

A Theoretical Study on Green Human Resource Management (Ghrm): An Innovative Practice for Organizational Sustainability

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Abstract

Substantial growth in the economy and the broad utilization of regular assets has become a significant issue in the advanced world. Green Human Resources Management (Green HRM) has as of late pulled in the consideration of scholastic specialists and experts. This paper examination is to investigate the green human asset the executive's practices of associations dependent on the existing literature Organizations. The required data for this study were collected from various research papers, websites and companies report. The paper proposes some potential HR activities for Green organizations. This study aims to highlight the Green Human Resource Management through various HRM functions in the companies.

Keywords: *Green HRM, Performance Management, Environmental Management, Green Function, Green practices.*

1. Introduction

Green human resource management is a global environmental concern and the development of environmental standards that are creating the need for businesses to adopt formal environmental strategies and programmes where the employees must be inspired, empowered and environmentally aware of Greening in order to carry out green management initiatives.(Kar, D. A., & Praharaj, L,2020) Green Human Resource Management (Green HRM) is a contemporary management construct, initially designed and developed because of its potential to influence employees' green behaviours(Kar, D. A., & Praharaj, L,2020) Green HR is the utilization of HRM approaches to advance the feasible utilization of assets inside business associations and, more generally, promotes the cause for natural sustainability. Green activities inside HRM shape some portion of more extensive projects of corporate social obligation. Green HR includes two fundamental components: Environmental friendly HR practices and the protection of Knowledge capital (Jyoti, K,2019)

Green human resource management (GHRM) involves the alignment of the firm's HRM practices to the environmental management system. However, the specific impact of GHRM practices on employees' pro-environmental behaviours, most especially in the information technology (IT) domain has not been fully clarified (Ojo, A. O., and Raman, M,2019) Organizational management practices have witnessed immense transformation over the past several years. Green HRM is defined as an environment friendly HR practice that subscribes to the sustainable use of resources in the industrial sectors all over the world.

2. Review of Literature

Mukherjee, S. et al (2020) Since from the last few decades, many environmental issues are arising, the government of various nations has directed the industries and organizations to focus on an environmental management program along with their business operations. Mehta, K., and Chugan, P. K (2015) .Environmental sustainability is generating increased concern among business executives, governments, consumers, and management scholars. Amidst the stakeholders' struggle and the challenges and opportunities from environmental concerns, HRM function joins the ongoing discussions and debates. The business domain sees the genesis of Green HRM with the expanding role of the HRM function in pursuit of environmentally sustainable business. Zubair, D. S., and Khan, M. (2019) To ensure that this world remains a good place to live in, environment friendly policies should be adopted. Organizations may be public or private and can contribute significantly in ensuring a greener environment if they integrate different basic environment friendly initiatives into their operations.

Gunasekare, D. U (2016) Green initiatives within the HRM perspectives proactively support this mission and further create a knowledge gap pertaining to this area for the scholars to promote consciousness towards the environment. The purpose of this study is to explore the Green Human Resource Management Practices (GHRMP), from the light of existing theoretical and empirical research done by the scholars in this field. Renwick, D et al (2012) The findings of the review suggest that understanding of how GHRM practices influence employee motivation to become involved in environmental activities lags behind that of how organizations develop Green abilities and provide employees with opportunities to be involved in EM organizational efforts. Organizations are not using the full range of GHRM practices, and this may limit their effectiveness in efforts to improve EM. Suharti, L., & Sugiarto, A.(2020) In particular, individual employees had better green and non-green work outcomes. Meanwhile, at the organizational level, the benefits of the implementation of Green HRM were the creation of environmentally friendly organizational culture and work climate, the increased efficiency of various resources, the formation of a positive corporate image and increased economic and eco-performance. It is expected that this study contributes to extend the literature on the implementation of Green HRM and its benefits to companies.

