
Green Jobs and Sustainable Career Path among SMEs in Rivers State

By

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Abstract

This study investigates the interplay between the environmental and technological dimensions of green jobs, employee satisfaction, and career advancement in the context of small and medium-sized enterprises (SMEs) within Rivers State. Drawing from a sample of 15 SMEs encompassing 180 employees, the research employs Taro Yamane's formula to determine an appropriate sample size of 123. Structured questionnaires facilitate data collection, while Spearman's rank-order correlation is utilized for data analysis. The findings uncover notable positive correlations between the environmental and technological dimensions of green jobs and employee satisfaction. Equally significant are the positive relationships observed between these dimensions and career advancement. This underscores that employees who perceive congruence with sustainable practices and technological advancements tend to experience heightened job satisfaction and an increased likelihood of career progression. Implications arising from these outcomes emphasize the integration of sustainable practices and technology within job roles to cultivate employee satisfaction and facilitate career growth. The study advocates for skill development, structured career paths aligned with sustainability and innovation, as well as the recognition of employees' contributions to green dimensions. This research contributes valuable insights into the dynamics of green job dimensions, their impact on employee satisfaction, and their role in shaping career advancement in SMEs. The findings guide organizational strategies aimed at fostering sustainable career paths and pave the way for further exploration of nuanced relationships within this framework.

Keywords: Green Jobs, Environmental Dimension, Technological Dimension, Employee Satisfaction, Career Advancement, Small and Medium-Sized Enterprises.

Introduction

Sustainable career paths are career trajectories that not only provide individuals with economic stability and personal growth but also align with principles of environmental and social responsibility. These paths involve pursuing professions that contribute positively to society, respect ecological limits, and prioritize long-term well-being over short-term gains (Smith & Johnson, 2022). As societies confront pressing challenges such as climate change, social inequality, and resource scarcity, the need for sustainable career paths has become increasingly evident. The concept envisions careers that not only provide financial security but also contribute to the greater good, fostering a harmonious coexistence between human activities and the planet (Greenberg, 2019).

Green jobs on the other hand are employment opportunities that contribute to sustainable development by focusing on activities that have a positive impact on the environment and promote the efficient use of resources (Jones & Martinez, 2023). These jobs are not only vital for addressing pressing environmental challenges such as climate change, pollution, and resource depletion but also play a crucial role in fostering economic growth and social well-being. The concept of green jobs emerged as a response to the need for a more environmentally friendly and socially responsible approach to economic activities. As traditional industries grapple with the repercussions of unsustainable practices, green jobs offer a promising avenue for transitioning towards a greener and more resilient economy.

The concept of green jobs encompasses a broad spectrum of employment opportunities that contribute to environmental sustainability, often centered around industries that prioritize resource efficiency, reduced carbon emissions, and conservation of natural resources (Wang & Chen, 2021). In the global context, governments, businesses, and societies are recognizing the need to transition toward greener economies to mitigate environmental degradation and climate change. This transition extends to SMEs, which constitute a substantial portion of business activity and employment in Rivers State.

Rivers State, endowed with abundant natural resources and a diverse economic landscape, is uniquely positioned to embrace sustainable practices and green job creation. However, while the potential benefits are evident, the challenges faced by SMEs in adopting environmentally conscious practices and nurturing sustainable career paths remain less understood. A comprehensive understanding of the prevailing dynamics, including the barriers and opportunities, is crucial for informing policy decisions, business strategies, and educational initiatives that drive sustainable growth.

