

<https://doi.org/10.58419/gbs.v9i1.912312>

GREEN HUMAN RESOURCE MANAGEMENT (GHRM)

PRAVEEN B.

*Assistant Professor (Research Scholar),
PES Institute of Advanced Management
Studies, Shivamogga, Karnataka.
brppraveen1@gmail.com*

ABSTRACT

There is an increasing consciousness about the ecological perception inside business communities for going green and adopting varieties of environment organisation strategies as corporate social responsibility. As the corporate world is going global, the industrial experts, scientists and researchers are discussing the problems of global warming, carbon credit and consequences of environmental pollution. As a conclusion result Green human resource Management (GHRM) practices at the organizational level emerged as a proactive technique to decrease ecological footprints by means of integrating environmental management with human resource management practices for sustainable improvement in the long run. This paper examines and identifies the key factors of business organisations GHRM practices that make a contribution to the sustainable enhancement based on the review of literature.

Keywords: Corporate Social Responsibility, Global Warming, Human Resource Management, Environmental Management, etc.

1. INTRODUCTION

Corporate region is undergoing a process of shift from traditional financial structure to a come a contemporary capacity-based, socially responsive, economic system which is organized to discover green economic aspects of business. Today, Green Human Resource Management (GHRM) has become a key corporate technique for the huge business organizations in which Human Resource Departments play a dynamic part in going green at the work place and attaining sustainable development. Green human resource actually consists of two principle factors specifically environment environment-friendly HR Practice and the maintenance of information. Within an organization, human resource and their structures are the essential source for any business. There is a necessitate for ecological consciousness and environmental supervision throughout the world in General and Organization in specific. HRM practices are the real human resource programs and strategies that virtually get applied in the organization.

Similarly, Green HRM practices are the genuine programs and strategies that clearly get carried out in the organization in order to control harmful environmental influences or develop effective environmental influences or develop effective environmental influence of the organizations.

The critical goal of Green HRM practices is to enhance the organization's sustainable development through environmental management. The area of GHRM has tremendous importance in organizations as it contributes to different realistic areas of green management, green operations, green marketing, supply chain management, green finance and accounting. GHRM is viewed to endure a holistic view in order to align personnel with the company's environmental strategy. Corporate world is a predominant stakeholder in the dialogue of environmental problems and consequently it is their social accountability to be an essential phase of the response to the environmental hazard. Green Human Resource Management is a manifesto which helps to create green team of workers that can understand, undertake and identify tradition in an organization.

2. OBJECTIVES

- To provide a basic understanding of green HRM practices in organisations,
- To examine the green HRM initiatives of the firm are successful tools in fulfilling the organisation and their operations green.

2.1. METHODOLOGY

The study is primarily based upon the secondary data. For this purpose literature related to the topic from different databases, journal, company publications, websites and other available sources were collected. Based on the collected secondary data and earlier review of literature key elements of Green HRM were discussed.

2.2. SCOPE OF THE STUDY

The scope of green human resource practices encompasses the integration of environmentally sustainable practices into various aspects of human resource management (HRM) within organizations. It involves considering the environmental impact of HRM processes, policies, and activities and adopting practices that promote sustainability and ecological responsibility.

2.3. LIMITATION OF THE STUDY

Human resources undertake the important task of supervising the work of employees from entry

to resignation. At present, the organization's is committed to green business practices; therefore, the human resources office has the responsibility to practice green awareness together with human resources methods. The human resource strategy is developing rules on how to monitor individuals. They describe how the organization handles theories and estimates of individuals. The human resources strategy provides a outline direction for how to manage human resources.

3. LITERATURE REVIEW

- **Marhatta & Adhikari, 2013**, Green HRM is the use of HRM policies to promote the sustainable use of resources within organizations and, more generally promotes the causes of environment sustainability.
- **Mathapati, 2013**, GHRM is directly responsible in creating green workforce that understands, appreciates, and practices green initiative and maintains its green objectives all throughout the HRM process of recruiting, hiring, training, compensating, developing, and advancing the firms human capital
- **Opatha & Arulrajah, 2014**, it refers to the policies, practices, and systems that make employees of the organization green for the benefit of the individual, society, natural environment, and the business
- **Cherian & Jacob (2012)**, identified the importance to the adoption of environmental practices as a key objective of organizational functioning making it important to identify with the support of human resource management practices.
- **Jabbour *et al.* (2013)**, studied the relationship between human resources and environmental management at 75 Brazilian companies and concluded that HRM relates positively to environmental management.
- **Margaretha and Saragih (2013)**, has highlighted that organisations focuses on environmentally sustainable business practices by initiating greener corporate culture resulting in greater efficiencies, lower costs and creating an atmosphere of better employee engagement. GHRM also focuses on establishing green culture.
- **Mampra (2013)**, defines Green HRM as the use of HRM policies to encourage the sustainable use of resources within business enterprises and promote the cause of environmentalism which further boosts up employee morale and satisfaction.

