

## Human-Centered Sustainability: Rethinking Employee Engagement and Mental Well-Being in Green Workplaces

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### Abstract

As the pursuit of sustainability transforms organizational infrastructures and policies, it is imperative to ensure that employee well-being and engagement are not sidelined in the shift to green workplaces. This research explores how the integration of environmental sustainability principles into the workplace can enhance, rather than compromise, mental health, motivation, and overall employee experience. Grounded in occupational psychology and environmental studies, the study examines the intersection between green practices and psychosocial work environments, reframing sustainability as a human-centered imperative as well as an ecological one. The objectives of this study are to investigate the psychological impact of environmentally conscious workplace designs, assess the role of green organizational culture in fostering employee engagement, and propose an integrative model for "human-centered sustainability" in corporate settings. Utilizing a mixed-methods design—combining employee surveys, organizational case studies, and interviews with HR and sustainability officers—the research identifies how green certifications, wellness initiatives, and ecological mindfulness programs influence work satisfaction, stress levels, and retention in environmentally proactive companies. Aligned with the A-GRASS 2025 theme of “Bridging Knowledge to Action,” this research contributes to reshaping how graduate scholarship and professional practice conceptualize workplace sustainability. It aligns with SDG 3 (Good Health and Well-Being) through its focus on psychological resilience and workplace wellness, SDG 8 (Decent Work and Economic Growth) by reinforcing employee-centered organizational development, and SDG 12 (Responsible Consumption and Production) through behavioral insights into sustainable habits at work. The study calls for a paradigm shift where ecological and human flourishing are co-designed within green innovation strategies—making sustainability not just an environmental target, but a holistic experience for the future workforce.

*Keywords: Human-Centered Sustainability, Employee Engagement, Workplace Well-Being, Occupational Psychology, Green Workplaces, Mental Health, Eco-Innovation, Organizational Culture, SDGs*