

# A contemporary approach to Green Human Resource Management practices for organization in India to develop environmental sustainability

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**Abstract:** Green Human Resource Management contributes with policies and practises to endorses sustainable resource use within an organisation. Green HRM plays an important role in business to make better profit and reduce corporate resource waste by various Ecological Principle. So this is a time when people need Green practises to save the planet's environment. This research paper focuses on understanding the concept of Green HRM, its importance, benefits, limitations, various Green HRM Practices, and explains the function of green human resource management in greening for an organisation wishing to survive in this modern era with a view to sustainability. This research paper is based on descriptive research design and secondary data collections. The author used secondary data to scrutinise Green Human Resource Management Practices at Organizations in India. Secondary data sources like textbooks, journals, conferences in National and International, Google Scholar, Emerald, and Study blogs. Finally, this research paper suggests some implications in an organisation for green human resource practises.

**Key Words:** Green Human Resource Management (GHRM), Ecological ideology, Green environment, Descriptive Research Design.

## 1. INTRODUCTION:

Green HRM is the budding concept in India. The sentence "Green HR" refers to the part of HR policies and practises towards environmental issues, i.e. ecological HR practises and human capital conservation. Environmental management integration in HRM and Green HRM. Human resources organisations can play a chief role in facilitate ample approach to building a civilization of sustainable development. In recent days, India has secured carbon emissions to decrease and is moving towards competent measures that have been recognised globally. Furthermore, India is one of the emerging manufacturing countries. The HRM functions develop environmental sustainability in the organisation via a Green HRM practises and policies with 'Ecofocused' sustainability goals. Green HRM includes all related HRM Practices such as Recruitment & Selection, Training & Development, Reward and Compensation Management, Performance Management, Employee Relations etc.

It is a tool that offers competitive advantages and helps to control environmental effects. Most manufacturers have built and build social awareness for Green HRM and CSR practises. Green HRM practises can attract and maintain in good employees in the organisation and also help to promote and reduce substitution costs. Strategic Green HRM practises and policies promote sustainable wealth use in the manufacturing organisation and develop levels of trust and satisfaction.

## 2. LITERATURE REVIEW:

**Yong Joong Kim et.al (2019):** The outcome of green managers on ecosystems and environmental performance of hotel employees'. This study was made when there was little pioneering research in hotel industries and a lot of pasture. The study examined the need to develop employees' attitude and conduct towards environmental issues through the adoption of Green HRM measures. This study finally indicated that the management of the top level should develop healthy policies through the Departments of Human Resources in order to implement Green HRM practise to enhance growth and development.

**Sana Arz Bhutto, Auranzeb (2016)** This paper explores Green HR's effect on firm performance, learning, training and developing effective performance in Pakistan. It examines the impact of Green HRs on the selection, learning, training and development of effective performance in Pakistan. SPSS analysed and collected information, including Multiple Regression Analysis, to analyse Green Human Resources Management impact in the areas of recruitment, training, and Performancebased development. Respondents from 376 companies were drawn up. This study showed that it was possible to measure the environment and protection through waste management, pollution control, recycling and reduction of environmental waste. The study also found that these practises should be longterm for better management of the system in order to determine the impact on the HRM problems. Such innovative steps would well predict policy structuring, company objectives and organisational performance. The study concludes that not only HRM recruitment and training practices etc. play a key role in environmental performance; they also play a key role in selecting and training staff in movement for growth. This study concluded that HRM practices are essential to environmental performance and to sustainability.

**Sakhawalkar, & Thadani (2015)** Conducted descriptive research on IT companies in pune, using nonprobability convenient sampling & structured questionnaire by Pune City IT staff. The study shows employee knowledge in IT firms and introduces various green hr activities. The study found businesses shift towards environmentfriendly programmes that reduce an employee's carbon footprint. Included results: electronic data filing, car sharing, video conference and interactive conferences, recycling, telecommuting, online training, homework and more energyefficient office spaces. The study also showed that respondents are aware of electric & hybrid vehicles; however, people who are unfamiliar with Green HRM are aware of the practices and know their company is adopting those practises.

### 3. OBJECTIVES OF THE PRESENT STUDY:

- To study the green HRM practices in an organisations
- To understand the significance, benefits and limitations of GHRM offer to the modern-days.
- To facilitate further research in the field of GHRM Practices.

### 4. SIGNIFICANCE OF GREEN HRM:

**Cost savings:** Green HRM contributes to cost reductions by using energyefficient electrical instruments such as CFLs and light bulbs, 5star air conditioners, energy efficient monitoring systems and recycling and reuses products.

**Environmentally friendly Talent:** Green HRM attracts employees who want to work in a sustainable environment as conservators and conservationists. This helps to meet the needs of such employees for self-realization. Green HRM also creates a learning environment to educate HR about effective green practises for both professional and personal use.

**Competitive advantages:** Green HRM helps green brand development (branding as an environmentally friendly business) gain competitive edge and creates an enhanced satisfaction and loyalty for employees and customers through green strategies.

### 5. BENEFITS OF GREEN HRM:

Green HRM plays a key role in achieving broader goals like cost saving, corporate social responsibility and gaining talent over the competition. It also has the following advantages:

- Improves the company's brand image on the market.
- The company helps retain employees and reduces the turnover of work.
- It helps to attract good human resources by building company image.
- The quality improves both internally and externally for the whole of the organisation.
- The Company's overall costs are reduced since the Company's size and steps to ensure it is environmental zed largely affect the costs. It is a helping hand in fulfilling an employee's needs for self-actualization.
- It offers high quality human talent lucrative opportunities.