3. Green Human Resource Management (GHRM)

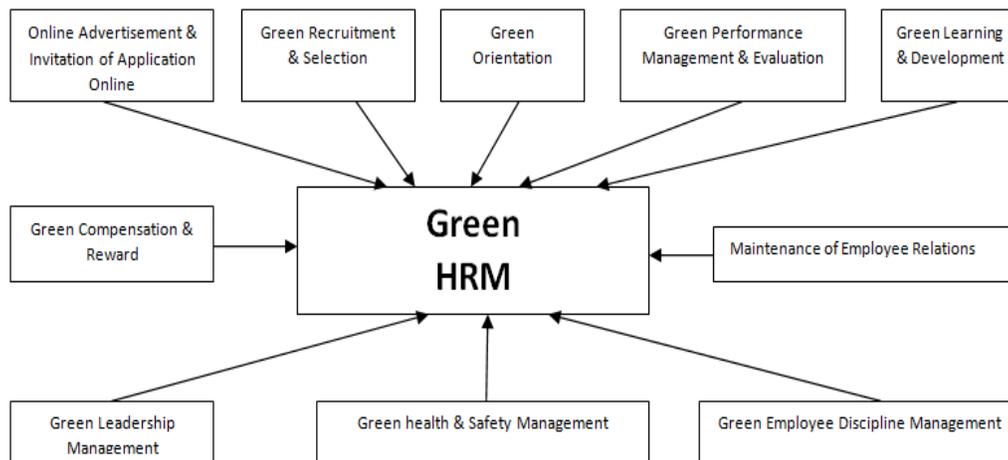
Green Human Resources Management (GHRM) can be defined as the set of policies, practices, and systems that stimulate a green behavior of a company's employees in order to create an environmentally sensitive, resource efficient and socially responsible workplace and overall organization. ([https://youmatter.world/en/definition/green-human-resources-management-meaning-definition/#:~:text=Green Human Resources Management \(GHRM, responsible](https://youmatter.world/en/definition/green-human-resources-management-meaning-definition/#:~:text=Green Human Resources Management (GHRM, responsible)

workplace and overall organization.) Green HRM connotes the science and the art of practicing environmental management in business organizations. Corporate environmental management essentially implies achieving minimum or zero destruction of the environment in its production and service activities. (Mathews, J. (2017) Green issues have already been popular in environmental and social aspects of the present corporate world. Corporate green HR focuses on high levels of technical and managerial competencies for employees as the firm wants to develop innovative environmental initiatives and functions that have tremendous managerial implications. (Hosain, S., and Rahman, M. S., 2016)

Today, Green Human Resource Management (GHRM) has become a key business strategy for the significant organizations where Human Resource Departments play an active part in going green at the office. (Ahmad Shoeb, 2015) Green HRM is the use of HRM policies to promote the sustainable use of resources within organizational businesses and more generally promotes the cause of environmental sustainability (Dangmei, J., 2016)

4. Green Human Resource Management Process

Figure 1: Green Human Resource Management Process



Source: https://www.researchgate.net/figure/Figure-1-Green-Human-Resource-Management-Process_fig1_304169968

A. Green Recruitment

Subsequent to causing the primary screening of CVs, HR can ensure that the following stages of the choice cycle will assess the up-and-comers' fitness to have green practices. A normal inquiry concerning environmental change during a meeting or a gathering dynamic that blends a business case with maintainability issues are two simple approaches to comprehend somebody's level of biological mindfulness. At long last, a green score can likewise be given to every competitor and added to the general spreadsheet of scores that will eventually rank the top up-and-comers.

B. Green Performance Management and Appraisals

Performance management (PM) is the cycle by which workers are incited to upgrade their expert aptitudes that help to accomplish the hierarchical objectives and goals in a superior manner. Consequently, so as to make a greener organization, performance appraisal (PA) frameworks can incorporate manageability objectives.

While this responsibility might be effortlessly done in certain positions, perhaps the greatest obstruction of green PA is the trouble to gauge and increase information on natural execution norms across various hierarchical divisions/units. To help beat this, organizations can begin utilizing worldwide frameworks that help them to gather information and simultaneously offer them guidance on how they can turn out to be more manageable and get them a declaration for that, for example, ISO 14001 or the Global Reporting Initiative.

With regards to the PA of directors, green targets, objectives, and duties, for example, making green mindfulness in their groups and urging them to engage in green exercises of the organization can likewise be thought of. At long last, a definitive objective of green PM is to have a quantifiable result of an association's capacity to meet its natural destinations and targets set out in the association's ecological plans or approaches.

