



Role of Green HRM in sustainable Development

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ABSTRACT

Human resource management(HRM) is an important function of management that deals with the most valuable assets of an organization which is human resources, Green HRM is a new world in the corporate world with increase in significance, The purpose of this study was to investigate the role of Green HRM in sustainable development, Green HRM is the use of human resource management policies to promote the sustainable use of human resources with in business organization and more generally promotes the cause of environmental sustainability, these practice would result in improving employee attitudes and behaviours with-in the organization. Organization can take in order to supports the cause and needs for sustainable growth or environment friendly mission. This study places attentiveness rank of green human resource approaches like eco-friendly exercise, green recruitment, performance appraisal, worker participation and rewards. The discoveries recommend that there is additional opportunity to apply the widespread potential of green human resources management approaches for stimulating environmentally safe enactment in the institutions. Green HRM techniques that supports organizations in every way. Additionally, this research will helpful to organizations because it will provide them a better understanding of how to promote GHRM practices and improve organizational sustainability.

Key words: HRM, Green HRM, Environment friendly, Green HRM practices.

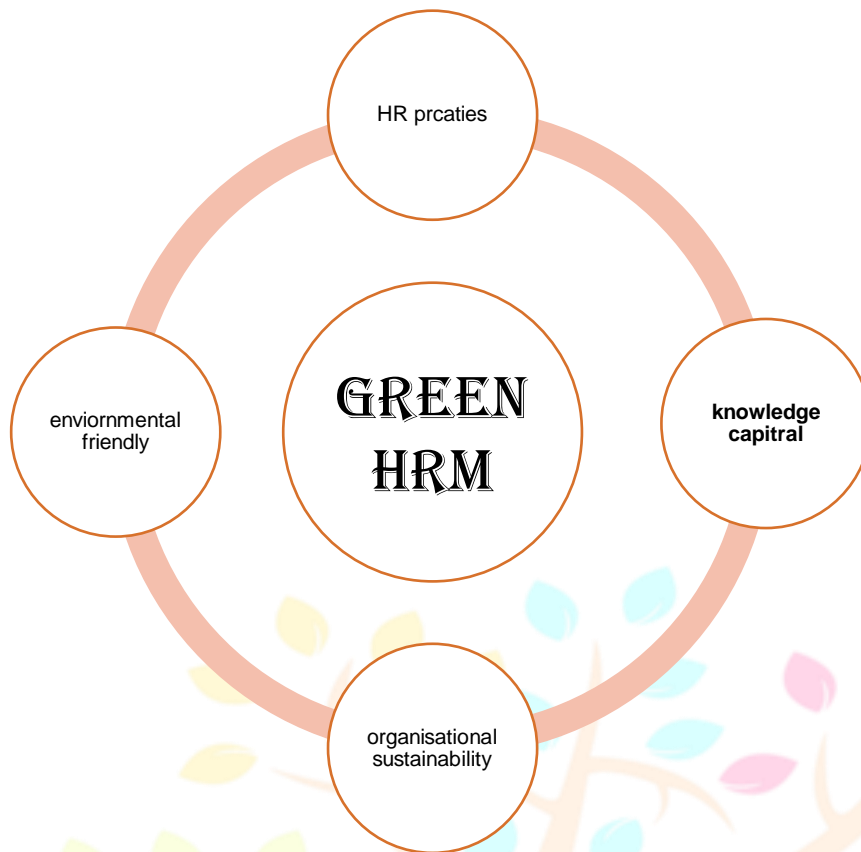
Introduction

Green HRM is defined as the use of HRM policies to supports the sustainable use of resources inside commercial organization and advance environmentally cause, which further boost worker happiness and morale. This study explores the meaning of Sustainability, green human resources management practices, and their interrelationship as well as importance of each in today's society. Businesses are placing more emphasis on sustainability and Green HRM. The HR department is ideally situated to supports both developing and implementing green programmes. With in organisation, "green" issues are becoming increasingly important.