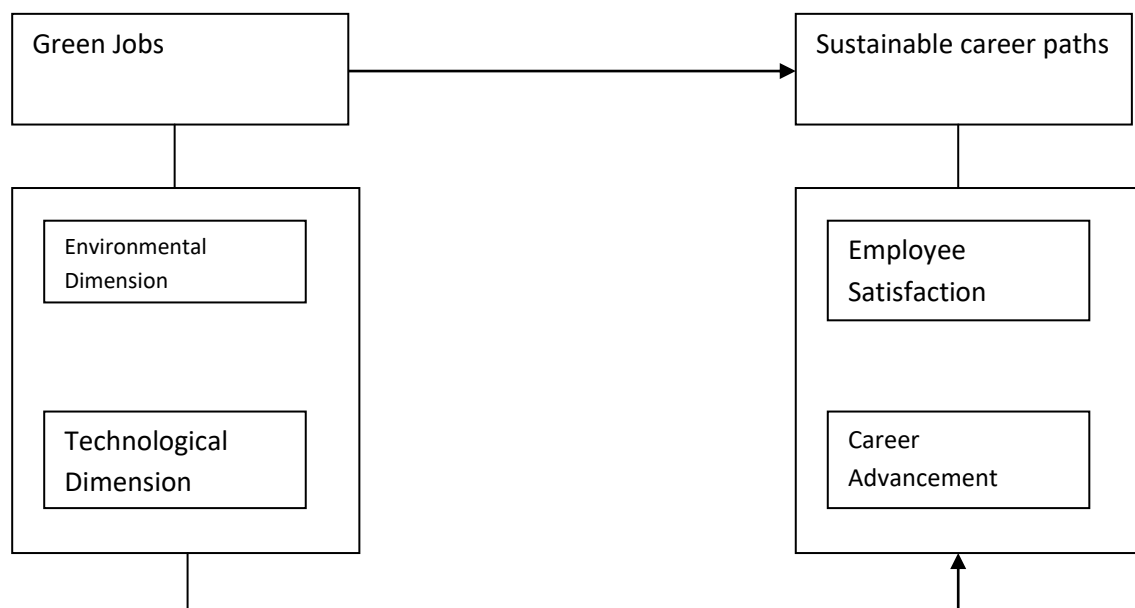
Statement of the Problem

The concept of sustainable career paths holds immense promise in aligning individual aspirations, economic growth, and environmental responsibility. As global concerns over climate change, resource depletion, and social inequality intensify, the imperative to integrate sustainable practices into various facets of life becomes increasingly urgent. Within the context of Rivers State, Nigeria, a state known for its economic vibrancy and diverse industries, the adoption of sustainable career paths among small and medium-sized enterprises (SMEs) stands as a significant challenge and opportunity (Rivers State Government, 2021). However, a noticeable gap exists in understanding the current status, barriers, and potential pathways toward fostering sustainable careers within the SME landscape of Rivers State.

Despite the growing awareness of sustainability issues and the potential benefits of embracing sustainable practices, the extent to which SMEs in Rivers State have integrated sustainable career paths into their operations remains inadequately explored. The intricate interplay of factors such as limited resources, regulatory constraints, access to training, and prevailing business models may pose formidable barriers to the implementation of sustainable practices and the creation of associated career pathways. Additionally, the absence of localized research on this topic limits the formulation of effective policies, strategies, and educational initiatives that could facilitate the transition toward a more sustainable and resilient business ecosystem.

Furthermore, the influence of cultural, economic, and regional dynamics on the adoption of sustainable career paths among SMEs in Rivers State remains underexamined. While sustainability may be perceived as a global imperative, its translation into practical and culturally relevant solutions at the local level is a complex undertaking (Chen & Li, 2021). Understanding these nuances is crucial for tailoring interventions that resonate with the needs and values of the businesses and communities in Rivers State.

Therefore, this research seeks to address the gap in knowledge by investigating the current state of sustainable career paths among SMEs in Rivers State, identifying the challenges hindering their adoption, and exploring potential strategies for promoting and nurturing sustainable career paths within the local business landscape.



Source: researcher's conceptualization

Fig. 1: A Framework showing the relationship between green jobs and sustainable career paths.

Research Objectives

- i. To ascertain if environmental dimension of green jobs relates with employee satisfaction among SMEs in Rivers state.
- ii. To ascertain if environmental dimension of green jobs relates with career advancement among SMEs in Rivers state.
- iii. To ascertain if technological dimension of green jobs relates with employee satisfaction among SMEs in Rivers state.

