

HRM GREEN PRACTICES: AN INNOVATIVE APPROACH TO ENVIRONMENT SUSTAINABILITY

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ABSTRACT

Green Practices in HRM plays a vital role in the business organisations. Business Organisations more generally promote the Green Practices of HRM for the cause of environmental sustainability. Environmentally sustainable development has become more important for the business world which promotes sustainability and Green Practices. The Green HRM dimensions are HR Planning, Recruitment and selection, Training and development, performance Management, employee involvement. The two elements of HR Practices involve the environment friendly Green HR Practices and the knowledge capital. This Environmentally friendly green HR initiatives results in greater efficiency, lower costs, better employee engagement and retention. It will help the organisation to reduce the carbon footprints by electronic filing, carpool, job sharing, teleconferencing and virtual interviews. This helps to bring down the costs without losing talent, and enormous operational savings by reducing their carbon footprint, leads to higher productivity and sustainability. Improvement in the retention rate of the employee. Improves public image and promotes employee morale, reduces the environmental impact of the company and overall performance and increases business opportunities. These practices will encourage the satisfaction level of the employees and will help the organisation remain viable and develop the abilities of the staff members who remain with the specific organisation. It is not only beneficial to an individual employee and this will be beneficial also for the society.

Keywords: Green HRM Practices, Green Recruitment, Green Training and Development.

Introduction

HRM green practices refer to the ways in which an organization manages its human resources in an environmentally responsible and sustainable manner. This can include practices such as promoting telecommuting and flexible work arrangements to reduce carbon emissions from transportation, implementing recycling programs and energy-efficient policies in the workplace, and incorporating environmental considerations into hiring and training practices. Additionally, HRM green practices may also involve fostering a sustainable culture within the organization, by educating employees about environmental issues and providing chances for workers to participate in environmental initiatives.

Green HRM in recruitment refers to the ways in which an organization incorporates environmental considerations into its recruitment and hiring practices like incorporating sustainability into job descriptions and requirements, using online recruitment tools, incorporating sustainability into the interview process, offering incentives for sustainable commuting and environmental considerations during the onboarding process. HRM Green practices in training and development programs includes Providing sustainability training, encouraging green team participation, offering green certifications, incorporating sustainability into performance evaluations, Encouraging environmental volunteerism.

Review of Literature

Lakshmi (2018), the author includes that recent corporate involvement in environmental issues has increased, whether as a result of specific accords or as a result of injury or pollution caused by high-profile industrial mishaps, such those that killed and injured several people fighting to stop climate change. The author concludes that the purpose of this paper is to inform readers that Green HRM can benefit or harm employees, as well as their organisations' practices and behaviour in relation to the environment.

Fernández (2019), the author explains that the significance of employee contributions to creating ecologically friendly production systems has been stressed in numerous researches. Environmental sustainability entails attracting and choosing workers who are concerned about the environment. The author concludes one of the most important concerns facing the world at the moment is environmentally sustainable development. Organizations must work to develop methods to move towards more sustainable production systems given the current scenario.

Shoeb (2019), the author discusses the term initially refers to the methods, processes, and regulations that alter employees' attitudes and behaviour in favour of business organisations and societal contexts more generally.

The author concludes that eco-friendly organisations are acknowledged as being participants in the greenhouse effects, which has improved their reputation.

Usmana (2021), the author explains Environmental performance challenges, encouraging green organisations is a strategy for sustainable human resource management that demonstrates how a company can achieve sustainable development by implementing new ecological practices while utilising its human capital and creative tactics. Green HRM implementation may guarantee the success of an organization's environmental performance, which is crucial for the development of the firm. The author concludes the main practice that needs to be given priority in an organisation is green HRM. Several research shows that environmentally friendly HRM practices improve performance.

Renwick (2021), the author explains that this paper makes three contributions: it surveys and gathers the HR components and it maps the landscape of this field; and it suggests some directions for future research in GHRM. The author concludes that the organisations are the primary culprit in environmental concerns; they ought to be heavily involved in solving them.

Kuol (2022), the author includes Significant environmental performance challenges that have arisen as a result of more than 50 years of global industrialization in numerous areas of organisational management. The author concludes that the combined concepts from the domains of human resource management, innovation management, and environmental science. This theoretically supported integration represents a significant advancement in the field of knowledge.

Objectives of the study

1. To identify the awareness level of the employees about Green HRM Practices
2. To analyse the green HRM Practices that can create the environment friendly and sustain the organisation
3. To explore the Green HRM Practices in an Organisation

HRM recruitment

- **Incorporating sustainability into job descriptions and requirements:** This can include seeking candidates with experience in sustainable business practices, or those who have shown a commitment to environmental causes.
- **Using online recruitment tools:** This can help lessen the effects of on the environment recruitment by reducing the need for travel to job fairs and other recruitment events.
- **Incorporating sustainability into the interview process:** This can include asking candidates about their knowledge of and experience with sustainable business practices, or about their personal commitment to environmental causes.
- **Offering incentives for sustainable commuting:** This can include offering incentives for employees who commute by bus, carpool, bicycle, or foot.
- **Environmental considerations during the onboarding process:** This can include incorporating sustainability training for new hires, and providing them with information about the organization's green initiatives.