HR Manager in all sectors now identify that the Green Human Resources management practices in their work place will promote the social responsibility among workers and this practice will help to retain their skilled workers in their organization. Nowadays organisation is implementing EMS (environmental management system) a strategic tool, to gain competitive advantages. This system provides better control of firm's environmental impacts it has become noted that most of the companies had started contribution a lot on corporate social responsibility.

Green HRM brings Economic changes and raising the efficiency both Ecological and Economic while ensuring that the cost of natural resources exploitation is within the acceptable range in HRM practices. Green HRM targets Human Resources to bear an Environmental responsibility in their task, to turn then into employees who are able to develop positive behaviours with others co-workers, to present new ideas recommendations, and thus to enable the implementation of environmental programs. The basic target actually is to motivate employees, to turn them into environmental-conscious individuals, and to improve environmental preference of organizations.

Research Through Innovation



The Green Human Resources Management comprise of many functions in the human resource department of an organisation. It helps to Reduction of paper usage and the implementation of Green HR Policies Such as planning, recruitment, selecting, managing employees and Employee relations. It makes the environment green in the workplace. All the activities involved in the Green Human Resource management. Enhance the value of the employees and the organization.

Research methodology

The objective of the paper is to present role of Green HRM in sustainability development. The study has taken with help of various websites journals social sites reference books and corporate report and industry publication to gain and understanding concept of Green HRM and importance of Green HRM for sustainability development.

Objectives

1. To explain the concept of Green HRM
2. To explain the importance of Green HRM
3. To explain the Green HRM practices
4. To explain the role of Green HRM for sustainability development

Concept of Green HRM

The term Green HRM has become the buzz word within the business field at present and its significance is increasing manifold with the passage of time. This term has also secured position as a hot topic in recent research works since the awareness on environmental management and sustainable development has been increasing raising day by day all the round the global.

Today the topic Green HRM not only includes awareness towards environment affairs, but also stands for the social as well as economical well-being of both the organization and employees within a broad prospect.

Green HR is the use of HRM policies to promote the sustainable use of resource in an organization.

promotes the causes of environmental sustainability.

Green HR involves two elements:

- 1.Environmentally-friendly HR practices.
- 2.The preservation of knowledge capital.

HRM is the use of “HRM policies to promote the sustainability use of resources within organization and, more generally promotes the cause of environmental sustainability” (Marhatta & Adhikari, 2013).

It refers to the policies, practices, and system that makes employees of the organization green for the benefit of the society, natural environment, and business (Opatha & arulajah,2014).

Need of Green HRM

Today the need for green human resource management is important for all over the world. The environment awareness of each human being drives the living style and environment. The general employees are concerned in green resource management because of its significant and need in the existing place of work. Organization need Green HRM for several reasons.

- ❖ Environmental sustainability it can be helpful.
- ❖ Implementing Green HRM it can reduce the cost for organization.
- ❖ Green HRM initiatives can enhance employee engagement by involving them in sustainability efforts.
- ❖ Green HRM can also help in reducing waste, managing hazardous materials, or promoting eco-friendly practices.
- ❖ Green HRM can also help in compliance with regulations.
- ❖ Adopting Green practice can enhance an organization's reputation and brand image.

