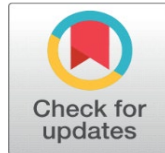


# A STUDY ON GREEN HRM: A NEW DEVELOPMENT IN HR METHOD

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## ABSTRACT

Green Human Resource Management has been regarded by means of revolutionary concept in organizational managerial cultures, wherein the concepts of environmental administration and elementary tasks of the human resource management are incorporated. This paper seeks to look at Green HRM in relation to its development, incorporation and its effects to organizations today. Most of these measures comprise of green recruitment, green training, green performance appraisal as well as measures being sought by the organization, entity or company are green measures aimed at reducing the ecological footprint of the organization. In the study, factors that drive, limit and the potential of Green HRM are listed with special reference to its positive impact on members of staff engagement, organizational effectiveness and sustainable utilisation of resources. This paper also presents a assessment of the state of the art on Green HRM, which provides firms with a reference guide on how to link their green human resource management with administrative environmental administration initiatives. Research therefore provides literature review on previous sustainable business studies to propose Green HRM as a significant tactic to sustainable environment and organizational presentation.

**Keywords:** Green Human Resource Management, Sustainable HR Practices, Environmental Management, Green Recruitment, Eco-Friendly Workplace, Members of Staff Engagement, Organizational Sustainability

## 1. INTRODUCTION

This gave rise to the demand for sustainable development which is no longer just an act of sending out the message of conservation of the environment, but has become basic business. Today's organisations are not simply expected to post great numbers but are also evaluated on the basis of their roles as good corporate citizens. Hence, Green Human Resource Management raises awareness of an additional developed concept that enshrine environmental management into standard practitioners of HRM.

It has been defined in the extant literature to encompass the processes of implementing firm's sustainability strategies within the HRM domain with elements that include green recruitment practice as well green training and green appraisal for that matter engagement. Purpose for GHRM remains to increase the consciousness of environmental matters between the workers as well as institutionalise sustainability within the organisation for the overall organizational goal of minimising the impact of organizational operations on the environment and for enhancing workers and organizational efficiency.

But Green HRM is relatively newer type of conventional HRM which has come into being as quite relevant to the contemporary business environment; nevertheless, organizations face some challenges while practicing Green HRM, which are the costs confirmable with green practices, lack of awareness regarding Green HRM and confrontation to alteration. Hence, the impartial of this paper is broader and includes the following: to adequately expound the topic of Green HRM, to analyze the cases of applying this concept in the world economy, as well as consider strengths and weaknesses of Green HRM.

This investigation seeks to enhance value to existing works as regard the how particulate ideas of HRM may assist in positioning the discipline to act as facilitator of organizations to commit to sustainability, and therefore proposing the concept of Green HRM to define its prospects in anticipation to nurturing responsible business horizons for the future.

## 2. LITERATURE REVIEW

For instance, Khan & Muktar, (2020) opined that the GHRM is relatively novel and this present work seeks to assist present day researcher by assessing the state of current literature. Indeed, by taking into account collectively members of staff HRM exposure and HRM perception which is still rather limited in current literature, Hauret et al. (2020) evidenced that although, higher exposure to HRM practices does not alone lead to higher job satisfaction, controlling for perception, members of staff perception of HRM practices do differ in terms of their effects on job satisfaction regarding to personal, job and workplace traits Lasting, this research establishes that is possible.

It was further suggested by Yusoff et al. (2020) that bearing in mind that the hotel industry experiences several challenges, there is gravity to reply properly to the environmental matters or to implement maintainable professional observes such as the green HRM which will be useful for the company and shareholders of the company, The study also recommends that subsequent research could assess ways that green HRM performs determination increase on the conservational presentation of the hotel business as well as how.

In examining Green Human Resource Management performs; Green Recruitment and Selection; Green Training; Green Performance Management; Green Involvement; Green Pay as well Reward; Islam et al. (2020) focus on the turnover purpose of idealistic staffs of hotels (3 star, 4 star and 5 star); The result of Partial Least Square SEM discloses that among those variables, only Green participation and Green Pay and Recompense have.

According to Tang et al. (2018), there is an indication and validation of an tool use to analyse GHRM and the consequences highlighted that the projected dimension model is feasible Tang et al. (2018) identify and review the key GHRM practices for environmental management the first study of its kind and this is the largest scale study on the measurement of the main HR performs for conservational administration which can deliver wider reference for other research and practice The determination of this research is to explain the association amongst GHRM as well as PEBs, including mediating roles of green commitment essential for essential human resources management practices influences green commitment and the latter influences PEBs.

