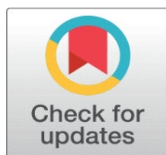
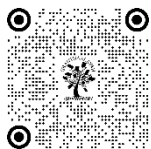


# ROLE OF GREEN HUMAN RESOURCE MANAGEMENT IN THE GROWTH OF AN ORGANIZATION

Maya Devi<sup>1</sup>✉, Dr. Kuldeep<sup>2</sup>✉

<sup>1</sup>Ph.D Scholar, School of Management Studies, OSGU, Hisar

<sup>2</sup>Dean & Professor, Om Sterling Global University, Hisar



## Corresponding Author

Maya Devi,

[khushi.jangir@gmail.com](mailto:khushi.jangir@gmail.com)

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## ABSTRACT

Environment friendly policies and actions are being highly stressed all across the world. This study has highlight concerns about the role of green human resource management in an organization. The purpose of this paper is to examine the impact of GHRM on employees and their behavior. Green Human Resource Management literature and investigates the future of green practices in meeting the social sustainability requirements of an organization. Considering the growing awareness on greening sustainability. To save the earth, the whole business world is reciting the old motto of three R means: Reduce, Reuse and Recycle. The HRM structure of an organization should represent wealth, growth, well being, and health of internal and external. This study explores the success rate of implementing Green Human Resource Management practices in Indian Organizations

**Keywords:** Green Human Resource Management, Sustainable Growth, Environment Friendly, Green Management, Green Reward Management

## 1. INTRODUCTION

In the present scenario, the term of Green human resource management (GHRM) is an emerging topic. This term has also its secured position as a hot topic in recent research works since the awareness on environmental management and sustainable development has been increasingly rising day by day in the world. Green HRM was developed from green management around the world. The concept of green HRM becomes popular worldwide. Green HRM extends its role in the promotion and achievement of sustainable objectives of an organization. Green HRM mainly to the contribution of policies and activities in the field of HRM, it involves all employees in adopting sustainable practices and improving awareness about eco friendly lifestyle at workplace. This become the buzz word within the practices contribute to the sustainability requirements of social equity, health, wellness and well-being of organization and its employees in addition to the achievement of economic stability and environmental balance. Previous studies have explored the practices of GHRM in an organization (Kelvin M.Mwita 2019), Sustainable development: the role of green HRM (Syed Sohaib & Mukaram Ali Khan, 2019), and a study of green HRM and its evaluation (Jayshree Patil et al. 2016), importance of green HRM (Dr Anupama Prabhat & Arun Pardhi, 2019). The state-of-the-art of GHRM shows lack of studies relating

to social sustainability dimension of organizations. Green Human Resource Practices in Indian Organizations (Dr. E. Jalaja et al. (2018) this study, therefore, tries to explain the conceptual relationship between GHRM practices and social sustainability of organizations.

In the present era, many organizations are being used to run their business with a green manner and also adopted practices of green HRM.

To develop sustainability culture in the organization is today's need. Human Resource department play a wide role in the design the strategies to expand it. Industries can achieve sustainability through Green HRM. Employees have to be conscious about preserving environment along with the job responsibilities. It makes them aware about environmental sustainability and green HRM which results in reducing carbon foot print, lower cost, better efficiency, employee engagement by means of electronics record keeping, carpooling, online training, cab sharing, teleconferencing, virtual interviews, recycling etc.

Researchers have unique contribution to support and bring the awareness of Green HRM by pointing out the importance to adoption and honest implementation of environmental practices with specific purpose of organization functioning with the significant strength of HRM practice. It is universal truth that, no change is possible without employee's participation and involvement including change in human resource management to Green HRM, which has a positive impact on the character of environmentally responsible attitudes and behavior in employee's life.

## **2. IMPORTANCE/BENEFITS OF GREEN HRM**

The main objectives of green HRM is to make the employees aware of the intricacies of environment management i.e. what action is needed, how it functioned. A Green Human Resource practice really motivates the employees and develops a sense of pride in them for being a part of the going green program.