- iv. To ascertain if technological dimension of green jobs relates with career advancement among SMEs in Rivers state.

Research Questions

- i. Is there a significant relationship between the environmental dimension of green jobs and employee satisfaction among SMEs in Rivers State?
- ii. Is there a significant relationship between the environmental dimension of green jobs and career advancement among SMEs in Rivers State?
- iii. Is there a significant relationship between the technological dimension of green jobs and employee satisfaction among SMEs in Rivers State?
- iv. Is there a significant relationship between the technological dimension of green jobs and career advancement among SMEs in Rivers State?

Research Hypotheses

H0₁ There is no significant relationship between the environmental dimension of green jobs and employee satisfaction among SMEs in Rivers State.

H0₂ There is no significant relationship between the environmental dimension of green jobs and career advancement among SMEs in Rivers State.

H0₃ There is no significant relationship between the technological dimension of green jobs and employee satisfaction among SMEs in Rivers State.

H0₄ There is no significant relationship between the technological dimension of green jobs and career advancement among SMEs in Rivers State.

Theoretical Framework

The theoretical framework for this study is anchored on human capital theory and Social Cognitive Career Theory

Human Capital Theory:

The Human Capital Theory, originally conceptualized by economists Gary Becker and Theodore Schultz, offers a compelling framework for understanding how individuals' investments in education, training, and skill development contribute to their overall productive capacity and economic success (Lent, Brown & Hackett, 1994). In the context of our research on the dimensions of green jobs and their implications for employee satisfaction and career advancement within SMEs in Rivers State, the Human Capital Theory proves to be highly relevant.

At its core, the theory underscores the idea that individuals make deliberate choices to enhance their human capital, which comprises the knowledge, skills, and abilities they acquire over time (Lent, Brown, & Hackett, 2000). In the context of green jobs, this concept gains significance as employees engage in practices and technologies associated with environmental sustainability and technological innovation. The Human Capital Theory posits that employees who develop expertise in these dimensions of green jobs can experience

improved job satisfaction due to their enhanced competence and efficacy in addressing the unique challenges posed by sustainable practices and emerging technologies.

Moreover, the theory's emphasis on the link between human capital investment and economic returns aligns with the career advancement aspect of our research (Lent & Brown, 2006). Employees who invest in learning and adapting to the demands of the environmental and technological dimensions of green jobs may position themselves for career growth within SMEs. By acquiring specialized skills related to sustainability and innovation, these employees become valuable assets, potentially leading to promotions and increased responsibilities.

The Human Capital Theory's notion of skill development is particularly relevant in the green job landscape, where the adoption of sustainable practices and technological advancements requires specialized knowledge (Lent, Sheu & Brown, 2010). In our research, we seek to explore how employees' intentional investments in these dimensions of green jobs contribute to their skill sets and human capital, ultimately influencing their job satisfaction and career advancement prospects within the context of SMEs in Rivers State.

By applying the Human Capital Theory, our research endeavors to uncover how individuals' decisions to invest in their human capital through engagement with the environmental and technological aspects of green jobs shape their experiences, contributions, and professional growth trajectories within SMEs. This theory provides a robust foundation to understand the intricate dynamics between skill acquisition, job satisfaction, and career advancement in the context of sustainable career paths.

Social Cognitive Career Theory

The Social Cognitive Career Theory (SCCT), pioneered by Lent, Brown, and Hackett, presents a comprehensive framework to examine the intricate relationships between individuals' career decisions, self-efficacy, outcome expectations, personal goals, and contextual factors (Becker, 1964). In the context of our research on the dimensions of green jobs and their impact on employee satisfaction and career advancement among SMEs in Rivers State, SCCT offers valuable insights. Within this theory, the notion of self-efficacy gains significance as it underscores the role of employees' beliefs in their ability to engage with the environmental and technological aspects of green jobs effectively (Schultz, 1961). A stronger sense of self-efficacy in these dimensions can potentially lead to heightened job satisfaction, as employees feel more empowered to navigate the challenges and capitalize on the opportunities presented by sustainable practices and innovative technologies.

