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A LEAP FOR SUSTAINABILITY: GREEN HR PRACTICES FOR ORGANIZATIONAL CHANGE

Dr.Arthi Rajasekaran

Assistant Professor

ADU

Abstract

Green HRM practices are the intensifying subject at present. Organizations Human Resource performs are usually vital in serving to a broad approach for aiming organizational development. The green Human Resource Management can participate and play an important role in organizations within the process of gaining organizational efficiency. Green ideas and ideas are starting to gain momentum within the human resources space, often complementing existing initiatives supported sustainability. Increasingly, they're delivering tangible benefits to the business, instead of simply adding a shine to the brand and reputation. These new processes, policies, products and tools help ensure compliance and improve productivity also. Green HRM practices encourage the sustainable use of resources within business to market the environmentalism. This paper deals with certain Green HR practices and suggests certain Green HR initiatives for enhancing the organizational development.

Keywords: Human Resource Management, Sustainability, Green HRM initiatives, Green HRM, Organizational Development.

Introduction

Green ideas and ideas are starting to gain momentum within the human resources space, often complementing existing initiatives supported sustainability. Increasingly, they're delivering tangible benefits to the business, instead of simply adding a shine to the brand and reputation. These new processes, policies, products and tools help ensure compliance and improve productivity also. And now that there's legislation to effectively formalize the necessity for a replacement corporate approach to the environment, now's the time for human resources to adopt the green agenda. Green HR is the application of HRM practices like, how to market sustainable use of resources in business organizations, to form eco friendly and promote environmental economical sustainability practices, to stay healthier environment by increasing employee awareness and commitments on the problems of sustainability which ultimately results in organizational development. The HR function can become the driving force of organizational development by aligning its practices and policies with sustainability goals representing eco- friendly which may contribute to organizational development.

Nowadays companies are implementing EMS (Environmental Management System) a strategic tool, to realize competitive advantage. This technique provides better control of firm's environmental impacts. It includes assurance, strategy, development, execution, dimension and assessment, evaluation and enhancement of HR systems that fit with organization's culture and long-term goals. Improved employee confidence, stronger public

representation, increased customer assurance, employee reliability and brand acknowledgment, position as an employer of choice, increased workforce productivity, efficiency, motivation and employee retention are few of the various advantages and benefits a corporation can have by implementing and developing such Green HRM techniques. a number of which don't need much cost money to implement, can vary significantly change how business is conducted.

Green HR actions

Besides, sustainable training and education employees should even be adept to teach the purchasers regarding the benefits of becoming more earth-friendly and buying green products. Green compensation Rewards and compensation are the main HRM processes through which employees are rewarded for his or her performance. These HR practices are

The most powerful method which links together an individual's interest thereto of the organization's. We also assert that incentives and rewards can influence employees' attention to the utmost at work and motivate them to exert maximum effort on their part to realize organizational goals. Though rewards boost green initiatives in companies, it won't be entirely free from malpractices. Developing effective monetary incentives are often challenging thanks to the problem of accurately and fairly evaluating environmental behaviors and performance. By incorporating elements of green management within the compensation program, managers can promote the green behaviors among the workers.

Further, managers can ask employees to bring specific green ideas concerning their individual jobs which may be through mutual decisions included into the objectives to achieve certain the upcoming year. Attaining these objectives would be the idea of receiving incentives. Employee compensation programs are often modified to offer bonuses based partially on the employee's appraisal ratings on the behavioral and technical competencies. additionally, employees might be awarded bonuses for his or her outstanding work on special projects. Green rewards can include the utilization of workplace and lifestyle benefits, starting from carbon credit to free bicycles, to interact people within the green agenda while continuing to acknowledge their contribution. Last, but not the smallest amount, more emphasis should tend on researches which determine effective approaches which will help to style and implement green compensation practices and should cause the achievement of corporate environmental goals.

Green employee relations are that aspect of HRM, which cares with establishing amicable employer–employee relationship. the connection facilitates motivation and morale of the workers also as, increases the productivity. Mostly, employee associations engage employee contribution and actions. It also helps prevent and resolve problems arisen at workplace which will affect the work. Optimistic employee associations are subtle and permanent asset and a foundation of competitive benefit for any business. Employee participation in Green initiatives increases the probabilities of higher green management because it aligns employees' goals, capabilities, motivations, and perceptions with green management practices and systems. Involving employees in EM has been reported as improving EM systems like efficient resource usage; reducing waste and reducing pollution from workplaces.

Managers confirm that their HR is utilizing green human resource practices in appropriate manner. As an addendum to the statement, several authors have suggested that it's important to market an excellent deal of technical and management skills among all employees of the organization so as to implement an efficient corporate green management system in companies. Organizations across the planet are incorporating and dealing toward implementing GHRM practices to realize competitive advantages among the company world. Complete adoption and integration of GHRM in business isn't impossible but requires a changed approach toward the prevailing HR practices on a part of both the management also as employees simultaneously.

Here are some of the steps to the businesses can start with Go Green practice;

1. Power Saving by early morning office startup
2. Conduct an indoor environment & energy audit within the organization
3. Conduct eco friendly or Go Green Surveys
4. Go paperless
5. Recycle waste
6. Reduce business travel
7. Save water
8. Explore opportunities for implementing energy sources

Merits of green HRM

Green HRM has its prime importance within the achievement of broader objectives like cost saving, corporate social responsibility, talent acquisition and management and gaining advantage over the competition. It further has the subsequent benefits: It helps in generation of employment opportunities. Ever since the organizations embraced the concept of saving money, focusing simultaneously on the environment and sustainability, several human resource professionals were assigned the task of making company recycling programs. within the process, many HR professionals ascertained that green initiatives were a necessary aspect of overall corporate social responsibility. at the present , the entire corporate world is reciting the old mantra of three Rs—Reduce, Reuse, and Recycle to save lots of the environment.

Conclusion

Green ideas and ideas are starting to gain momentum within the human resources space, often complementing existing initiatives supported sustainability. Increasingly, they're delivering tangible benefits to the business, instead of simply adding a shine to the brand and reputation. These new processes, policies, products and tools help ensure compliance and improve productivity also . And now that there's legislation to effectively formalize the necessity for a replacement corporate approach to the environment, now's the time for human resources to adopt the green agenda.

Green HR have largely paying attention on escalating capability within processes, plummeting and eliminating ecological damage, restoring HR products, tools, and procedures consequential in greater efficiency and lower costs. The results incorporated to attain energy saving and developing more efficient office spaces. Society becoming more environmentally conscious, businesses are beginning to include green proposals into their everyday work environment. Environmentally friendly HR proposals leading to greater efficiencies, lower costs and make an environment of higher employee engagement, which successively helps organizations to work in an environmentally sustainable fashion and for its efficiency within the performance.

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