C. Green leadership

The green leadership mindset, leaders become equipped to create and act upon sustainable practices. And those, in turn, are likely to generate larger-scale actions: support for public policies that will ensure long-term success, wellbeing, and security for all segments of society. All members of an interdependent world. And all residing on the same planet.

D. Green Orientation

The employee induction program should be planned in such a way-as to enable the induction of new employees into a culture of green consciousness. Employers should highlight the concern for green issues of employees like their health, safety, and green working conditions in the orientation program.([https://www.iedunote.com/green-hrm#:~:text=Green HRM involves undertaking environment,, teleconferencing, and virtual interviews,](https://www.iedunote.com/green-hrm#:~:text=Green%20HRM%20involves%20undertaking%20environment,teleconferencing,and%20virtual%20interviews,))

E. Green Compensation and Reward

Any company can achieve their goals by using Green HRM because it makes them aware of their practices. By this process employees are rewarded for their environment friendly performance. It creates individual interest to link with the organizational interest. When employees work on a special green project, they should be rewarded by monetary (cash) and/or by non-monetary reward to encourage them (<http://www.ignited.in/I/a/89148>)

F. Green employee relations

Employee relations are that aspect of HRM which is concerned with establishing amicable employer–employee relationships. The relationship facilitates motivation and morale of the employees as well as, increases the productivity. Basically, employee relations involve employee participation and empowerment activities. It also helps prevent and resolve problems arising at the workplace that may affect the work. In fact, positive employee relations are an intangible and enduring asset and a source of competitive advantage for any organization. (<https://hrmi.org/green-hrm/#:~:text=Green employee relations, well as, increases productivity.>)

5. Green HR Practices adopted by the Companies

A. Google

Uses Green recruiting technique-believes that most talented people get attracted because of it. (Jingxian 2015)

B. Wipro Technologies

Wipro Infotech, the India and Middle East IT Business of Wipro Ltd and a leading provider of IT and business transformation services, today announced the launch of its new eco-friendly Wipro Greenware desktops, manufactured with materials completely free of deadly chemicals like polyvinyl chloride (PVC) and brominated flame retardants (BFRs), for the first time in India.

(<https://www.wipro.com/en-IN/newsroom/press-releases/archives/wipro-at-the-forefront-of-green-it-revolution--introduces-100--r/>)

C. ITC Limited

Ozone-treated elemental chlorine free' bleaching technology for the first time in India.

An entire new range of top green products and solutions: the environmental friendly multi-purpose paper that is less polluting than its traditional counterpart.

(<https://www.udyamgyan.com/articles/detail/>)

D. IndusInd Bank

As part of its environment friendly initiative, IndusInd Bank has a comprehensive plan to reduce its carbon footprint. Some of the changes being undertaken under this plan are solar powered ATMs, thin computing, e-archiving, e-learning, e-waste management, paperless fax, energy conservation, CNG cars and also more support to finance programs with incentives to go green.(<https://blog.bankbazaar.com/indusind-bank-goes-green/>)

E. Tata Metaliks Limited : Tata Metaliks has a sustainability vision of becoming a leader in its industry by providing tangible value to all its stakeholders while ensuring responsible environmental stewardship. Environmental issues besides the financial sustainability are being addressed with a definite roadmap.

(<https://www.tatametaliks.com/sustainability/environment-initiatives.aspx>)

6. Conclusion

Green HRM has extraordinary significance in the present situation. Employees are not knowledgeable about the term however they are cognizant to spare the earth. Enterprises have parcel of extension to seek after Green HRM rehearses in work life. Eager cooperation of employees to go towards greening has to increment. Ventures keep main focus on natural plan and rouse workers for greening conduct.

The human resource assumes an essential function in dealing with the employees. The cutting edge human resource directors center more on join green human resource reasoning alongside human asset approaches. Green HRM executions have brought about expanded efficiencies, cost decrease, employee retention and improved profitability and furthermore other substantial advantages. The green HRM has scope for research in the executive's eld and scaffold hole between proficient green human resource the board and research in environmental management.

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