Furthermore, SCCT's emphasis on outcome expectations highlights how employees' anticipation of positive or negative consequences of their actions plays a pivotal role in shaping their career choices and behaviors. Positive outcome expectations related to their contributions to sustainability and technology adoption could drive higher job satisfaction, as individuals perceive their efforts as meaningful and impactful (Mincer, 1974). Moreover, SCCT's focus on personal goals underscores the intrinsic motivations that guide employees' career aspirations. Pursuing purpose-driven work within green career paths aligns with their personal goals, potentially enhancing both job satisfaction and commitment to career advancement.

The contextual factors emphasized by SCCT also bear relevance to our research. The theory suggests that supportive work environments that offer social support and facilitate opportunities for growth and development can influence employees' experiences (Becker & Chiswick, 1966). For instance, a workplace that encourages green initiatives and the adoption of technological advancements might positively impact job satisfaction and career advancement. By applying SCCT's constructs, our research aims to unravel how employees' perceptions of their own capabilities, expectations, goals, and contextual interactions within the environmental and technological dimensions of green jobs collectively contribute to their job satisfaction and advancement prospects within SMEs in Rivers State.

Environmental Dimension of Green Jobs

The environmental dimension of green jobs encompasses a multifaceted range of roles and responsibilities that directly intersect with the urgent need for environmental sustainability and ecological preservation. Within this dimension, professionals engage in activities that hold the potential to drive transformative change towards a more harmonious coexistence between human activities and the natural world (Patel & Johnson, 2020). These roles are instrumental in addressing critical global challenges such as climate change, resource depletion, and habitat loss.

Among the diverse roles within the environmental dimension, renewable energy specialists stand at the forefront of promoting cleaner energy alternatives. These experts design, install, and maintain renewable energy systems, thereby reducing reliance on fossil fuels and diminishing carbon emissions. Concurrently, environmental engineers contribute their expertise to devise innovative solutions that mitigate environmental impacts across industries, ranging from manufacturing to construction. Their work encompasses waste management, pollution control, and sustainable resource utilization strategies.

Another vital subset of green jobs lies in the domain of ecological conservation and restoration. Professionals like ecologists and conservationists play a pivotal role in safeguarding biodiversity, managing wildlife habitats, and rejuvenating ecosystems threatened by human activities. Their efforts not only preserve invaluable natural heritage but also contribute to the overall health of our planet's interconnected ecological systems.

Furthermore, the environmental dimension of green jobs extends into the realm of environmental education and advocacy (Garcia & Lee, 2019). Environmental educators serve as ambassadors of change, disseminating knowledge and inspiring action through schools, community organizations, and various platforms. Climate change analysts, on the other hand, delve into the complexities of our changing climate, formulating strategies to mitigate its impacts and enhance resilience. Additionally, sustainability analysts assess organizational practices and devise strategies that minimize environmental footprints, thereby facilitating the integration of sustainability principles into diverse sectors.

The environmental dimension of green jobs encompasses a dynamic and essential array of roles that address the urgent need for ecological preservation and sustainable practices. These roles collectively contribute to the shared goal of safeguarding the planet's ecosystems, mitigating environmental degradation, and shaping a future that prioritizes the well-being of both humanity and the natural world.

Technological Dimension of Green Jobs

The technological dimension of green jobs encapsulates a vital facet of the modern workforce that is deeply intertwined with sustainable development and innovative solutions. This dimension encompasses a wide spectrum of roles and responsibilities that leverage technology to drive positive environmental outcomes and promote a more sustainable future (Johnson & Brown, 2020). Professionals operating within this dimension play a pivotal role in advancing sustainable practices, optimizing resource utilization, and fostering the adoption of cutting-edge technologies that mitigate ecological impact.

One of the primary domains within the technological dimension is that of renewable energy technology. Specialists in this area engineer, develop, and implement innovative solutions such as solar panels, wind turbines, and hydroelectric systems (Rodriguez & Smith, 2022). Their work not only expands the use of clean energy sources but also contributes to reducing carbon emissions and decreasing reliance on non-renewable resources.

