

Effect Of Policies And Practices Of Green HRM In The Organization - A Descriptive Study

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ABSTRACT

Recently, there has been an increase in corporate public awareness of the importance of going green and instituting multiple ecological management techniques. As the corporate world becomes more global, there is a shift from a traditional financial framework to a modern capacity-based economic system ready to explore the green economic aspects of a company or organization. Green Human Resource Management (GHRM) is now a key business strategy for big corporations where Human Resource Departments actively engage in going green at the office. The paper primarily focuses on the different Green Human Resource Practices followed by global organizations and describes the simpler definition of GHRM. Finally, the paper recommends some potentially fruitful HR initiatives for Green businesses.

Keywords:

Green HRM, Policies and Practices, Organisation

Introduction

The twenty-first century has seen an increase in global awareness of environmental problems, irrespectively of related fields such as politics, public policy, or companies. Global interest in environmentalism has recently been raised. Because of the harmful effects of industrial pollution and waste materials, including toxic chemicals, governments and non-governmental organisations (NGOs) all over the world promoted policies and regulations aimed at slowing and, in some cases, reversing the degradation of natural assets and its negative impact on society and humanity as a whole.

Given the current situation, organisations must also find ways and methods to deal with environmental footprint reduction in addition to dealing with economic issues. To achieve success within the business world and to facilitate shareholder profit, organisations must now focus on social determinants in addition to economic and financial factors (Daily, Bishop, & Steiner, 2007; Govindarajulu & Daily, 2004). The effective execution of these long-term corporate strategies within an organisation necessitates both great leadership and a methodical process.

To incorporate any corporate environmental programme, several organisational units, such as HR, Marketing, IT, Finance, and so on, collaborate to put forth a positive joint effort, with the human resources management unit being the most significant component. Without the need for doubt, the corporate world is a main investor in the environmental debate and thus conforms to be an essential contribution to the environmental problem.

Even though there is a substantial amount of literature on the subject of Green HRM, there is still ambiguity connected with the effective use of environmentally friendly HR management policies in organizations across the globe to achieve absolute green corporate culture. This article examines how corporations are taking steps to promote environmental management software by constructing human resource policies, as well as the various processes associated with green HRM, using existing research in the field.

Objectives

- Provide readers with a basic understanding of green HRM.
- Highlight numerous important works on green HRM done by other employees, and expound on various green practices that can be implemented to build a green workplace.
- Attempts to recommend some green HR initiatives.

Methodology

The investigation relies heavily on secondary data. For this, existing literature on the topic was gathered from various data sets, websites, and other widely accessible sources. A thorough review of the accumulated literature was done (Tripathi, A. 2019).

What exactly is Green HRM?

Green HRM is currently a buzzword in the business world, and its significance is growing exponentially with time. This term has also protected its place as a hot topic in recent studies as awareness of environmental sustainability and management has grown day by day all over the world. Today, the term "Green HRM" refers not only to environmental concerns but also to the social and economic well-being of both the organization and employees in a broader sense.

Need for GHRM

The last decades of this couple of centuries have seen a worldwide general agreement on the need for a realistic environmental stewardship drive. This initiative was taken because the harmful effects of the various pollutants, with industrial wastes becoming the main culprit, have been evident, worsening and depleting our resources at an astonishing speed.

Literature review

The existing literature in the HR field on the sustainability topic indicates that an increasing number of HR top management are eager to modify their corporate entity as such to become

sole environmental title holders. A substantial amount of empirical investigation focuses on the impact of environmental management on organizational performance utilising multiple metrics.

This study primarily focuses on GHRM, which according to Dutta (2012) includes two major components: environmentally friendly HR practices and the preservation of knowledge capital. Green hr department refers to the use of every employee touch juncture to promote sustainability initiatives and raise employee commitment and awareness of environmental issues. The primary goal of green HRM is to educate the employees on the complexities of environmental management, such as what is required, how it works, and how it helps the environment. The exercise motivates employees and instils in them a sense of pride in becoming a part of the going green curriculum.

