**Investigation of green human resource practices for sustainable development of manufacturing organizations using an analytical hierarchical method**

**Abstract**

Due to government regulations on climate change and greater awareness of sustainability, industrial companies have been under increasing pressure to lower their existing levels of emissions. To overcome these challenges, this study is aimed to identify, investigate, and prioritization of green human resource practices for the sustainable development of manufacturing firms. Prior studies were examined for the exploration of indicators that contribute to the sustainability of firms. An analytical hierarchical method (AHP) was proposed for the prioritization of significant GHRM practices. In this research, the main determinants include green recruitment and selection, green human resource training and development, green pay system, green performance management, and green organization culture. The results indicated that support from top management for green practices, hiring candidates with environment knowledge, environmental training programs for employees, green knowledge management initiatives, and green recognition for environmental management are the key practices for sustainable development of organizations.

**Keyword:** green human resource management; green recruitment and selection; analytical hierarchical method; MCDM