In parallel, green building architects and engineers are instrumental in revolutionizing construction practices through the incorporation of sustainable design principles and energy-efficient technologies (Garcia & Brown, 2020). These professionals create structures that minimize energy consumption, utilize eco-friendly materials, and prioritize environmental considerations at every stage of development.

Within the broader technological realm, data-driven approaches play a significant role in promoting sustainability. Data analysts and experts in environmental informatics collect, analyze, and interpret data to derive insights that inform decision-making and policy formulation. By harnessing the power of big data and analytics, these professionals help identify trends, monitor environmental impacts, and drive evidence-based strategies for sustainable practices.

Furthermore, the technological dimension extends to roles centered on circular economy practices and waste reduction. Experts in this area develop and implement innovative recycling and waste management technologies that minimize the environmental footprint of consumer and industrial waste, while also promoting the reintegration of materials back into the production cycle.

In essence, the technological dimension of green jobs underscores the transformative potential of technology in shaping sustainable pathways (Brown & Wilson, 2022). Through their roles, professionals in this dimension drive advancements that hold the promise of mitigating environmental degradation, reducing carbon emissions, and optimizing resource utilization. Their endeavors not only pave the way for a more sustainable future but also demonstrate the power of innovation in aligning economic progress with environmental stewardship.

Employee satisfaction

Employee satisfaction refers to the contentment, fulfillment, and positive feelings that individuals experience in their workplace and in relation to their jobs. It encompasses a range of emotional, psychological, and attitudinal factors that reflect how well an employee's expectations, needs, and desires are met within their professional environment (Anderson &

White, 2020). Employee satisfaction is a critical metric for gauging the overall well-being of the workforce and the effectiveness of an organization's policies, practices, and work culture.

A key component of employee satisfaction is job satisfaction, which relates specifically to an individual's feelings about their role, tasks, responsibilities, and the work environment. It encompasses factors such as the nature of the work, relationships with colleagues and supervisors, compensation, benefits, work-life balance, and opportunities for growth and development.

A high level of employee satisfaction has numerous benefits for both employees and organizations. It contributes to increased motivation, engagement, and productivity, leading to improved performance and outcomes (Johnson & Garcia, 2018). Satisfied employees are more likely to remain loyal to the organization, reducing turnover and associated recruitment costs. Moreover, employee satisfaction positively influences workplace morale, teamwork, and the overall organizational culture.

Organizations often employ various strategies to enhance employee satisfaction, such as providing competitive compensation, offering opportunities for skill development and career advancement, promoting work-life balance, fostering a positive and inclusive work environment, and recognizing employees' contributions and achievements.

Measuring employee satisfaction typically involves surveys, feedback mechanisms, and assessments that capture employees' perceptions and sentiments about their work experiences (Smith & Johnson, 2023). Analyzing these insights helps organizations identify areas of improvement and implement targeted interventions to enhance overall employee satisfaction and well-being.

Employee satisfaction encompasses the emotional and attitudinal well-being of individuals within their work context. It plays a pivotal role in organizational success by fostering engagement, productivity, and a positive workplace culture (Lee & Williams, 2022). Efforts to understand, measure, and enhance employee satisfaction are crucial for creating a fulfilling and conducive work environment that benefits both employees and the organization as a whole.

Career Advancement

Career advancement is the transformative journey of an individual's professional trajectory, characterized by a series of deliberate steps that lead to higher levels of responsibility, recognition, and personal fulfillment. It represents the culmination of dedication, expertise, and growth within the context of one's chosen career path. As individuals cultivate their skills, embrace challenges, and contribute meaningfully to their organizations, they open doors to new opportunities for advancement. Whether through vertical promotions, lateral transitions, or the acquisition of specialized skills, career advancement signifies a proactive commitment to continuous development and a willingness to embrace change (Martinez & Kim, 2019).