HRM Training and Development

- **Providing sustainability training:** This can include educating employees about environmental practices and policies of the organisation, as well as providing information about ways in which they can reduce their own environmental impact.
- **Encouraging green team participation:** Organizations can create teams or clubs focused on promoting sustainability in the workplace, and encourage employees to participate.
- **Offering green certifications:** Organizations can offer certifications in sustainable business practices or other environmentally-related fields as part of their training and development programs.
- **Incorporating sustainability into performance evaluations:** This can include evaluating employees on their ability to implement sustainable practices in their work, and recognizing those who make significant contributions to the organization's environmental initiatives.
- **Encouraging environmental volunteerism:** Organizations can encourage employees to volunteer for environmental causes outside of work, and decide for them to do so.

Implementing green HRM practices in India

Incorporating sustainability into the organization's overall strategy and goals, this can include setting environmental targets and incorporating sustainability into the organization's mission statement and values.

- **Developing and implementing environmental policies and procedures:** This can include policies related to energy efficiency, waste management, and transportation, as well as procedures for monitoring and reporting on environmental performance.
- **Educating employees about sustainability:** This can include providing training on environmental issues and the organization's green initiatives, as well as encouraging participation of employees in green teams or initiatives.
- **Encouraging sustainable commuting:** This can include offering incentives for employees who commute by bus, carpool, bicycle, or foot.
- **Incorporating sustainability into recruitment and hiring:** This can include incorporating sustainability into job descriptions and requirements, and asking candidates about their knowledge of and experience with sustainable business practices during the interview process.
- **Partnering with environmental organizations:** Organizations can partner with environmental organizations and nonprofits to promote sustainable practices and to participate in environmental initiatives.
- **Measuring and reporting on environmental performance:** This can include setting environmental targets and tracking progress towards achieving them, as well as reporting on the organization's environmental performance to stakeholders.

Research methodology

The research mainly is to find the green HRM practices, recruitment, training and development is followed by Indian companies to enhance the sustainability of the organisation and the skills of the employees. The simple random sampling has been used and the data is collected through a Structured Questionnaire. The sample size is 200. The chi square test and factor analysis has used to analyse the data. Descriptive Research has used as research design.

Data Analysis

	Calculated Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	101.848 ^a	18	0.00

Table – 1

Source: Primary Data

From the above table it is inferred that $p < 0.05$ hence there is strong evidence to reject the null hypothesis. Therefore, there is an association between green employee relations and employee discipline management.

Factor Analysis

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.764
Approx. Chi-Square		676.169
Bartlett's Test of Sphericity	df	78
	Sig.	.000

Table – 2 KMO and Bartlett's Test

Source: Primary Data

The KMO index ranges from 0 to 1.0, reaching 1.0 when each variable is perfectly predicted without error by other variables (Hair et al., 2010). With a KMO value of 0.764, the data falls into the excellent factor analysis range.

Bartlett's test is also significant at the highest level, indicating suitability for factor analysis. The various factors that are aware about green HRM Practices were analysed with the help of factor analysis. The several aware about green HRM Practices are grouped into 4 factors such as Green HRM Recruitment Process, Selection Process, Planning, Training and development.

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %

Green Recruitment Process	3.875	29.810	29.810	3.875	29.810	29.810	2.983	22.943	22.943
Green HRM planning	1.772	13.631	43.441	1.772	13.631	43.441	1.943	14.943	37.886
Green Selection Process	1.191	9.160	52.601	1.191	9.160	52.601	1.794	13.799	51.684
Green Training Program	1.002	7.708	60.309	1.002	7.708	60.309	1.121	8.625	60.309

Table – 3 Aware About Green HRM Practices

Source: Primary Data

Null hypothesis

H0: There is no association between green employee relations and employee discipline management

Alternative hypothesis

H1: There is an association between green employee relations and employee discipline Management

Suggestions and Recommendations

India is a country where environmental policies are becoming more and more important, by implementing these practices, organizations can not only be more sustainable but also be in compliance with regulations, to attract and retain environmentally conscious employees and need to encourage a sustainable culture within the workplace. HRM green practices in training and development also refer to the ways in which an organization incorporates environmental considerations into its employee training and development programs.

Conclusion

By incorporating these green HRM practices into recruitment and hiring, organizations can attract and retain environmentally conscious employees and to encourage a sustainable culture within the workplace. By incorporating these green HRM practices into training and development, organizations can assure that their employees have the following knowledge and skills needed to support the organization's sustainability goals, and promote a culture of environmental responsibility within the workplace. However, it is important to note that many companies in India are beginning to recognize the importance of sustainability and are implementing green HRM practices as part of their overall business strategy. This includes companies in various sectors such as manufacturing, IT, retail and services. These companies have started to adopt various green HRM practices such as telecommuting, recycling programs, energy-efficient policies, and incorporating environmental considerations into hiring and training practices. Additionally, more and more companies in India are also reporting on their environmental performance and setting targets for reducing their environmental footprint. India has established a National Action Plan on Climate Change (NAPCC) in 2008 which has eight national missions that cover various sectors such as solar energy, enhanced energy efficiency, sustainable habitat and water management. These missions not only set targets for reducing greenhouse gas emissions but also help to promote green HRM practices in various sectors. India is recognizing the importance of sustainability and are taking steps to implement green HRM practices as part of their overall business strategy.

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