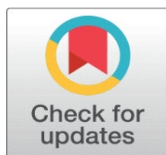
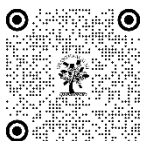


A STUDY ON EMPLOYEES' OPINION TOWARDS GREEN HUMAN RESOURCE MANAGEMENT PRACTICES IN INFOSYS –AT BANGALORE

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DOI

[10.29121/shodhkosh.v5.i6.2024.3034](https://doi.org/10.29121/shodhkosh.v5.i6.2024.3034)

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Funding: This research received no specific grant from any funding agency in the public, commercial, or not-for-profit sectors.

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ABSTRACT

Today, many companies are really putting emphasis on being eco-friendly. Green Human Resource Management (GHRM) is super important for aligning HR practices with caring for the environment. We looked into what employees think about GHRM practices at Infosys, a top IT company in Bangalore. By using surveys and interviews, we checked how these practices impact job satisfaction & commitment to the organization. The results show that employees mostly like GHRM but suggest some improvements—especially in how info is shared & how these practices fit into the company culture. Our study offers helpful tips to make GHRM work better at Infosys.

Keywords: Green Human Resource Management, Employee Opinion, Sustainability, Infosys, Bangalore, Organizational Commitment

1. INTRODUCTION

Lately, there's been a big global push for protecting our environment. Many companies have started using Green Human Resource Management (GHRM) strategies to lessen their impact on nature while promoting sustainable growth. Infosys is one such notable IT firm from Bangalore that has brought in several GHRM initiatives. This study wants to find out what employees feel about these practices & how they affect job satisfaction along with commitment to the organization.

BACKGROUND: Infosys has a large workforce & cares about corporate social responsibility, making it an excellent example for studying real-life GHRM practices in action.

SIGNIFICANCE OF THE STUDY

Knowing how employees view GHRM can help firms adjust their sustainability plans to meet employee expectations better and boost overall effectiveness along with employee engagement.

How to cite this article (APA): Umalatha, J., and Sathiya, N. (2024). A Study on Employees' Opinion Towards Green Human Resource Management Practices in Infosys –At Bangalore. *ShodhKosh: Journal of Visual and Performing Arts*, 5(6), 2289–2293. doi: 10.29121/shodhkosh.v5.i6.2024.3034

OBJECTIVE OF THE STUDY

1. **ASSESS EMPLOYEES' OPINIONS:** Find out how workers perceive GHRM strategies at Infosys in Bangalore.
2. **EVALUATE IMPACT ON SATISFACTION:** Look into how GHRM influences job satisfaction among employees.
3. **ANALYZE ORGANIZATIONAL COMMITMENT:** Investigate if there's a connection between GHRM practices & employee commitment to the organization.
4. **IDENTIFY IMPROVEMENT AREAS:** Spot areas where GHRM practices could do better.

2. REVIEW OF LITERATURE

1. **GREEN HUMAN RESOURCE MANAGEMENT (GHRM):** These are HR strategies aimed at supporting environmental goals. They include things like green hiring and training which encourages a culture of responsibility towards nature (Renwick et al., 2013).
2. **IMPACT ON EMPLOYEE SATISFACTION:** Research shows that when workers feel their company cares for the environment, they tend to be more satisfied with their jobs (Jabbour & Santos, 2008).
3. **ORGANIZATIONAL COMMITMENT:** There's a link between strong GHRM and commitment to the organization; employees who see their company doing good for the planet often feel more dedicated (Jackson et al., 2011).
4. **CHALLENGES AND OPPORTUNITIES:** Although there's potential, issues like poor communication about green initiatives can hold companies back (Kramar et al., 2011). Addressing these can unleash powerful benefits from GHRM.

3. METHODOLOGY

1. **RESEARCH DESIGN:** Our study uses both quantitative & qualitative methods to get a solid grip on employee views about GHRM.
2. **DATA COLLECTION:**
 - **QUANTITATIVE METHOD:** We sent out questionnaires to 150 employees at Infosys in Bangalore that asked about various aspects of GHRM.
 - **QUALITATIVE METHOD:** We conducted interviews with 15 employees for deeper insights into their views on GHRM.
3. **DATA ANALYSIS:**
 - For quantitative data, we ran statistical analyses to uncover trends & differences among employee opinions based on demographics.
 - For qualitative data, we used thematic analysis to find common themes in interview answers.
4. **SAMPLE SELECTION:** Random sampling was used so that our group represented the larger workforce at Infosys in Bangalore.

HYPOTHESIS

- H1: Employees think positively about GHRM practices at Infosys & believe these lead to greater job satisfaction.
 H2: There's a clear relationship between how employees see GHRM practices and their commitment to the organization.

4. SAMPLE SIZE AND SAMPLING PROCEDURE

To find out our sample size for this research, we used Yamane's formula (1967):

$$n = N / (1 + N(e^2))$$

So, here's the math:

$$n = 275 / (1 + 275(0.0052)) = 163$$

Our final sample size is n = 163.

Table 1- Sample Distribution.