Importance of green HRM

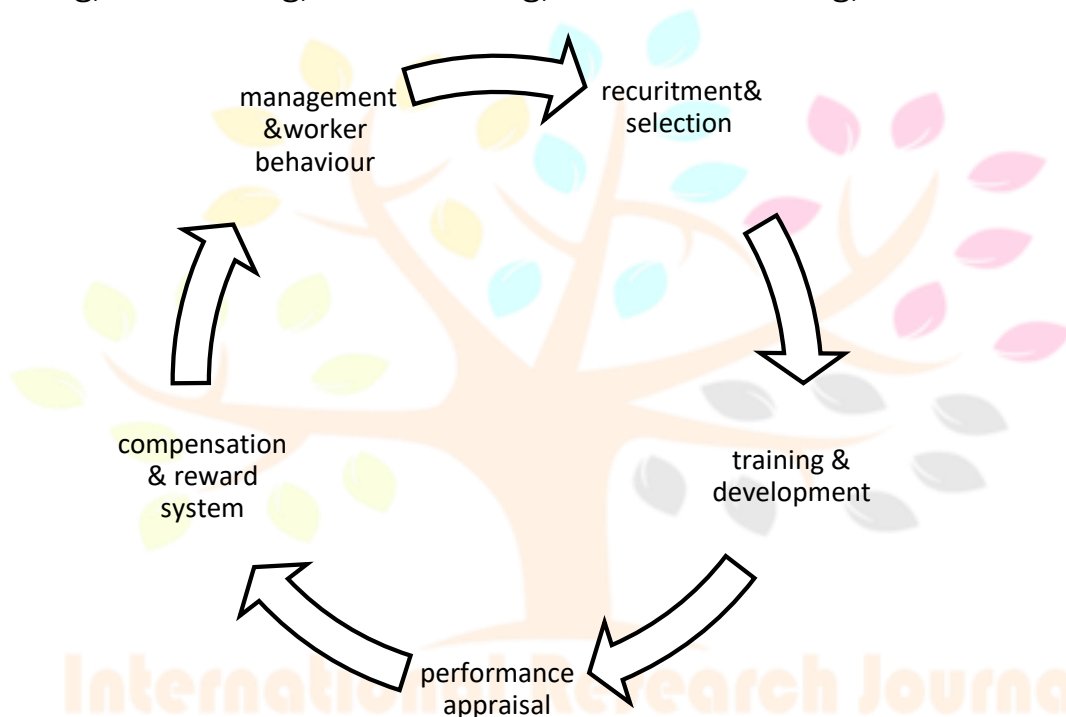
It is a manager's first responsibility to create a safe and supportive environment for their staff. The improvement of employee fitness will help to reduce health costs that an organisation may later have to bear owing to hazardous working conditions. This is why creating a green work place environment is important. To understand why green is stated (above) and what effect Green HRM has:

- Helping companies to bring down costs without losing their talent.
- Organizations have huge growth opportunities by being green and creating a new friendly environment, which helps in enormous operational savings by reducing their carbon footprint.
- It helps to achieving higher employee job satisfaction and commitment, which leads to higher productivity and sustainability.
- Improvement in the retention rate of the employee.
- Create a culture of having concern for the wellbeing and health of fellow workers.
- Promote employee morale.
- Reduction in the environmental impact of the company.
- Improved competitiveness and increased overall performance.
- Reduction of utility costs significantly reduce their utility costs by using technologies that are energy-efficient and less wasteful.
- Rebates and tax benefits. Going green is easier with assistance of government, local municipalities, water supply authority, and electric companies that offer tax incentives and rebates.
- Increase business opportunities.

- Reduction of environmental damage. Encouraging employees, through trainings and compensations, to find ways to reduce the use of environmentally damaging materials.

Green HRM Practices

Green HRM entails implementing eco-friendly hr programmes that result in increased productivity, reduced prices, and improved employee engagement and retention, all of which help companies minimize employee carbon footprints through Electronic filling, car sharing, work sharing, teleconferencing, and virtual interviews.



Green recruitment and selection:

Induction for new recruits is seen to be needed to ensure they understand and approach their corporate environmental culture in a serious way. Green recruitment is a process of recruiting new talent who are aware of sustainable process, environmental system and familiar with world of conservation and sustainable environment. Green recruitment makes it sure that new talent and familiar with the green practices and environmental system that will supports the effective environmental management within organization.

In selection context when making selection for the job vacancies some companies consider candidates considering environmental concerns and interest as selection criteria. When interviewing candidates or evaluating them for selection,

environmental-related questions are asked by those companies. Really, these are some of the good green selection practices. Any organisation can adopt to select environmentally friendly people in addition to the normal selection criteria relating to the special duties of the job being concerned.

