

# Responsible Leadership and Sustainable Performance: Unleashing the Missing Links

**Aqsa Asghar**

Riphah School of Business and Management, Riphah International University, Lahore, Pakistan

## ABSTRACT

**Purpose:** Hospital waste management is a major issue and also a challenging aspect in today's world. As we all know Leadership has its own significance in the prosperity of any society. Environmental pollutants are of many kinds such as pollutants on land, in the air, and in the water. Hospital waste, like other waste, is extremely harmful and is made up of two categories of materials: municipal solid waste, which includes items like wood, cardboard, papers, and plastic; and hazardous waste, which includes items like blood bags, drug waste, blood-containing materials, etc. In developing nations where unplanned development is predominating in societies, hospital waste is also quickly emerging as a major problem. Similar to other developing nations, Pakistan has a problem with hospital waste. Due to the lack of proper infrastructure, the urban population of Pakistan is suffering from waste very badly and continuously getting damaged.

**Design/Methodology/Approach:** Employing AMO theory, this study investigates the role of responsible leadership in achieving environmental performance with the mediating role of organizational citizenship behavior toward the environment while moderating the role of green human resource management. This study is cross-section in nature and data has been collected to 325 employees working in the healthcare sector.

**Findings/Results:** The findings show that responsible leaders can achieve environmental performance directly and via organizational citizenship behavior toward the environment. Moreover, the presence of green human resource management further strengthens the relationship between responsible leadership and environmental performance.

**Practical Implications:** This study has theoretical and practical implications for the healthcare sector. There is a lot of difference in waste management in Pakistan and other developed nations. The results of this study deliver importance to both government and private organizations. Because these results can improve the understanding of the major issue in the waste management sector. This study provides the practical implementation of responsible leadership in an organization. Some firms must demand more of their employees in terms of completing extra-role or proactive duties, such as OCBE, due to the current condition of increased environmental stress.

**Originality/Value:** Our research suggests that the company should think about employing responsible leadership to inspire workers about green related activities. Present organization their sustainable values and primacies. In order to increase the standards of responsible leadership within the top management team and establish a corporate culture of responsibility within the healthcare sectors, hospitals must value the selection and training of responsible leaders through both internal and external recruitment. Through innovative environmental leadership, responsible leadership realizes economic transformation. Organizational citizenship behavior toward the

environment impacts the organizational working scenarios with very specific agendas such as to achieve environmental performances. Organizations that are making attempts to achieve more sustainable performance should try responsible leaders to make goals more easy and accessible.

**Keywords:** *Responsible leadership, green human resource management, organizational citizenship behavior toward the environment, environmental performance*