



Cover Page



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ANALYSIS OF GREEN HRM PRACTICES IN INDIAN ORGANISATION

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ABSTRACT

Organisation, which are a source of competitive advantage for the companies, have created a worldwide identity with innovative human resources practises and operations. With the introduction of workforce diversity, globalization, incisiveness and speedy changes across firms, organisations, which must be addressed and managed, are faced with environmental difficulties. Green human resources management (GHRM) in organisations, which play an active part in examining the green elements of business, has become a fundamental business strategy. Green HRM practices are fast expanding due to shifting global warming and climate change requirements. Environmentalists and scientists around the world warn governments and the public about the serious repercussions of global warming and deteriorating situations. Many countries have already begun to restore their systems and move towards a better environment. India is likewise taking attempts to improve these adjustments steadily after studying the shifting global scene. This article is focused on studying the present green managerial practices, awareness and implementation of the firms, as well as the Indian development rate. The study examines the success rate of the implementation in Indian organizations of green human resources management methods. It also emphasizes the necessity for green management of human resources, and the factors necessary for green management of human resources. It also addresses the difficulties of India's Green Human Resource Management organizations.

Keywords: Human Resource, Green HRM, Environmental, Paperless, Green Buildings.

INTRODUCTION

In 20th century, many developments in environmental problems have occurred. The notion of environmentalism has recently taken the highest priority in the fight against climate change. HRM plays an essential part in the management of the organization's most valuable assets. HR managers believe that the HRM concept focuses entirely on the sustainability issue these days. Green HRM focuses mostly on the environmental engagement of the company. Green HRM focuses mainly on implementing the concepts and practises of Green HRM. Many people debate, "What is green in HRM, but forget that the employees in the organisation have to implement all policies, processes and methods that are planned in the organisation." Without them, a waste is the best policy.

GREEN HRM

This sentence is described by many in different ways. As according Anton et al, green HRM practises are true green HRM programmes, methodologies used in organisations in order to reduce adverse impacts on the environment or to promote the positive environmental advantages of organisations. Green HRM practises will ultimately improve the institution's sustainable environmental performance.

Green HRM has been defined in order to encourage the responsible use of corporate resource, by applying HRM policy, philosophies & methods to support and combat environmental hazards (Zoogah, D. (2011)).

HUMAN RESOURCE MANAGEMENT (HRM) IN THE GREEN ECONOMY

A green human resource management system assists in the development of a green workforce in an organisation, which will be better equipped to comprehend and apply the greener environment in the firm. It also assists employees in taking the initiative in achieving green recruiting, hiring, and training, as well as in establishing and enhancing the firm's human resource management practises (Dutta, 2012).

In the name of industrial development, various toxins have polluted the environment over the last several decades of the twentieth century. They were acting without adequate consideration for environmental consequences. The biggest contributor to the depletion of natural resources and the environment is industrial waste, which is a major cause of pollution. After numerous arguments and discussions, it has been determined that the human component is the most important factor to concentrate on right away. Improved human environment, according to the findings of a 1972 International Conference on Human Environment held in Stockholm, is a necessity for a better tomorrow. The problem will be solved by educating the public about environmentally friendly methods of work, as well as inventing and implementing environmentally friendly technologies. Since then, scholars all over the world have been examining innovative management approaches that can assist in the attainment of green human resource management.



Cover Page



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OBJECTIVES

- I. To get an understanding of the fundamentals of green human resource management methods.
- II. To be aware of the developments in Green HRM.
- III. To discuss the current methods in green human resource management.
- IV. To make suggestions for green human resource management strategies.

METHODOLOGY

This study relies heavily on secondary sources for the majority of the material it contains. In this regard, a thorough analysis of relevant literature is conducted out from a variety of sources, including websites, print magazines, and online journals, among others. Most of the data collected is given to a rigorous examination and evaluation.

LITERATURE REVIEW

Daily, Bishop, and Steiner (2007) In consequence, he argues that Green HRM comprises environmental-friendly HR programmes which result in more efficiency, reduced costs and better satisfaction and commitment of the employee. Those activities include carsharing, telecommunications, virtual interviews, recycling, telecommuting, and online training, and minimizing the carbon footprints of employees via activities such as e - filing, greener office equipment, green office equipment and green offices.