Green training and development

Employee training and development programs should include social environmental issues at all levels, from technical health and safety consideration on the shop floor, to strategic sustainability issues at executive management and level (Mandip, 2012). Green orientation programs for the newly higher employees should be an integral part of the training and development process. To sustain in the race of market it is very necessary to each and every organisation to change themselves with the change in the scenario and it is more important for every organisation to resist that change and that resistance to change will be done by training and development. Trainings and development is a practice that directing a great deal of attention on development of employee skills and knowledge that relate to specific useful competencies, environmental training also prevent decline of Environmental skill, knowledge and attitudes. They displayed Environmentally sustainable development policy, key objectives and environmental practice boards at all sites. They encourage employees to come up with new ideas that reduce the cause of environmental degradation.

Green performance management

Performance management (PM) is the process by which employees are prompted to enhance their professional skills that helps to achieve the organizational goals and objectives in a better way. The recognition of the corporate strategy culminates into the PM.

Green performance management plays very important role in the effectiveness of green management need by organization (Jabbour and Santos 2008). Firms like tata group of companies have installed corporate-wide environmental performance standard (which cover on-site use, waste management, environmental audits and the reductions of waste) to measure environmental performance standards and developing green information system and audits.

Green compensation & reward management

Compensations and reward are the major elements of HRM process, this element is the most important for maintaining employee interest to that of organization. The

reward policies are focused on attracting, retaining and motivating the employee which lead to the achievement of organizational goal and improve the organisational commitment.

Green reward management is another key function of Green HRM. The sustainability of organization's environment performance is high dependent on the Green reward management practices of the organisations. To motivate manager and non-managerial employee on corporate environmental management initiatives, Green reward management has significant contributions. Organisation can practice in two ways financial and non-financially rewarded for their good environmental performance.

Green management and work behaviours

Green management system is an energetic and stable managing preparation of training and action to screen, escapes and regulate noxious waste environment. Green management have an effect on as a source of economical benefits through providing planned and cost-effectives benefits, the institute should agree to respond system. Green management as the firm-wide process of spread over improvement to achieve economical benefits, waste decrease, sustainability, and collective accountability. Norton et al in 2015 stated that "appropriate aspects are very essential in determining up the person performance including institutional, institutional managers and group as these shape up the performance-based activities of an individual inside the stream of these elements". It all finishes with the worker intentions on the way to career development in a progressive way.