Future Direction of GHRM Functions

GHRM is a manifesto that assists in the development of a green workforce capable of understanding and appreciating greener culture in an organisation. Such a green program can keep its green goals throughout the HRM process of recruiting, hiring, and training, compensating, developing, and promoting the firm's human resources. It must be noted that the intersection of sustainability, natural habitat, and human resources management are new areas in rapid development, and thus lack a fully developed body of scriptures.

To ensure that the organisation receives the right unpaid intern green inputs and the right employee green work performance, HRM functions must be green-adapted or modified. In this section of the paper, we briefly describe a few specific functional HRM activities that identify with conservation and the natural environment at the place of work, as well as provide areas for future research.

Training and development for the environment

Training and development are a practice that focuses on enhancing employees' skills, knowledge, and attitudes to prevent the decline of EM-related knowledge, skills, and attitudes. Green training and development staff will be trained about the importance of EM, train them in energy-saving and end-up-wasting techniques, raise global sustainability throughout the organisation, and provide the opportunity for employees to participate in environmental problem-solving (Zoogah, 2011). Green T&D activities raise employee awareness of various facets and the awareness of environmental management.

Relationships between green employees

Employee relations are the aspects of human resources development that are concerned with establishing amicable employer-employee relationships. The relationship improves employees' morale while also increasing productivity. Employee relations primarily involve the participation of employees and empowerment activities. It also aids in the detection and intervention of workplace problems that may have an impact on the work. Indeed, positive employee relations are an intangible and lengthy asset that can provide a competitive edge to any organisation (Tripathi, A. 2014).

Green construction

Organizations all over the world are increasingly choosing green buildings as an alternative to standard office spaces. Green buildings are quite trendsetting because they meet certain criteria for reducing the use of natural resources used in their construction. Green buildings

also include advanced features involved in green practices such as energy efficiency, renewable energy, and watershed management.

Energy conservation

Energy conservation in the office has the potential to have a significant environmental impact. Offices around the world have incorporated several energy conservation initiatives to reduce their environmental impact to provide more effectual and eco-friendly services. The HR department at Sky's UK arm has launched a campaign in which employees are motivated to turn off PCs, TVs, and lights when leaving, to use 100% renewable energy, and to instal solar illumination, whereas the HR departments of other British groups are recognising their travel policy, which encourages carpooling and enhanced use of public transportation.

Waste recycling and disposal

Recycling is the process of converting waste materials into new and useful products. Recycling conserves crude ingredients that would otherwise be utilized to create new products. As a result, this practice saves fuel and reduces the amount of waste thrown into landfills, attempting to make the surroundings smoother and the air fresher. Several companies are leveraging recycling programmes as part of their green initiatives to maximize the number of recycled products and reduce the quantity of waste. Since organisations adopted the concept of saving money while also focusing on the sustainability of the environment, several human resource specialists have been tasked with developing corporation recycling programmes and monitoring workplace thermostats.

Conclusion

It is no secret that human resources are an organization's most important asset, and they play a critical role in employee management. With the consistent increase trend of corporate focus on greening the company, modern HR managers have been tasked with the additional responsibility of integrating the Green HR philosophy into the company's vision statement as well as Human resource policies.

Though the green movement and Green HR are still in their infancy, growing consciousness of the importance of green issues within organisations has obligated them to embrace environment-friendly HR practises with a special focus on the management of waste, recycling, reducing the carbon footprint, and using and producing sustainable goods. The majority of employees deeply care about the surroundings and are more committed and satisfied with a corporation that is always ready to go "Green."

They play an important role in the hiring of new employees who are more responsible for green business practices, thereby indirectly saving the Earth. Last but not least, HR has a considerable chance to participate in the organization's environmentalist movement by inspiring, assisting, and motivating employees to adopt green practices for greener companies.

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