Lee (2009), The green management involves the practice through which companies manage the environment through strategies for environmental management. Companies must achieve a balance among industrial development and environmental protection in order to prosper for future generations.

Daily and Huang, (2001) GHRM is a manifestation that helps to establish a green workforce that recognizes and understands the relevance of ecological culture in a company. Such a Green Project can maintain its green targets throughout the complete human resources management system, including recruiting, recruitment and training and the payment, development and advancement of human resources.

Shaikh (2010) Confirmed the importance of green human resources for environmental protection organisations by embracing them, and that all significant parts of the organisation are management policies and practises, the training of people and the application of environmental protection laws. It also will increase awareness of the necessity of the effective operation of environmental assets and promote environmentally friendly products amongst staff and community members.

M W Shaikh (Shaikh, 2014) The importance of Green Human Resource Management centered on save the Earth Planet movement has been highlighted. He illustrates how green management of human resources can help employers and industries to carry out brand-marketing and to conduct the ISO 14000 Green Audit precisely.

Shoeb Ahmad (Ahmad, 2015) It emphasizes the need of correlating existing policy and practice on human resources with the Green HRM principles to achieve sustainability in the longer run. The results of the study show that, if indeed the HR department plays a prominent participation in it, the vertical management of human resources becomes a fundamental business strategy for an organisation.

Opatha & Arulrajah (2014) They begin by emphasizing the significance of Green HRM including its ability to help individuals, society, and business, and then they go on to describe the many elements of Green HRM in further detail.

Mandip (2012) Sustainable practises, in combination with effective reaction to employees and commitment to environmental sustainability issues, were promoted by Green Human Resources Management. The report Consequently, he contends that Green HRM includes ecological HR programmes that lead to greater efficiency, cost reduction and greater happiness and dedication of the employee. These include car sharing, telecom, online interviews, recycling, telecommuting and online training as well as the ability to reduce the carbon footprints of staff by e-filing, greener bureau equipment, grassroots equipment and green offices.

Jain (2009), Green Human Resource programs can help businesses to identify innovative ways to cut expenses without losing their finest skills, such as unemployed or part-time employment. From the requirements above, it can be concluded that it requires the participation of all the members of an organisation so that environmental management can be achieved.

Daily and Haung (2001), Green organisation, as well as safeguarding and protecting the environment, should be utilized to focus the efforts of organisations on industrial development. They also said that research has shown that industries may improve their profits and acquire an edge over its competitors by using this strategy.

Berrone and Gomez-Mejia (2009), they considered that green managing human resources is fully based on the resource managers' actions and behaviors.

INITIATIVES FOR GREEN HRM

Environmental protection & management of human resources (HRM) are increasing challenges in developing economies such as India, it is vital to coordinate human resource systems in order to maximize an organization's potential to meet its strategic goals. Cherian and Jacob (2012) discovered that the most critical human components that contribute to the success of green technology and businesses are recruitment, training, employee motivation, and rewards. Management principles are a set of standards that serve as the



Cover Page



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foundation for a business's operations. It is critical to adapt or adjust human resource processes to be more ecofriendly in need to ensure that an organization receives the proper green employee contributions and performs work obligations in an environmentally friendly manner (Opatha & Arulrajah, 2014, p. 107). The following is a brief overview of several human resource management that promote sustainability and protect the natural environment in the workplace.