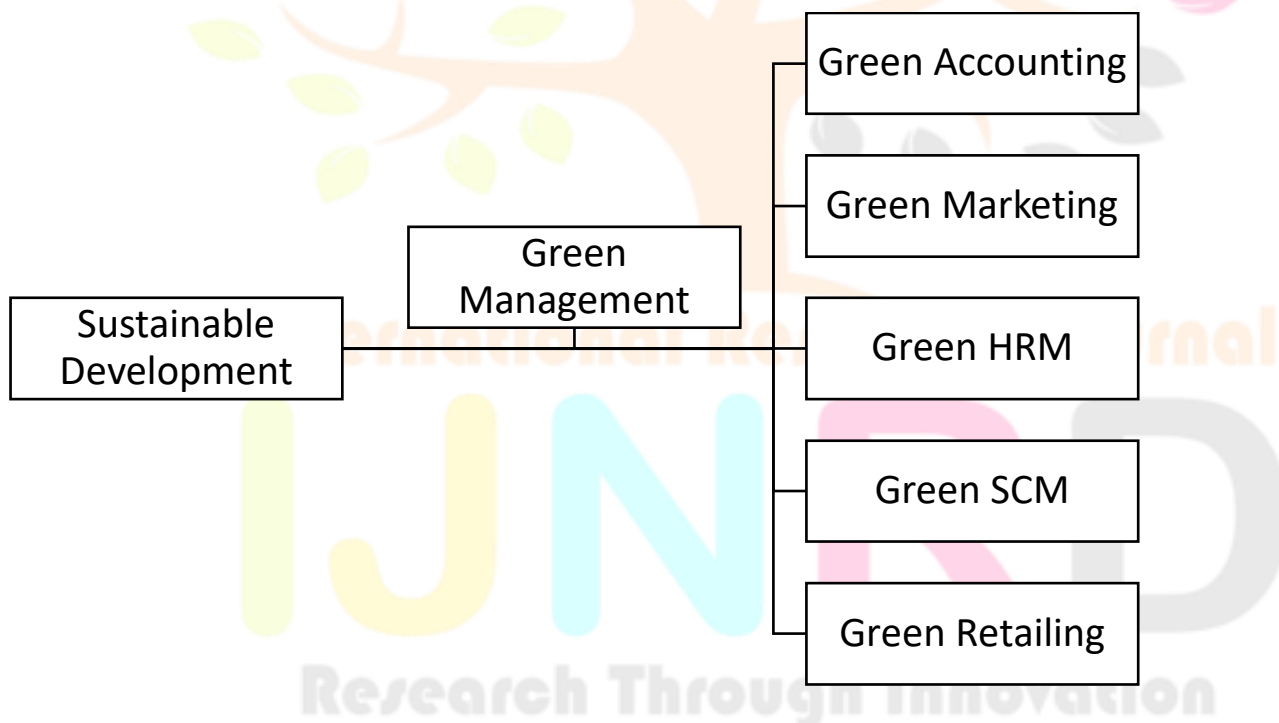
Sustainability development

The concept of Green Human Resource Management (GHRM) emerged in the corporate world as a result of environmental Sustainability rules and awareness. The world is currently confronting a new economic problem of resource restrictions and environmental challenges (Amui et al.,2017), which has prompted a rush to reform economic growth and development models at the national and international levels in order to meet proactively articulated environmental goals. Green Human Resources refer to the promotion of Sustainable employee practices through the use of every employee's interface. Its goal is to raise staff awareness about the important of sustainability. Green HR is concerned with HR action that are environmentally friendly and promote the long-term usage of resource in business.

Green HRM involved two important components:

- Environmentally friendly hr practices
- Preservation of intellectual capital

Both of which assist industry professionals in becoming more aware of their business and corporate social responsibility. Green human resource management methods play an important role in ensuring the long-term viability of a firm. Green concepts must be implemented across enterprise, including human resource management department, to preserve sustainable growth and performance. Green objective must be developed on an annual basis, in accordance with the government's vision and policies. The concept of Green HRM is primarily concerned with an organization's ability to attract, train, and retain personnel using environmentally responsible methods. These methods enable organization to increase their environmental responsible methods. Allowing them to achieve sustainability. It is a multifaceted process based on an organization's and country's long-term environmental sustainability.



Green HR Initiatives

Now-a-days organization across the world are incorporating and working toward implementing GHRM practices to gain competitive advantages among the corporate

world. Complete adoption and integration of GHRM in business is not impossible but requires a changed approach towards the existing HR practices on part of both the management as well as employees simultaneously.

1. Paperless office
2. Preservation of energy
3. Green printing
4. Green building
5. Save water
6. Recycling and waste disposal
7. Green recompense
8. Save electricity

Conclusion

Today, human resource plays a very important role in managing employee from entry to exits. Organizations should provide proper trainings to employees and influence them to adopt HRM (Green HRM). No doubt there are certain barriers in the implementation of green hr initiative adopted by them. They should focus on strengthening their employees so that they can also contributed their efforts, ideas to greening of their organization.

Green HRM is an emerging field some of the concerns for environment and for the need of going green can be addressed through adoption of Green HRM by different public and private organizations the Green HRM frame work is not a complex and may not require a fundamental shift in the structure of HRM functions but at the same time have a positive impact on long term

Green HRM can be more fruitful it is adopted by the organization as part of the broader sustainable development or Green Management philosophy rather than just a time bound small isolated step ahmad (2015) reiterates that Green HR efforts have resulted in retention and improved productivity besides other tangible benefits organisation need to become proactive and go for practices that can help them grow and at the same times enable organization for paying back to society.

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