



# A Study on Green Human Resource Practices in India

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## Abstract

Twenty first century is facing many changes in the environmental issues like consequences from pollution, bio waste, e-waste, techno waste etc. which are badly affecting natural resources, negative effect on human life and health and negative effect on society. Green Human Resource Management (Green HRM) combines environmental aspects with HRM policies and practices to facilitates sustainability. Green HRM is the use of HRM policies to promote the sustainable use of resources within the organizations and promotes the cause of environmental sustainability. The objective of this study is to understand the concept of green human resource management and to explore the green human resource management practices of organizations based on the existing literature. The major areas of the study is to find out various the problems faced by organizations in successful implementation of Green HRM Practices and finally, the paper suggests initiatives for Green HRM for Green organizations.

**Key words:** Human Resource Management, Green HRM, Environment Sustainability, Organization,

## Introduction

With the rise of environmental concerns businesses have been more attentive to the emerging need of combining environmental and human resource management dubbed as green HRM practices. Green human resource management is a process of applying human resource policy to promote the sustainable use of resources inside enterprises and more widely promote sustainable development. it incorporates human resource undertakings aimed at promoting sustainable business practices and improving staff awareness and responsibility to environmental issues (Sharma and Gupta 2015).

Environmental considerations have become the highest concern for any sector including service industries such as banking. To address environmental challenges every industry is now embracing go green initiatives. Global warming has been caused by various disasters urbanization and the most economical use of all available resources. All parties including the corporate sector regulatory authorities' individuals and society must take multifaceted aggressive action. Human equity is increased because of all peoples engagement in environmental challenges .going green has become increasingly important in today's world and all businesses adhere to them to stay afloat. Environmental issues and environmental sustainability have received significant attention in recent years in both industrialized and developing economies. Corporate adoption of environmental initiatives has been compelled by growing concern for the global environment and the rise of international standards for environmental management.

Green human resources management is a set of written instructions, practices and systems that encourage employees to act in an environmentally friendly, resource-efficient, and socially responsible way to foster the development of an environmentally aware resource-efficient and socially responsible institutions. Green human resource management is an international environmental issue. The growth of environmental standards pushes firms to implement formal environmental planning that inspires, engages and educates employees about environmentalism.

### **Objective of Study**

- 1 To understand the concept of Green HRM
- 2 To analyze the requirement of Green HRM
- 3 To find out the problems in implementation of Green HRM Practices
- 4 To suggest initiatives for Green HRM

### **RESEARCH METHODOLOGY**

The study is based on the secondary data. The data is collected from different databases, websites, papers, published journals, magazines and newspapers articles and other available sources.

#### **Literature Review**

**Daily, B.F. and Huang, S.(2001)** found that organizations should concentrate on protecting and preserving the environment along with industrial development with the help of green HRM practices. They even endorsed that the research has already proved that industries can gain more profits and competitive advantage by doing so.

**Jalaja E.(2018)** found that organizations implementing green HRM ideas in recruitment, training and development and in many other HR practices to create positive working environment, to motivate employees and to retain employees. These practices have a great positive impact on the profitable of the organization.

**Masood Z.R.(2018)** studied existing review of Literature for basic understanding of green HRM and found that Organizations should provide proper training to the employees and motivate them to adopt green HRM. Green HRM training can develop willingness, inspiration and commitment to employees to put their efforts, ideas to save environment in their personal and professional life.

No doubt organizations are facing a lot of challenges in implementation of GHRM policies but still Organizations should concentrate on the innovative methods to adopt Green HRM.

**Salim A., Gogoi and Dutta (2022)** studied various GHRM initiatives taken by the different companies in India. The paper is based on secondary data of 10 companies belonging to different sectors. The study focused on the present Green HRM practices adopted by the Indian organizations and success rate of implementations of these practices in Indian scenario. HR departments are facing many challenges in implementing these practices and adding environmental concerns to its mission and vision statements. Green HRM improves the working conditions and improves the mindset of the

Employees making it more inclined towards environment and sustainability. Ultimately, green HRM practices would bridge the gap between sustainable development of an organization and the potential human capital.

**Ali C., Islam K.M.A., Chung S.J., et al (2020)** tried to sort out the concepts, procedures, preconditions and difficulties of green human resource management in an effective way. The paper investigated GHRM practices in different organizations based on many studies. The study found the importance of GHRM ideas, practices, strategies, and difficulties in the business and other organizations. It is found that there is requirement of more awareness in companies about green human resources management.

**Bharani N. T. &Sreelatha S. A.** (2023) focused on implementation of green HRM ideas in corporate sector. The study found that many companies are providing compensation and rewards for implementation of green HRM ideas that is a good initiative to create better working conditions in the organization as well as to save environment.

**Panigrahi K.S.(2023)** focused on describing the problems and prospects of Green HRM in indian industries. The study found that each and every organizations HR department impose strictly Green HR policies to reduce carbon impression by each and every employees. They have to face many problems in implementation of green HRM police like to change all employees mind set and resources, tools and techniques of green HRM are very expensive. Employees should be motivated to implement green HRM in their professional as well as in personal life also to save environment.