- **Designing A Sustainable Structure (Green Building)-** Today's organisations demand green buildings that are built to save natural resources and minimize resource waste. Green buildings incorporate a variety of elements, including renewable energy sources, storm water management systems, and proper sewage systems.
- **Offices that Are Paperless-** The transition to paperless workplaces and work settings is a more environmentally friendly way to manage the environment. Employees should be informed on the advantages of reducing or eliminating paper use. The majority of information technology organisations have already transformed their businesses into paperless enterprises, storing papers online or in worksheets. Because no copying, printing, or filing is required, energy and time are saved. Numerous businesses are utilizing digital communication tools such as emails, whiteboards, and pay stubs to exchange information. It has a significant negative influence on the environment. Numerous firms have adopted the initiative, and it is now a requirement for newly created offices. Employees were strongly required to turn off their personal computers upon leaving the office. Solar panels have been installed, and several automobiles have been shared.
- **Trash disposal & recycling-** Employees receive specific instructions on waste disposal. Strict norms and regulations have been established for industrial waste disposal. Implementing an effective recycling, reuse, and reduce approach.
- **Recruiting & Selection in an Eco-Friendly Manner -** It is primarily concerned with the recruitment and selection process. Without the use of paper, there is no wasting of time or resources. Additionally, we accept individuals that are environmentally conscious. They should exhibit characteristics consistent with the organizational culture. They should adhere to the organization's environmental protection policies. Candidates must be committed to a greener way of life. This will benefit organisations by allowing them to achieve a competitive edge and stay one step ahead of their competitors.
- **Performance Appraisal and Management in a Green Environment -** While evaluating employees' performance and job-related aspects, they should also assess the employee's environmental sensitivity. Environmental criteria should be defined in advance in accordance with the task at hand. Conducting performance audits in accordance with established standards and providing comments and rewards Managers should recommend environmentally friendly methods to staff and be accountable for the policies' proper execution. Even managers should pay attention to environmental concerns, environmental incidents, and green information systems, among other things. Additionally, performance management should incorporate criteria such as teamwork, collaboration, creativity, and diversity.
- **Development and Training in the Environmental Sector -** In this section, we discuss the development of employees' abilities, knowledge, and attitudes in an environmentally friendly manner. Green training and development focus on offering training to staff in approaches such as energy conservation, waste reduction, resource conservation, and environmentally friendly problem-solving. This also serves to educate employees and consumers on the benefits of becoming an environmentally friendly seller of green products as well as an ecofriendly buyer of sustainable products.
- **Green Rewarding and Compensating Employees-** Green rewarding and compensating staff involves encouraging employees to participate in environmentally friendly initiatives. Employees that exhibit high levels of green behavior, commitment to environmental management programmes, and engagement in environmental-related programmes should be recognized and rewarded. Employees who contribute green ideas will receive increased remuneration.
- **Green Employee Relations-** Green employee relations are beneficial to the organisation because they result in more engaged employees, higher productivity, involvement, teamwork, collaborations, and employees who are more empowered. It helps to resolve a variety of job-related issues and contributes to green management by aligning goals and enhancing the achievement of environmentally friendly objectives.
- **Green Human Resource Management Approaches in Indian Firms -** With Industrialization, India is growing rapidly. Many environmentalists are very concerned about the environment due to the harm caused by industry and the impact to be faced. They see the necessity to protect the natural environment for companies themselves. They are therefore conducting steps to change the environmental improvement scenarios and protect natural resources for a long time. Many leading firms have recently understood that their sustainability requires an environmentally friendly business. Below are few indigenous organisations adopting green efforts.



Cover Page



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SUGGESTIONS

1. HR managers should motivate and push staff to practice green.
2. Managerial staff are properly trained to follow Green HR practises to train staff.
3. Some disciplinary measures may be taken to penalize employees who violate green regulations.
4. Recommended financial incentives to encourage green behavior employees.
5. Employees have been granted the liberty to change or establish new, organisation-friendly processes and policies.

CONCLUSION

In today's scenario, the Green HRM is quite important. Workers don't know the term well but are aware of saving the environment. Industries have more possibility for practicing Green HRM in working life. Employees must boost their enthusiastic participation to greening. Industries focus on the environmental agenda and encourage greening staff. HR plays an important part in the firm. It is obvious the businesses' shifting focus on green business is presenting current HR managers with new problems. HR managers should accept the extra responsibility for the corporate mission to take an initiative to include environmental challenges. Understanding the need for green initiatives, organisations, since it offers many benefits to organizational sustainability, should bring much more change. Green HRM is very useful for a country like India. Although in India Green HRM remains at an increasing stage, more firms should become world-class organisations, which benefit all employees, organisations, and countries.

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