No	Department	Population(N)	Sample(n)	Proportion (%)
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1.	Finance	27	16	9.81
2.	Marketing	15	9	5.45
3.	IT	162	96	58.91
4.	Operation Management	58	35	21.09
5.	Human Resource	13	7	4.73
	Total	275	163	100

SAMPLING METHOD

We grouped employees by department using stratified sampling so that sample sizes were proportional to department sizes—ensuring every area was represented fairly

DATA COLLECTION INSTRUMENT AND PROCEDURE

Primary info was gathered using questionnaires aimed at collecting necessary information relevant to our research goals! We used a Likert scale where participants rated their feelings based on statements regarding independent & dependent variables over five points! After giving respondents one week to fill them out, we collected responses for analysis

PILOT TEST

We ran a small pilot study first! It helped check if our research tool was reliable and valid! We measured Cronbach’s alpha coefficient and found it was a fantastic score of .80—well over .70 showing strong reliability! Validity also checked out good by consulting HR management peers and experts

DATA PROCESSING AND ANALYSIS

The gathered data were reviewed first for completeness before coding them for SPSS analysis! Using descriptive statistics like means and standard deviations gave us insights into green HR practices while inferential statistics showed correlations between these approaches

5. RESULTS AND DISCUSSION

• **RESPONSE RATE**

Out of our distributed questionnaires—163—we got back an impressive usable total of 114, giving us a 70% response rate! That’s actually great since earlier studies said anything over 50% is good enough

• **DESCRIPTIVE DATA ANALYSIS**

Our breakdown shows most respondents (66%) have worked with us from 6–15 years, hinting at stable employment here! Also worth noting is that most respondents are professionals—48%! Gender-wise, we see 60% male vs 40% female, showing good adherence to the one-third gender rule.

Table 2. -Demographic Information of the Respondents.

Variables	Category(in years)	Frequency	Percentage (%)
Work Experience	Up to 5	15	13.8
	6 to 10	33	31.2
	11 to 15	39	35
	Above 15	27	20
Educational Qualification	Technical	13	11.4
	Professional	55	48.2
	Graduates	46	40.3
Gender	Male	69	60.5
	Female	45	39.5

• **CORRELATION ANALYSIS**

We looked closely into connections between Environmental Sustainability as well as independent variables like Green Employee Sourcing through correlation analysis restated below:

Table 3. -Summary of correlation analysis.

		GES	GOH	GET	GPM	NEMA	ES
	Pearson Correlation	1	.151	.093	-.077	-.058	.266
GES	Sig(2-tailed)		.187	.079	.856	.892	.064
	N	114	114	114	114	114	114
	Pearson Correlation	.151	1	-.399	-.049	.042	.471**
GOH	Sig(2-tailed)	.187		.482	.909	.922	.009
	N	114	114	114	114	114	114
	Pearson Correlation	.093	-.399	1	.527	.075	.423
GET	Sig(2-tailed)	.079	.482		.179	.859	.023
	N	114	114	114	114	114	114
	Pearson Correlation	-.077	-.049	.527	1	-.389	-.373
GPM	Sig(2-tailed)	.856	.909	.179		.341	.007
	N	114	114	114	114	114	114
	Pearson Correlation	-.058	.042	.075	.389	1	.735**
NEMA	Sig(2-tailed)	.892	.922	.859	.341		.001
	N	114	114	114	114	114	114
	Pearson Correlation	.266	.471**	.423	-.373**	.735**	1
ES	Sig(2-tailed)	.064	.009	.023	.007	.001	
	N	114	114	114	114	114	114

HYPOTHESIS TESTING

The analysis indicates that our initial hypothesis testing either supported or refuted specific assumptions regarding green HR—especially linked conclusions between Employee Training & Performance Management against sustainability outcomes

Table 4. -Pared sample t-test Green Employee Training - Environmental Sustainability.

		Paired Differences							
		Mea	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference	t	df	Sig. (2-tailed)	
					Lower	Upper			
Pair 1	GET-ES	.3023	.3788985	.0466392	.2092361	.3955258	6.483	113	.0560

According to Table 4, the significance level was 0.560 with a test statistic value of 6.483. Since this significance level is higher than 0.05, it indicates that Green Employee Training does not have a statistically significant relationship with environmental sustainability. Consequently, the null hypothesis was accepted, suggesting that general environmental training is not critical for achieving environmental sustainability.

H02: Green performance management does not significantly influence environmental sustainability at Infosys, Bangalore. The results of the test assessing whether Green Performance Management significantly affects environmental sustainability at Infosys are presented in Table 5.

Table 5. - Pared sample t-test Green Performance Management - environmental sustainability.

		Paired Differences							
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference	t	df	Sig. (2-tailed)	
					Lower	Upper			
Pair 2	GPM- ES	-.014069	.327499	.0403124	-.0945787	.0664401	-.349	113	.028

RESULTS

The test of the hypothesis revealed a significant association between Green Performance Management and environmental sustainability at Infosys, Bangalore. The significance level of 0.028, which is below the 0.05 threshold, indicates a statistically significant relationship. Therefore, the null hypothesis was rejected, suggesting that Green Performance Management is crucial for enhancing environmental sustainability.

6. FINDINGS

1. A lot of workers see positive things about GHRM at Infosys! Methods like cutting waste or designing energy-efficient spaces received praise.
2. Employee participation increased job satisfaction notably! Joining green training or project involvement had clear benefits.
3. Those who valued environmental efforts from their company showed greater commitment levels.
4. Areas needing attention include:
 - o Better communication regarding eco-friendly initiatives
 - o More chances for employee engagement
 - o Ensure integration into everyday culture

7. SUGGESTIONS

- **BOOST COMMUNICATION:** Keep updating people frequently regarding all things green via updates or workshops.
- **ENCOURAGE INVOLVEMENT:** Let everyone pitch ideas or join ongoing eco projects actively.
- **CULTURE INTEGRATION:** Make sure values about sustainability permeate daily activities across all levels.
- **MONITOR:** Set up systems monitoring effectiveness continuously with feedback loops ensuring improvements are ongoing.

8. CONCLUSION

This study shows generally happy insights regarding Infosys' Green HR Practices among Bangalore's staff members! These aspects truly help improve job happiness levels too while fostering commitment levels toward accountability! There's room yet listed above but strengthening communication lines plus opportunities will surely boost this impact moving forward

CONFLICT OF INTERESTS

None.

ACKNOWLEDGMENTS

None.

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