Green HRM involves undertaking environment-friendly HR initiatives resulting in greater efficiency, lower costs and better employee engagement and retention, which in turn, help organizations to reduce employee carbon footprints by electronic filing, car sharing, job sharing, teleconferencing, and virtual interviews, recycling, telecommuting, online recruitment and training, energy-efficient office spaces, etc.

It will also make employees and society members aware of the utilization of natural resources more economically and encourage eco-friendly products.

It can be used to create good public relations if an organization adds a green initiative to its workplace.

## **3. LITERATURE REVIEW**

This research focused on green HRM practices, such as green compensation and reward, green performance and appraisal, green training and development, and green recruitment and selection, and its impact on environmental performance through a mediated link of green innovation. The present study has established its own social learning theory and recourse-based view theory.

## **4. METHOD**

In view of the growing awareness and importance of greening the human resource management functions, articles from 1996 to 2019 were considered for review as environmental protection and promotional activities gained importance during this period. This paper has adopted Reporting Items for Systematic Review and Meta-Analysis (PRISMA) standard, a method of literature review suggested by Moher et al. (2010) to address the objectives outlined in the introduction. Scopus and Google

## **5. GHRM PRACTICES**

### **GREEN COMPENSATION AND REWARD**

- Give reward to the skilled employees.
- Cognitive and Interpersonal
- Sustainable Technology Appreciated inquiry
- Time to time management should boost morale of their employees.
- Reward could be increased the efficiency of employee's ability to work.

## GREEN PERFORMANCE APPRAISAL AND ENVIRONMENTAL PERFORMANCE

- The use of organization wide measures for measuring resource consumption and waste is essential for long term environment performance.
- A Conceptual model for sustainable development, which tracks and audits the production and use of assets, is also required for high achievements.

## GREEN TRAINING AND DEVELOPMENT

- In Green Human Resource Management practices, training includes providing staff with core competences such as teaching them how to gather trash information and increasing the standard of company.
- By minimizing the use of printed products, in the office
- Whether possible conduct meetings and conferences through the internet or telephonically or via video conferencing.

## GREEN RECRUITMENT AND SELECTION

- Green recruiting initiation support job performance in long term performance assessment and educating employees about green corporation efforts such as lowering waster and environmental damage.
- Talented, professional and seasonal workers are increasingly concerned about the e
- Environment and they seek self-actualization in order to remain committed to their employment
- In the area of recruiting, training, and advancement and performance assessment, green action actions can be accomplished with the least amount of paper and written material.

## GREEN INNOVATION

- Green production process improvement reduces a company's unfavorable environmental effect and improves its economic and personal performance by reducing wastage.
- Use ecofriendly grocery, lunch bag, water bottle in offices.

## GREEN HRM MODEL



Figure 1. Green human resource management model

## 6. CONCLUSION

Green HRM is an emerging field. The GHRM framework is not complex and may not require a fundamental shift in the structure of HRM functions but at the same time have a positive impact in the long run. This paper has reviewed the literature on environmental management (EM) and HRM, and offered a process model and research agenda forward in Green HRM. GHRM can be more fruitful if it is adopted by the organizations as part of the broader sustainable development or green management philosophy rather than just a time bound small isolated step. In conclusion, future research into Green HRM may provide interesting results for all stakeholders in HRM. Organization need to become proactive and go for practices that can help them grow and at the same time enable organizations for paying back to the society. It is high time that developing countries should acknowledge the importance of greener sustainable environment and counter the growing global warming issues. As for research implications, further research needs to be conducted in order to test current application of this concept along with identification of GHRM as an integral strategy by different organizations.

## CONFLICT OF INTERESTS

None.

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## AUTHOR CONTRIBUTIONS

Maya Devi (khushi.jangir@gmail.cm) and Dr. Kuldeep (deanmgt@osgu.ac.in) jointly work on this paper. Both authors were equally involved in data collection and analysis. Maya Devi drafted the paper and both authors revised the manuscript collaboratively.

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