4. DISCUSSION

Based on the wide analysis of the accessible literature on the green HRM practice and various research carried out in this area of Human resource department performs very vital task in translating green policy into practice and the introduction of sustainable existence inside the organisational set up. The following are the green practice that helps in fulfillment of green goals in the course of the HRM system from recruitment to exist.

4.1. JOB DESCRIPTIONS AND PERSON (JOB) SPECIFICATION

From the perspective of HRM, it is positively a precious practice to make the green expertise as an unique part in job specification and set-up the present jobs better environmental friendly manner by incorporating environmental centered responsibilities and duties to safe-guard the environment. Companies may also use teamwork and cross-functional groups as job design strategies to appropriately control the environmental difficult of the organisation.

4.2. GREEN HR PLANNING

Green HR planning is determining and forecasting wide variety and kinds of employees, desired to high-quality implementation of the corporate environment management initiatives and practices and it is a phase of organisations strategic planning for sustainability. To efficiently put into effect green management initiatives and fostering environmental innovations. Systematic and scientific green HR planning is required in this context. While identifying techniques to meet the forecasted demand for environmental works organization shall make sure that the personnel desire to become green employee ie. Want to be preservationist, conservationist, non-polluter and maker.

4.3. GREEN RECRUITMENT

Corporate green recruitment is attracting environmentally involved people for job vacancies, for this organisation may additionally use the advertisements for expressing the environmental values. Green recruitment categorical the desire of the organization to recruit candidates who have competency and attitudes to take part in organisational environmental management initiatives too in the recruitment message.

4.3. GREEN SELECTION

Organizations make sure that newly recruited employees identify their roles and responsibilities to get nearer to be the part of organizational environmental culture, policy and practices. This can be carried out with the aim of imparting common and accurate green induction. Green induction is making new employees familiar with greening efforts of the organizations and motivate them to interact in green interpersonal citizenship behaviour.

4.4. GREEN PERFORMANCE MANAGEMENT AND EVALUATION.

Evaluating the green on the whole performance of worker on the job is any additional stage of green HRM practices in organization. Green in general performance evaluation is aligned with the company's environmental overall performance and employee's job performance. Organizations may in addition consist of environmental difficulty and incidents, take-up of environmental issues and the success of conversation of environmental issues and the success of conversation of conversation of environmental issued and reporting within the over all performance assessment tool of the organization.

4.5. GREEN EMPLOYEE DISCIPLINE

Green self-discipline management is pre-requisite in company environment for making sure green employee behaviour in the workplace; businesses can also desire green self-discipline management practices to acquire the environmental management targets and techniques of the organisation. Companies use self-discipline management as a mechanism to regulate the workers in environmental concerned things to do in the organisation. These practices may moreover encompass introduction of penalties for non-compliance on ambitions in environmental management; formulating and publishing strategy of practice moving on to greening.

5. CONCLUSION

Green HRM refers to the tradition of each employee get in touch with interface to promote sustainable practices and strengthen employee cognizance and commitments on the issues of sustainability. It includes undertaking of environment-friendly HR initiatives ensuring better efficiencies, decrease charges and higher employee engagement and retention which in turn

assist the organizational sustainability. Organizations throughout the world are incorporating and working towards enforcing GHRM practices to attain aggressive benefits of the world. Complete adoption and integration of GHRM in business organization is now not possible thorough it requires a modified techniques towards present HR practices on point of each management as we as workers simultaneously. The green HRM practices are also successful tools in making organization and their operation green. The green performance, green behaviours and green attitude of human resources can be produced and reshaped through adaptation of green HRM practices. Hence we suggest that organizations are required to provide better priority to make each feature of HRM green. Without attractive green HRM practices, it is hard to create and remain sustainable environmental performance. Hence, we assert that by way of grasp the scoped and depth of green HRM practices organizations will have a functionality of performing in better environmentally pleasing manner than ever before.

REFERENCE

1. Arulrajah, O. a. (2014). Green Human Management: Simplified General Reflections. Enterprises. World Review of Science, Technology and sustainable Development, 26-42.
2. Harvey, G., Williams, K., & Probert, J. (2012). Greening the airline pilot: HRM and the green performance of airlines in the UK. The International Journal of Human Resource Management, 23, 1-15, International Business Research , 101-112.
3. Mandip, G. (2012). Green HRM: People management commitment to environmental sustainability. Research Journal of Recent Sciences, 1, 244-252.
4. R K Mishra, S. S. (2014). Green HRM: Innovative Approach in Indian Public
5. Robinson, F. (2008). Going green: what does it really mean? [online] Available at: <http://ezinearticles.com/?Going-green!-What-does-it-really-mean?&kd=2267926>
Accessed: 15 March, 2014
6. Shrivastava, P., & Berger, S. (2010). Sustainability principles: A review and directions. Organization Management Journal, 7, 246–261. <http://dx.doi.org/10.1057/omj.2010.35>