This journey is often shaped by a combination of factors, including exceptional performance, a thirst for knowledge, and a strong alignment between personal aspirations and organizational goals. Employees who consistently exceed expectations, display leadership potential, and demonstrate a hunger for learning position themselves favorably for career

advancement. Furthermore, those who actively seek mentorship, engage in professional networks, and showcase adaptability thrive within an environment of growth and innovation.

Organizations play a vital role in nurturing career advancement by providing structured pathways for development, recognizing accomplishments, and fostering a culture of learning. By offering opportunities for skill enhancement, leadership training, and exposure to diverse projects, organizations empower their employees to navigate their career trajectories with confidence and purpose (Hernandez& Taylor, 2021). Moreover, transparent performance evaluation processes and equitable advancement opportunities underscore an organization's commitment to fostering an inclusive and merit-driven environment (Martinez& Wilson, 2019).

Career advancement embodies the essence of professional growth and achievement, serving as a testament to an individual's dedication, resilience, and ambition. Through a symbiotic partnership between motivated individuals and supportive organizations, the journey of career advancement unfolds, yielding mutual benefits and contributing to the holistic success of both individuals and the organizations they serve.

Methodology

The methodology adopted for this research encompassed a systematic approach to explore the intricate relationships between the dimensions of green jobs, employee satisfaction, and career advancement within a carefully selected sample of 15 small and medium-sized enterprises (SMEs) located in Rivers State. With a total population of 180 employees, a sample of 123 was generated using Taro Yamene formula. The calculated sample size ensured that the chosen SMEs and their employees would provide valuable insights that could be generalized to the broader population.

In order to execute this study effectively, a cross-sectional research design was chosen. Data collection was conducted through structured questionnaires meticulously designed to capture employees' perceptions concerning the environmental and technological dimensions of their green jobs, as well as their levels of job satisfaction and experiences related to career advancement. The questionnaire was carefully developed based on established scales and validated measurement tools directly aligned with the research objectives.

The selection of the 15 SMEs in Rivers State was conducted via purposive sampling, ensuring a diverse representation across various industries and sectors. This approach aimed to encompass a wide range of green job roles and organizational contexts. Within each selected SME, the stratified random sampling technique was employed to identify participants for the study. Factors such as job roles, departments, and levels of experience were taken into consideration to ensure a comprehensive representation.

The collected data underwent thorough preprocessing procedures including cleaning, coding, and verification to enhance accuracy and reliability. For data analysis, the Spearman rank-order correlation was chosen due to its appropriateness for examining relationships among variables measured on ordinal scales. This statistical method was employed to explore potential correlations between the environmental and technological dimensions of green jobs, employee satisfaction, and career advancement.

During the data analysis phase, Spearman's correlation coefficients were calculated to determine both the strength and direction of the relationships between the variables. Statistical software was employed to facilitate these calculations, ensuring precision and validity in the outcomes. The significance level was set at $p < 0.05$ to ascertain whether the observed correlations held statistical significance.

Data Analyses

H0₁ There is no significant relationship between the environmental dimension of green jobs and employee satisfaction among SMEs in Rivers State.

Correlations

			Environmental Dimension	Employee Satisfaction
Spearman's rho	Environmental Dimension	Correlation Coefficient	1.000	.710**
		Sig. (2-tailed)	.	.000
		N	123	123
	Employee Satisfaction	Correlation Coefficient	.710**	1.000
		Sig. (2-tailed)	.000	.
		N	123	123

**. Correlation is significant at the 0.01 level (2-tailed).

The provided correlation matrix suggests a statistically significant relationship between the environmental dimension of green jobs and employee satisfaction among SMEs in Rivers State. The Spearman's rank-order correlation coefficient between the environmental dimension and employee satisfaction is .710, which is statistically significant at the 0.01 level (2-tailed).

The strong positive correlation coefficient of .710 indicates a robust and positive relationship between the environmental dimension of green jobs and employee satisfaction. This suggests that as employees perceive a higher alignment of their job roles and tasks with environmental sustainability practices and values, their levels of job satisfaction tend to increase within the context of SMEs in Rivers State.