### 6. LIMITATIONS OF GREEN HRM:

Green HRM faces certain restrictions:

- The performance of green HR practises in the behaviour of employees can by a hair's breadth be measured.
- The initial stage needs massive investment and a relatively slow cost of capital.
- The behaviour of employees is difficult to change in the short term.
- HR workers must offer essential green frameworks and green thinking in order to achieve the right selection and create potential green leaders.

## **7. GREEN HRM PRACTICES:**

### **Green Recruitment and Selection Practices**

Green recruitment and selection is a process of recruiting new talent that knows about sustainable processes, the environment and conservation and the sustainable environment. Green recruitment ensures that new talent is familiar with green practises and the environmental system that will support effective environmental management within the organisation (Wehrmeyer, 1996) because companies are increasing their recruitment potential in a race to attract the most creative and innovative employees (Phillips, 007: Stringer, 2009). There are a number of companies that have adopted green recruitment processes, Google is a very good example of a green recruitment company, Surveys show that the applicants are aware of the environmental management practises of the organisation and that their decision on their job depends on it (Wehrmeyer, 1996 and Stringer, 2009)

### **Green Training and Development Practices**

Each organisation needs to change itself with the change in the scenario in order to sustain the race market, and it is more important for each organisation to resist that change, and that training and development will resist change. Training and development is a methodology based heavily on the development of employee skills and knowledge related to specific useful skills, while environmental training also avoids declining environmental management skills, knowledge and attitudes (Zoogah 2011).

### **Green Performance Management Practices**

Performance management is an ongoing process of communication that occurs throughout the year between supervisor and employee, supporting the strategic objectives of the organisation. Organizational policy issues and environmental responsibilities are covered by green performance management. Integrating environmental management into performance management enhances the quality and value of environmental performance (e.g. Jackson et al., 2012; Renwick et al., 2013). In this study, Mandip (2012) identified the link between performance management and green job description as an effective way to successfully implement Green Performance Management.

### **Green Compensation and Reward Practices**

Another potentially powerful instrument to support environmental management activities is Green Compensation and Reward, which can help achieve environmental objectives (Milliman and Clair, 1996). Reward policies focus on attracting, retaining and motivating staff to achieve organisational objectives (Teixeira et al. 2013) and improving organisational commitment (Teixeira et al. 2013) (Daily and Hang, 2001). Taylor et al. (1992) conducted a study in which he took 16 businesses from 5 different countries and examined how businesses are more likely to follow green practises by offering their employees green rewards for their performance. Similarly, the study by Forman and Jorgensen (2001) found that when compensation was offered to assume environmental responsibilities, employee commitment to the environmental management programme was increased. A very good example of reward and compensation is Dow chemical; employees were motivated and given rewards when the innovative idea of waste reduction came up.

### **Employee Participation Management in green HR practices**

All company is a combination of employees with different characteristics, interests, perspectives and therefore they follow different practises in their everyday lives that have different environmental effects (Reusswig, 1994; Soderholm, 2010). The cases contribute to the recognition of those situations during the shaping of environmental work in an organisation where alternatives regarding employee participation are made: (1) requirement of management to take individuals in environmental work; (2) building of skills between individuals and (3) stabilising environmental work in practice and structures.

## **8. MANAGERIAL IMPLICATIONS:**

The study would help managers effectively apply Green Human Resource Management practises in organisations. Some of the benefits an employee and organisation can achieve by implementing the organization's green HRM include:

1. Employee retention rate improvement
2. Greater environmental image
3. Advancements to create good staff
4. Productivity Improvement
5. Sustainable resource use enhancements
6. Reduced Utilities Costs

## 9. SUGGESTIONS:

1. Save power and energy by inserting timers to switch off lights automatically, use energy efficient bulbs, and turn off electricity if not needed.
2. Establish waste disposal standards, using environmentally friendly gadgets, recycling & product reuse.
3. Training should be given to environmentally-related employees & their solution.
4. Reduce organisation paperwork, Encourage online data sharing & storage.
5. Use of battery cars, trucks, and other heavy vehicles for organisational use.
6. Encourage more and more trees around the organisation & at home.
7. Provide flexible timing and/or at home.

## 10. CONCLUSION:

This research paper mainly aims to study knowledge about how Green HRM practices assist or affect employees and their environmental and organisational behaviour. It makes an intuitive sense that providing Green HRM practices attracts people to the company and improves employees' attitudes and behaviour. The company is now focused on greening the company, making HR additionally responsible for Green HR policies. In this research paper mainly provide green Human Resource management is to raise green consciousness among new staff and existing staff, encourage their staff to help the organisation, through green movement, green programmes and practices and retention of resources for future generations, reduce environmental degradation causes.

Green HRM can develop enthusiasm, motivation and commitment to help green its organisations. Green HRM efforts lead to increased efficiencies, less waste to the sustainable use of resource; better joint attitude; better work/privacy, less price, increased employee efficiency and retention, to decrease the carbon footprint of Green HRM for their employees. Finally, we concluded that the practise of HRM is essential to achieve and perform nutritionally. Future research should be empirical, with good results for the Green HRM.

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