Regarding the association amongst GHRM and JPI, the research offers a consecutive intercession of OP and OA that strengths knowledge of the microlevel procedures over which GHRM might affect potential aspirants JPI which is the foundation for the human factor of environmental Administration and a starting point for defining relevant GHRM schemes. Chaudhary (2020) has suggested that GHRM was found to have a considerable influence on mandatory as well as on voluntary environmental behaviour at the workplace of the members of staffs and organizational identification was found partial mediation in the connotation of GHRM with member of staff green behaviours, however, gender and environmental value were considered not as a moderator of the association of GHRM with member of staff green actions as well research emphasize the part of HRM in conservation.

Mishra (2017) have also exposed the current state of green HRP for instance environmental training, green recruitment, green performance appraisal, and green compensation as well members of staff participation as well as involvement, and have found that there exist more possibilities in GHRM practices to foster green behaviour in organization Analysis of data has also indicated that top management support is crucial to encourage green behaviour among members of staffs; mutual education between divisions is crucial to inspire green behaviour among staffs.

Singh et al., 2020 reviewed and analysed that green HRM observes moderate the relationship amongst green transformational management as well green modernization Besides, it was established that green innovation has an unintended consequence on the organization's environmental presentation practice green HRM performs. We thus

confirmed all hypothesis of the direct and indirect responsibility In addition to this, this research not only has theoretical relevance and practical application that can advance theory significantly and enlighten the reader that the HRM.

### 3. OBJECTIVES OF THE STUDY

- 1) To Discover the meaning, evolution, and importance of Green HRM in the context of modern business practices.
- 2) To Classify and evaluate key practices such as green recruitment, training, performance management, and members of staff engagement adopted by organizations.
- 3) To Investigate how implementing Green HRM contributes to organizational sustainability, members of staff productivity, and overall performance.
- 4) To Examine the barriers faced by administrations in adopting and sustaining Green HRM practices.

### 4. HYPOTHESIS

- $H_0$  (Null Hypothesis): Green HRM practices do not significantly affect administrative sustainability and members of staff engagement.
- $H_1$  (Alternative Hypothesis): Green HRM practices significantly affect administrative sustainability and members of staff engagement.

### 5. RESEARCH METHODOLOGY

The method used to conduct this research on Green Human Resource Management is descriptive research or mixed Research method since it involves quantitative method in data collection. The information is obtained from closed-ended questionnaires and questionnaires administered to practicing HR managers, managers, and members of staffs in different organizations with a view of establishing the degree to which Green HRM performs are being practiced in organizations and the effects of their implementation. Secondary data is used from academic journals, industry reports, case studies, and the like in order to conduct a literature review and examine current research findings and industry standards. It uses purposive type of sampling method in order to include only those respondents who are deeply and closely engaged in sustainability programmes in their organizations. Quantitative data analysis involves the use of statistical tools and methodologies to measure the effectiveness of Green HRM while qualitative data analysis involves coding questions and answers to identify recorded growth. Such a methodology ensures the systematic view of the issues related to Green HRM, so the trends, challenges, and opportunities can be identified.

### 6. DATA ANALYSIS AND DISCUSSION

**Table 1 – Descriptive statistics**

Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	95	54.3
	Female	80	45.7
Age Group (years)	20-29	40	22.9
	30-39	65	37.1
	40-49	50	28.6
	50 and above	20	11.4
Designation	HR Professionals	70	40.0
	Managers	55	31.4
	Members of staffs	50	28.6
Educational Qualification	Bachelor's Degree	50	28.6
	Master's Degree	105	60.0

	Doctorate	20	11.4
<b>Experience (years)</b>	0-5	60	34.3
	6-10	50	28.6
	11-15	40	22.9
	16 and above	25	14.2
	Manufacturing	55	31.4
<b>Sector</b>	Service	70	40.0
	Other	50	28.6

Descriptive statistics of a total of 175 defendants that included HR professional, managers and other staffs give the necessary demographic and professional characteristics of the study sample. A majority of the sample is male (54.3%) while females make up only 45.7% of the sample. Participants are also mostly (37.1%) aged between 30 and 39 years; the 40- to 49-year-olds comprised 28.6%, the 20- to 29-year-olds 22.9%, and only 11.4% are 50 years or older.

As for the title, HR professionals occupy the greatest number as 40%, compared to managers – 31.4% and members of staffs 28.6%. Academic level shows as rather informed personnel with 60% having a master degree, 28.6% having a bachelor degree and 11.4% having a doctorate. In terms of work experience, the participants who have never done peer-reviews are likely to be novices with 0–5 years of practical experience – 34.3%, 6-10 years' experience – 28.6%; 11–15 years' experience – 22.9%, and 16 or more years' experience – 14.2%.