## What is Green HRM?

Green HRM refers to any efforts by the human resources department within the organization to raise awareness towards environmental management and ensure that the employees contribute towards making their organization sustainable green human resource management often referred to as green HR also encompasses active efforts by the human resources in making the workplace as environmentally friendly as possible while also encouraging their staff to do the same it is responsible for creating a sustainable workspace by transforming the HR operations keeping sustainable goals in mind.

## NEED FOR GREEN HRM

Green HRM helps to create green workforce in the organization which will be able to understand and implement the green culture in the organization. It also helps the employees to take initiation in attaining green recruitment hiring and training compensation developing and advancing the firms human capital (Dutta 2012). Last few decades of the century has spoiled the environment with many pollutants in the name of industrial growth. They were with no proper foresight of environmental effects industrial waste is the major factor which has depleted the nature and natural resources evidently. After many debates and discussions it is concluded that the major element to concentrate right away is the human factor. In 1972 in an international conference on human environment held in Stockholm concluded that improving human environment is the requirement for a tomorrow. Educating the people regarding environment friendly methods of work and developing and adopting the eco-friendly techniques will solve the problem. From then onwards researchers around the world are analyzing new management practices which can facilitate the achievement of green HRM.

## GREEN HUMAN PRACTICES

Green human resource management practices which will result in an enhanced perception of the company and its staff these practices help implement excellent green HR policies throughout the company helping it achieve its sustainability goals some of the common practices which support the green HR policies are :

**1 HIRING SELECTIVELY** you can start by hiring selectively to ensure that the hired candidates are inclined towards green causes by asking relevant queries during the interviews similarly you can also encourage them to attach any proof of their involvement with green initiatives which will ensure that they are more likely to participate in similar activities conducted by the office green targets can be also included in leadership positions as they hold more responsibility for green initiatives it will ensure that these managers will be interested in green initiatives and support their team members in fulfilling the companies green objectives.

**2 PROVIDING EMPLOYMENT SECURITY** providing your employees job security is an excellent green HR practice which helps you gain their trust hence they will be inclined to follow the green human resource management policies laid down by the organization by providing your staff with the assurance of job security they will also have a sense of belonging to your company and hence they will be better engaged with the company having a stable source of income will also provide them with the peace of mind that their company will support them financially providing employment security will also result in lesser attrition which will also help you save costs associated with hiring training and development of new staff members .

**3 FOSTERING OPEN COMMUNICATION** another excellent option to build a green workplace is to foster open communication throughout the organization it enables the employees to feel a sense of belonging to their company while also reassuring them of their value for the business it also helps them to be free to share their ideas and innovations with their team making for a productive environment open communication should also include enhanced transparency regarding the finances corporate strategies and other information which also affects the employees it enables the staff to understand that their company trusts them completely it also enables them to feel involved with their organization improving their loyalty.

**4 EMPHASIZING TEAMWORK** it is also essential to emphasize teamwork as multiple green activities can profit with the help of teamwork green human resource management practices promote teamwork as it encourages your staff to remain engaged with the company and be a productive member of their team by emphasizing teamwork you can also ensure that your team has better bonding and hence can be more productive and efficient than the competition having an efficient team also results in long-term success as they can work as a single unit to accomplish their tasks it enables them to remain engaged with their company as well as be more productive than others.

**5 DEVELOPING LEARNING CULTURE** by organizing training sessions in environmentally friendly practices you can enable your staff to understand why they are supposed to follow the green practices within their company developing a culture of learning and development will enable the teams to understand the reason behind the green initiatives as a result they will be eager to fulfill their companies green goals and actively contribute towards green initiatives it also enables the younger generation of employees to feel more connected with their company as they are actively looking for learning opportunities to up skill themselves such employees will also be looking forward to staying longer with such a company which enables them to grow together.

## CHALLENGES OF GREEN HRM

The common challenges in implementing green HRM strategies and policies in companies include:

### 1 LACK OF DOCUMENTATION

Documentation ensures that the environmentally friendly practices in the organization are undertaken diligently it helps preserve the established policies and associated assets too.

### 2 INADEQUATE BUDGETS

Transitioning to sustainable technologies and practices requires heavy investment however companies often face budget constraints which proves to be challenging for green HRM initiatives.

### 3 TRAINING AND AWARENESS

Undertaking employee training and raising awareness within the organization is another challenge for the HR teams in implementing robust green HRM practices throughout the company.

## CONCLUSION

Human resource plays a very important role in managing employee from entry to exit. Organizations should provide proper training to the employees to adopt green HRM (GHRM) practices. There are many problems in the implementation of green HRM but the Organizations should focus on the innovative Green HRM practices and policies. Organizations should inspire their employees to provide innovative ideas to the greening of their organization and contribute their efforts in implementation of Green HRM practices in organization. Thus, the Green Human Resource Management has the responsibility to create green awareness among the new and the existing employees of the organization, encourage their employees to put efforts to reduce the causes of environmental degradation through green movement, green programs and practices, retain the resources for future generation.

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