

Ministry of Higher Education and Scientific Research
Erbil - Polytechnic University
Erbil Technical Management College
Business Management Department



The validity of the questionnaire

To the respected professor/assist prof / lecturer (.....)

The researcher intends to conduct a study entitled "**(THE INFLUENCE OF GREEN HUMAN RESOURCES, ON GREEN BANKING: STRATEGIC ANALYTIC STUDY ON BANKS IN KURDISTAN REGION GOVERNMENT)**". It is part of the requirements for obtaining a master's degree in business administration. The researcher has prepared a questionnaire to measure the research variables and their dimensions which are shown in the attached form. Given what is known from you to have experience and know-how in the field of scientific research, please kindly express your opinion about the questionnaire and the dimensions and items that fall include it with the necessary notes in the light of answering the following questions:

Q1: Are the items clear and measure the purpose for which they were created?

Q2: Does each item listed under each dimension belong to the dimension specified for it?

Q3: Are there other items that can be modified, added or deleted within each of the dimensions?

Q4: Are the measurement alternatives appropriate? If it is not suitable, do you suggest other alternatives?

Note that the measurement alternatives are: "strongly agree (5), agree (4), neutral (3), disagree (2), strongly disagree (1).

Thank you for your precious time that you have given me. Please accept my sincere thanks and gratitude.

RESEARCHER

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1. THE BANKS NATIONALITY LOCAL FOREIGN NATIONAL
2. GENDER MALE FEMALE
3. AGE 18-30 31-40 41-50 51 AND ABOVE
4. EDUCATION PHD MASTER UNIVERSITY
- TECHNICAL DIPLOMA (2 YEARS AFTER HIGH SCHOOL)

THE DIMENISONS OF GREEN HUMAN RESOURCE (GHR).

NO	ITEMS	Belong to the dimension	Don' t belong to the dimension	Clear	Don' t clear	Suggested alternative
1	GREEN HUMAN RESOURCE PLANNING					
1	The Green Human Resources Plan is involved in organizing banking work.					
2	Members of Green Human Resources have extensive experience and progress in planning banks' work and programs.					
3	The green plan for human resources only takes projects that have a viable opportunity for environmental success.					
4	The Green Human Resources Plan has developed a strong and modern plan to be worked on in Kurdistan.					
5	The green human resources plan to what extent it has been implemented has been carried out according to the green plan.					
2	GREEN HUMAN RESOURCE HIRING (RECRUITMENT)					

1	Green human resources are eager to attract and employ experienced employees and have environmentally friendly ideas.					
2	The green employment policy requires environmental clarification, to build the most efficient employees.					
3	Banks have a commitment to the process of establishing green, paperless with the least environmental impact, with employees trying to hire them.					
4	Between the green human resources and the green bank, there is a strong relationship to take responsibility for the environment, to try to acquire and employ employees.					
5	The emergence of green establishments shows how we all feel in a different era when we are all well aware of climate change.					
6	Conditions for establishing green, standardized and academic.					
7	Green human resources employ employees who seriously manage the environmental culture of their work.					
3	GREEN HUMAN RESOURCE TRAINING					
1	The green training program emphasizes providing employees with an understanding of environmental awareness.					
2	The green training program encourages the staff of the working side to be connected to the environmentalist side					
3	Green training authority , mixing itself with developments that arise and deliver information to employees and banks					
4	Green training programs are dedicated to first-class bank managers to better lead and protect the environment.					
5	Is green training, development and competence of power workers based on the environment.					
6	Green human resources are working on analyzing training and training needs for environmentally-related employees.					
7	Green human resources provide green training opportunities for banks to better care about the environment.					
8	Green human resources are eager to open green training to end the bank's environmental problems.					
4	GREEN HUMAN RESOURCE APPRASIAL					
1	Green human resources measure green performance and evaluate employees' work and update urgent needs in the work.					
2	Green Human Resources has put a special green assessment section on work , employees , banks .					
3	Green Human Resources is committed to an internal system specific to its bank to achieve its green assessment goals.					
4	The green rating system is applied to employees in banks without distinction.					
5	Green is evaluated, between thinking and going to employees to choose the best idea to achieve the goal.					

6	Green Human Resources evaluates the work and activities of employees to raise their ranks.					
5	GREEN HUMAN RESOURCE MOTIVATION					
1	In the work of green banks, employee performance is reviewed and employees are encouraged to further develop banks.					
2	Encouraging green workers has a major impact on green human resources to succeed in achieving environmental sustainable.					
3	Encouraging employees, apart from green training, to participate in other activities that are important for environmental protection.					
4	Encouraging green and compensating employees will increase their level of education towards the environment.					
5	The most important theory of green human resources is to encourage bank managers to influence employees and their behavior and level of work.					
6	Some encouragement requires spending money, while greening the workplace and using IT resources.					

THE DIMENISIONS OF GREEN BANKING

NO	ITEMS	Belong to the dimension	Don' t belong to the dimension	Clear	Don' t clear	Suggested alternative
1	GREEN BANKING PRODUCT & SERVICE					
1	There is strong competition between banks , to offer green services .					
2	Banks see more difficulty in following green services than with classic banking.					
3	Banks allocate more time for jobs, services and green products, but more profits are made.					
4	Green products, taking into account the environment and protecting it, prevent waste from spreading to the environment.					
5	Green products and services , negligent in the dangers of environmental pollution.					
6	Banks rely on green services , ATMs to reduce the use of money paper , to deal with customers .					
7	Having master plans, services and green products to meet the needs of current and future generations.					

2	GREEN BANKING LOANS					
1	Banks are ready to provide green debt , to support green projects,					
2	The bank has a specific way of choosing priority in granting green loans, for advanced and environmental projects.					
3	Green loans , in banks , earn more profits and benefits.					
4	Customers and investors , green bank loans are better than normal loans.					
5	Bank responsibility sometimes poses an ESG risk to green loans.					
6	When green loans are given to investors, environmental protection and environmental improvement are set.					
7	When green bank loans are given to investors, they are monitored by the Green Bank to ensure that the bank's demands are handled.					
3	GREEN FINANCE & INVESTMENT					
1	Green finance , advancing projects use environmental policies to transform the green economy.					
2	Green finance encourages transparency and long-term thinking of investors to increase environmental development goals.					
3	Green banks include green investment payments in all different sectors, particularly the development and application of environmental philosophy.					
4	The government has an impact and role on banks to strengthen financial policy and green investment.					
5	Banks have a special opportunity to start investing in local and international greens.					
6	Adding green investment in banks has created obstacles for investors.					
4	GREEN BANKING SUSTAINABILITY					
1	Bank managers are asking employees to turn off electrical devices when they leave work, in order to continue their work without being created and to avoid any obstacles.					
2	The green bank manager is working on monitoring the electricity network and devices to continue the work.					
3	The director of green banks encourages employees to use mass transportation vehicles to continue protecting the environment.					

4	In green banks, attempts are made to use electronic tools to reduce paper use and to continue their work permanently.					
5	Green bank managers work to raise awareness and sustain employees of the environment and energy.					
6	Projects that deliver environmental benefits to the community will be developed within the framework of the green bank's sustainable environment.					
5	GREEN BANKING PROCESS					
1	A new green process plan, reducing paper use, converting to electronic use for all bank operations.					
2	The green process in banks aims to provide advanced devices to quickly pass the works and leave the least harmful remnants to the environment.					
3	The green bank process aims to design and deliver financial services that use less resources and energy.					
4	The green bank process has a range of options for greening important departments and activities and their success.					
5	The green banking process aims to improve tasks and departments as well as educate employees to use smart devices techniques.					