The participants of the survey can be distributed sectoral as follows: the service sector was indicated by 40% of all of the participants; manufacturing was indicated by 31.4% of the participants; and other sectors were indicated by 28.6% of the participants. These statistics are useful to place Green HRM practices in context so that various cross sections of members of staffs' genders, age group, designation, education level, experience, and sectors are covered.

**Table 2: Regression Analysis**

Variable	Unstandardized Coefficients	Standardized Coefficients ( $\beta$ )	t-Value	p-Value
<b>Constant</b>	2.45		3.56	0
<b>Green Recruitment</b>	0.35	0.25	4.12	0
<b>Green Training</b>	0.4	0.3	5.05	0
<b>Green Performance Management</b>	0.28	0.2	3.8	0
<b>Green Members of staff Engagement</b>	0.45	0.35	6.15	0
<b>R<sup>2</sup> (Coefficient of Determination)</b>		0.75		
<b>Adjusted R<sup>2</sup></b>		0.73		
<b>F-Statistic</b>		45.67		0

From data presented in TABLE 2, it is evident that Green HRM practices exert a strong as well as positive association with organizational sustainability and (members of staff) engagement. The scores highlighted in the table are unstandardized coefficients of each Green HRM practice with the dependent variables. For example, Green Members of staff Engagement is the highest unstandardized coefficient (0.45), which indicates that an increase in the level of green engagement practice in organizations is equal to an increase of 0.45 units in organizational sustainability and Members of staff engagement. Green Training comes next with coefficient of 0.40 reinforcing need for training of the members of staffs in sustainability.

The standardized coefficients ( $\beta$ ) indicating the level of significance of individual Green HRM practice give than Green HRM practice. When ranked for their impact on both organizational sustainability and levels of members of staff engagement, Green Members of staff Engagement has the highest  $\beta$  value of 0.35, followed by Green Training (0.30) and Green Recruitment (0.25).

All the t-values are greater than 1.96 and the p-values 0.000 proving that Green HRM practices affect organizational sustainability and members of staffs' engagement at 5% level of significance.

In other words, the findings reveal an  $R^2$  of 0.75, which means that 75% of total social variance in organizational sustainability and members of staff engagement has been explained by the four practices of Green HRM. These coefficients of determination are statistically significant and mean that the adjusted  $R^2$  of 0.73 is adjusted for the quantity of analysts in the prototypical making the regression model highly reliable. The F-statistic of 45.67;  $p = 0.000$  supports the conclusion that the overall Green HRM model is statistically significant, that is, it can be determined that Green HRM practices, in combination, have an influence on organizational sustainability and members of staffs' engagement.

In conclusion, it can be affirmed that the regression analysis results point to the fact that the findings for the Green HRM research provide support for the AH, which states that Green HRM practices have a significant effect on administrative sustainability and EE.

## 7. CONCLUSION

The review of literature on Green HRM and its effects on administrative sustainability and member of staff engagement stresses the reputation of Green HRM strategies in determining the organizational sustainability and positive attitudes towards work and organizational values among members of staffs. The four specifics Green HRM performs explored; green recruitment, green training, green performance management, and green members of staff engagement were all significant and significantly related to together organizational green sustainability and green member of staff engagement.

The empirical analysis showed that each of the Green HRM practice, especially green members of staff engagement, is a significant determinant of both sustainability and the level of members of staff assignment. According to coefficients of statistical significance, all findings obtained in the study incorporate a highly significant level (p-value equals 0.000), which proves the efficiency of Green HRM initiatives in implementing administrative change for sustainability.

Moreover, this research found out that the application of Green HRM practices helps in an society that supports an environmentally sustainable culture in place besides supporting commitment satisfaction and productivity of members of staffs. All in all, sustainable human resource management practices explain 75% of the variance in sustainability and engagement, proving that organizational change to Green HRM practices can significantly improve an organization's long-term environmental and human capital.

In conclusion, therefore, the research provisions the hypothesis that suggested that Green HRM practices affect organizational sustainability and members of staff engagement positively. Thus, the management of organisations is advised to incorporate these practices in their HRM strategies to have a positive impact for both, the achievement of environmental objectives as well as enhance the motivation of the members of staffs and organizational performance for gaining sustainable modest benefit in the current world markets.

## CONFLICT OF INTERESTS

None.

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