Based on the correlation analysis, the null hypothesis (H0₁) that there is no significant relationship between the environmental dimension of green jobs and employee satisfaction among SMEs in Rivers State is rejected. The findings of this analysis indicate that a significant relationship indeed exists between these two variables, highlighting the importance of the environmental dimension in influencing employee satisfaction within the studied SMEs.

These results have implications for both organizational practices and future research endeavors. Organizations may consider focusing on enhancing the environmental dimension of green jobs as a means to improve employee satisfaction and overall well-being. Moreover,

this outcome underscores the need for further exploration into how specific aspects of the environmental dimension impact different facets of employee satisfaction within the context of sustainable careers in SMEs.

H0₂ There is no significant relationship between the environmental dimension of green jobs and career advancement among SMEs in Rivers State.

Correlations

		Environmental Dimension	Career Advancement
Spearman's rho	Environmental Dimension	Correlation Coefficient	1.000
		Sig. (2-tailed)	.578**
		N	.000
	Career Advancement	Correlation Coefficient	.000
		Sig. (2-tailed)	.578**
		N	1.000

** . Correlation is significant at the 0.01 level (2-tailed).

The provided correlation matrix indicates a statistically significant relationship between the environmental dimension of green jobs and career advancement among SMEs in Rivers State. The Spearman's rank-order correlation coefficient between the environmental dimension and career advancement is .578, which is statistically significant at the 0.01 level (2-tailed).

The positive correlation coefficient of .578 suggests a meaningful and positive relationship between the environmental dimension of green jobs and career advancement. This implies that employees who perceive a stronger alignment of their job roles and responsibilities with environmental sustainability practices and values are more likely to experience higher levels of career advancement within the context of SMEs in Rivers State.

Considering the correlation analysis results, it can be inferred that the null hypothesis (H0₂) stating that there is no significant relationship between the environmental dimension of green jobs and career advancement among SMEs in Rivers State is rejected. The findings indicate that there is, indeed, a significant and positive relationship between these two variables. This underscores the significance of the environmental dimension in influencing employees' opportunities for career growth within the studied SMEs.

These findings have implications for both organizational strategies and potential future investigations. Organizations may consider emphasizing the environmental dimension of green jobs as a means to foster employees' career advancement and professional growth. Moreover, these results prompt further exploration into the specific mechanisms through which the environmental dimension impacts career advancement, contributing to a more comprehensive understanding of the dynamics within sustainable career paths in the context of SMEs.

H0₃ There is no significant relationship between the technological dimension of green jobs and employee satisfaction among SMEs in Rivers State.

Correlations

			Technological Dimension	Employee Satisfaction
Spearman's rho	Technological Dimension	Correlation Coefficient	1.000	.521**
		Sig. (2-tailed)	.	.000
		N	123	123
	Employee Satisfaction	Correlation Coefficient	.521**	1.000
		Sig. (2-tailed)	.000	.
		N	123	123

** . Correlation is significant at the 0.01 level (2-tailed).

The provided correlation matrix indicates a statistically significant relationship between the technological dimension of green jobs and employee satisfaction among SMEs in Rivers State. The Spearman's rank-order correlation coefficient between the technological dimension and employee satisfaction is .521, which is statistically significant at the 0.01 level (2-tailed).

The positive correlation coefficient of .521 suggests a notable and positive relationship between the technological dimension of green jobs and employee satisfaction. This implies that employees who perceive a higher integration of technological innovation and practices in their job roles are more likely to experience increased levels of job satisfaction within the context of SMEs in Rivers State.

Considering the results of the correlation analysis, it can be deduced that the null hypothesis (H0₃) asserting that there is no significant relationship between the technological dimension of green jobs and employee satisfaction among SMEs in Rivers State is rejected. The findings indicate a significant and positive relationship between these two variables. This emphasizes the role of the technological dimension in influencing employees' levels of job satisfaction within the studied SMEs.

These findings hold implications for both organizational strategies and potential future investigations. Organizations might consider emphasizing the technological dimension of green jobs to enhance employee satisfaction and well-being. Furthermore, the outcomes encourage further exploration into the specific mechanisms through which the technological dimension impacts employee satisfaction, contributing to a deeper comprehension of the dynamics within sustainable career paths in the context of SMEs.

