadiza, M. I. Nwoye, F. A. Ogedengbe.....	472
Consumer Hegemony on Social Media in the Digital Disruption Era	
F. R. A. Razick, U. de Silva, M. W. Mesthri.....	494
Analysis of Leadership Style: A Case of One Leader	
O. Alyafei.....	511
Influence of Organizational Management Culture on Remote Employee Engagement Post-Pandemic, Measured by EENDEED, a Validated Instrument	
S. Saurage-Altenloh, T. Tate, F. M. Lartey, P. M. Randall.....	521
Experiences of Burnout among Health Systems' Employees: A Mixed-Methods Study	
T. Johnson, M. Newman.....	537
Evidence of the Great Resignation: Remote Worker Engagement and Intent to Stay or Leave during the COVID-19 Pandemic	
S. Saurage-Altenloh, F. M. Lartey, P. M. Randall, T. D. Tate.....	560
The Effect of R & D Investment and Knowledge Search on Innovation Performance: The New Evidence from High-Tech Enterprises in Guangxi	
L. F. Liao, R. L. Li.....	579
Exploring the Applicability of Artificial Intelligence in Recruitment and Selection Processes: A Focus on the Recruitment Phase	
A. Hewage.....	603

Resource Optimization Techniques and Sustainability of Gated Community Construction Projects in Nairobi County, Kenya	
J. W. Kiungo, J. A. Otieno.....	635
Green Innovations and Environmental Performance of Hotels in Kano, Nigeria: Moderating Role of Green Transformational Leadership	
K. M. Goni, Y. Z. B. Md. Isa, T. B. Abdullah.....	650
Work-Family Balance and Organizational Support for Fathers: An Analysis of Obstacles and Levers in Québec (Canada)	
D.-G. Tremblay.....	675
Effect of Crude Oil Prices and Production on the Performance of Nigerian Gross Domestic Product: A Conceptual Framework	
S.-I. S. S. Sami, M. Taiwo.....	698
A Review of Research on Female Knowledge Workers' Stress in Digital Contexts	
X. T. Chen, H. F. Zhang.....	712
The Studies of the Organizations and the Validity of the Classics to Explain the Current Problems	
A. R. P. Mayo, N. R. Nieto, F. R. Torres.....	721
The Efficacy of Talent Selection Approaches on the Competitiveness among Five Star Hotels in Nairobi City County, Kenya	
O. Japheth, M. Rahab, K. Albert.....	736

Journal of Human Resource and Sustainability Studies (JHRSS)

Journal Information

SUBSCRIPTIONS

The *Journal of Human Resource and Sustainability Studies* (Online at Scientific Research Publishing, <https://www.scirp.org/>) is published quarterly by Scientific Research Publishing, Inc., USA.

Subscription rates:

Print: \$39 per issue.

To subscribe, please contact Journals Subscriptions Department, E-mail: sub@scirp.org

SERVICES

Advertisements

Advertisement Sales Department, E-mail: service@scirp.org

Reprints (minimum quantity 100 copies)

Reprints Co-ordinator, Scientific Research Publishing, Inc., USA.

E-mail: sub@scirp.org

COPYRIGHT

Copyright and reuse rights for the front matter of the journal:

Copyright © 2023 by Scientific Research Publishing Inc.

This work is licensed under the Creative Commons Attribution International License (CC BY).

<http://creativecommons.org/licenses/by/4.0/>

Copyright for individual papers of the journal:

Copyright © 2023 by author(s) and Scientific Research Publishing Inc.

Reuse rights for individual papers:

Note: At SCIRP authors can choose between CC BY and CC BY-NC. Please consult each paper for its reuse rights.

Disclaimer of liability

Statements and opinions expressed in the articles and communications are those of the individual contributors and not the statements and opinion of Scientific Research Publishing, Inc. We assume no responsibility or liability for any damage or injury to persons or property arising out of the use of any materials, instructions, methods or ideas contained herein. We expressly disclaim any implied warranties of merchantability or fitness for a particular purpose. If expert assistance is required, the services of a competent professional person should be sought.

PRODUCTION INFORMATION

For manuscripts that have been accepted for publication, please contact:

E-mail: jhrss@scirp.org



Journal of Human Resource and Sustainability Studies

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Journal of Human Resource and Sustainability Studies (JHRSS) is an international journal dedicated to the latest advancements related to topics of human resource, work, and ecological sustainability. The aim of this journal is to provide an outlet for researchers interested to human resource, employment, and management issues.

Subject Coverage

All manuscripts must be prepared in English, and are peer-reviewed with double-blind process. The journal expects empirical, either quantitative or qualitative, or conceptual research, and publishes original papers focusing on the following but not limited topics:

- Corporate Social Responsibility
- Educational Environment
- Environmental Behavior
- Environmental Governance
- Environmental Health
- Environmental Management
- Environmental Psychology
- Ethics in Environmental Issues
- Greening Business
- Human Resources Management
- ISO 14001 Certification
- Sustainable Development
- Talent, Human Capital Development and Sustainability

We are also interested in: 1) Short reports—2-5 page papers where an author can either present an idea with theoretical background but has not yet completed the research needed for a complete paper or preliminary data; 2) Book reviews—Comments and critiques.

Website and E-Mail

<https://www.scirp.org/journal/jhrss>

Email: jhrss@scirp.org