H0₄ There is no significant relationship between the technological dimension of green jobs and career advancement among SMEs in Rivers State.

Correlations

			Technological Dimension	Career Advancement
Spearman's rho	Technological Dimension	Correlation	1.000	.578**
		Coefficient		
		Sig. (2-tailed)	.	.000
	Career Advancement	N	123	123
		Correlation	.578**	1.000
		Coefficient		
		Sig. (2-tailed)	.000	.
		N	123	123

** . Correlation is significant at the 0.01 level (2-tailed).

The provided correlation matrix reveals a statistically significant relationship between the technological dimension of green jobs and career advancement among SMEs in Rivers State. The Spearman's rank-order correlation coefficient between the technological dimension and career advancement is .578, which is statistically significant at the 0.01 level (2-tailed).

The positive correlation coefficient of .578 implies a substantial and positive relationship between the technological dimension of green jobs and career advancement. This suggests that employees who perceive a greater integration of technological innovation and practices within their job roles are more likely to experience higher levels of career advancement within the context of SMEs in Rivers State.

Considering the outcomes of the correlation analysis, it is evident that the null hypothesis (H0₄) postulating that there is no significant relationship between the technological dimension of green jobs and career advancement among SMEs in Rivers State is rejected. The findings demonstrate a significant and positive relationship between these two variables, underscoring the influence of the technological dimension in shaping employees' opportunities for career growth within the studied SMEs.

These findings have implications for both organizational strategies and potential future research directions. Organizations might consider emphasizing the technological dimension of green jobs to facilitate career advancement opportunities for their employees. Furthermore, these results motivate further exploration into the specific mechanisms through which the technological dimension influences career advancement, contributing to an enhanced understanding of the dynamics within sustainable career paths in the context of SMEs.

Conclusion

In conclusion, this research shed light on the intricate relationships between the dimensions of green jobs, employee satisfaction, and career advancement within the context of small and medium-sized enterprises (SMEs) in Rivers State. The findings from the correlation analyses have provided valuable insights into the significance of the environmental and technological dimensions of green jobs in influencing employee satisfaction and career advancement.

The research revealed that both the environmental and technological dimensions of green jobs are positively and significantly correlated with employee satisfaction and career advancement. This indicates that employees who perceive stronger alignment with sustainable practices and technological innovation tend to experience higher levels of satisfaction and are more likely to advance in their careers within SMEs in Rivers State.

Recommendations:

Based on the research findings, several recommendations can be put forth for organizations and future studies:

1. SMEs should focus on incorporating environmental and technological dimensions into their job roles to foster employee satisfaction and career advancement. This can involve implementing sustainable practices, integrating technological innovations, and providing training opportunities.
2. Organizations should invest in training programs to enhance employees' competencies in both the environmental and technological aspects of green jobs. This will not only contribute to employee satisfaction but also equip them with skills necessary for career growth.
3. SMEs can create clear and structured career paths that highlight the role of green practices and technology in career advancement. Employees should be provided with opportunities to grow in roles that contribute to sustainability and innovation.
4. Recognize and reward employees who actively contribute to the environmental and technological dimensions of green jobs. Acknowledging their efforts can increase job satisfaction and motivation to excel.
5. This study opens avenues for further research on how specific aspects of the environmental and technological dimensions impact different levels of employee satisfaction and career advancement. Exploring these nuances can provide a deeper understanding of these relationships.
6. Consider conducting longitudinal studies to track the impact of the environmental and technological dimensions on employee satisfaction and career advancement over an extended period. This can provide insights into the long-term effects of these dimensions.

In essence, the research findings underscore the importance of the environmental and technological dimensions of green jobs in shaping employee satisfaction and career advancement within SMEs. By prioritizing sustainability and innovation in job roles, organizations can foster a workforce that is not only satisfied but also poised for continuous growth within the dynamic landscape of sustainable career paths.

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