GREEN HRM – A WAY TO GREENING THE ENVIRONMENT

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Abstract

Across the globe, we are moving to industrialization, that increases, business production, technology and other business activities. This was not only increases human convenience, but also increases its standard of living. But on the other side, it also increases ecological hazard that resulted ecological threats to human being. So this is a time Peoples need to use Green practices to save the environment and most important resource of the planet i.e. Human. Greening employees from top to bottom is not an easy task, but pro environmental plan and implementing Green human resource management (GHRM) practices practically has produced a positive result toward the Green environment. The paper focuses upon the GHRM, various Green Human Resource Practices and explains the role of green human resource process in going green. Finally, the paper suggests some social implication of Green human resource practices for green organization.

Keywords: Green HRM, Green HRM Practices, Green Environment.

Introduction

Because of developing worldwide environmental concern and Development of universal environmental guidelines. There is a requirement for organizations to embrace formal environmental practices. By taking the base of green idea different literary works on Green Marketing, Green bookkeeping, Green Retailing and Green administration all in all have treat the zone of the board. There is a need of mix of environmental administration into Human Resource (HR) called Green HR. Various specialists have their commitment to help and raise the familiarity with Green HRM. These significances to selection of environmental practices as an essential reason for authoritative working to make it critical with the quality of HRM practices indicate „green management“ as the activity whereby organizations build up an environmental administration system to deal with the environment. So there is a need of proactive environmental administration. In any case, this can be conceivable with worker inclusion, Participation and contribution of representative is basically significant for accomplishment of the Green HRM idea, There is a need of executing Green HRM Practices in our everyday life filling in just as private have filed that employees“ support in environmental administration frameworks positively affects the character or environmentally capable dispositions and conduct in employees“ private life. Dynamic corruption of the indigenous habitat because of human misuse achieved the need to present the idea of maintainable advancement. In this manner, the indigenous habitat and asset security to support people in the future have become worldwide goals.

This emphasized the need to rethink the working procedure of contemporary endeavors. The maintainable advancement worldview not just manages the fulfillment of financial objectives yet in addition the need to regard extensively got social and environmental interests, establishing frameworks on which an economical plan of action dependent on the standards of significant worth and social duty situated administration can be constructed.

Literature Review

Ongoing research and introduction confirms that the need of integration between Environment management and Human Resources Management.

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Need to implement such practices that directly or indirectly related to the environment, Human resource and Human Work-Life. Studying the relation between HRM and environmental, researchers draw the results that HRM imparts to intensify or further improve the quality, value of environmental performances (Renwick et al, 2018). Emphatically, different Green HRM practices can develop willingness, inspiration and commitment to employees to contribute their efforts, ideas to the greening of their organization.

Green

The Green has different meanings for a different person, but for an environmentalist or nature - lover A green" as an area or land that surrounded with grass, herbs, plants, trees, fresh air and natural resources but somehow, it means something relevant to nature or natural environment. There is a growing awareness within organizations of the significance of "green" issues. A Green Workplace is environmentally sensitive, resource efficient and socially responsible. In order to achieve environmental sustainability goals, most firms can use suitable human resources management (HRM) practices to stimulate their employees (Paille et al, 2013).

Go Green

Going green methods Conservation of earth regular resources just as supporting the "Protection of your own resources" for example your family, Friends, way of life, networks. So we called Green HRM is the Conservation of Human asset their work life and Family life. It implies executing decided way of life changes that will assist individual with living in an eco-accommodating way. For this each individual ought to be a progressively mindful about the environment and changing their conduct, disposition and way of life to limit the practices or exercises that reason the debasement of the environment. Any move that you make by keeping the manageability of the resources it contributes a positive effect on the environment. Each little change by each person in their way of life makes a Green work-life and green environment for us and for people in the future.

Green HRM

Green HRM incorporate environment-friendly HR commencement and practices for sustainable use of resources that resulting in more efficiencies, Less wastage, Improved Job Related Attitude, Improved Work/Private life, lower costs, Improved employee performance and retention which help organization to reduce employee carbon footprints by the mean of Green HRM practices i.e. Flexible work scheduled, electronic filing, car-sharing, job-sharing, teleconferencing, virtual interviews,

recycling, telecommuting, online training, energy efficient office space etc. Zoogah, (2011) refer its use of HRM policies and Practices for sustainable use of resources within business organizations and generally promotes the cause of environmentalism. Zoogah, (2011) refers that Green HRM is the use of policies, practices, and systems in the organization that make green employees for the benefit of the individual, team, society, natural environment, and the organization. Different researchers describe Green HRM in different ways, but somehow their intentions are same for sustainability of Human resources and their environment.

The HR function has been famous as the driver of associations green culture by put or orchestrate its practices and strategies with the objective of supportability. Collins and Clark, (2003), has Intricate that so as to switch green administration, workers must emerge from some outside inventive drive, given the position or capacity to accomplish something. Writing studies have underlined the relationship of HR practices and authoritative results, for example, efficiency, adaptability and money related execution (Collins and Clark, 2003), have unveiled that very little extraordinary significance or noticeable quality has been given on relating these results to insurgency execution and environmental administration activities. that there is a necessity for the amalgamation of environmental administration in Human Resource Management (HRM) in light of the fact that it is basically or significant instead of simply alluring. Effective environmental administration in an association needs uncommon endeavors of human asset the executives. Zoogah (2011) additionally expressed that compelling environmental presentation results need human asset practices that help the entire execution and safeguarding of environmental administration frameworks in the associations. Associations which can fix up HRM practices with targets of environmental administration can be cultivated an ideal point or result in corporate environmental administration campaign (Jabbour, 2011). An examination did by Jabbour (2011) inferred that HRM assumes prime job in execution of green practices and demonstrates the commitment of HRM to the green execution. Green execution can be relies on representative association and usage of Green practices in both life area and it results the green result, Green result have a consequence of Green advancements: new environmental activities, new strategies for effective utilization of resources, answers for squander decrease, contamination decrease, and so on. Green results: number of long stretches of working with normal light or least number of power bulbs, measure of consumption of power use, measure of exhaustion of existing

degree of resources wastage, and level of obtainment of plainly characterized or distinguished environmental execution targets. So to address incredible environmental difficulties, more fixations should be given on advancement as an approach to create and acknowledge reasonable arrangements and for these there is a need of green group who are answerable for producing new green development and practices. Their commitment to the environmental administration customized, in supporting the appearance, motivation and development of these green advancements and practices. The utilization of green groups is presently embraced by such a significant number of associations, yet the interlink between environmental groups and the administration of progress is regularly neglected. These practices followed in the association make the association as Green Building. Green structures involve different increased attributes related with green practices, for example, vitality proficiency, reusing, sustainable power source, and temperate water the executives, squander the executives. Ongoing years the associations have gotten bit by bit increasingly mindful of the vital pretended by green structures while exchange with environmental issues. Green structures guaranteed organizations like Tata, ITC, Land T, Wipro, Essar oil, and so forth are focused on supportability and have contained green structure plan standards into their structures.

The idea of green structure variously affects individual and association results, Huang, Shih-Ming (2009) had contemplated the impacts of green-confirmed structures on human asset results. This observational examination utilizes overview information to look at self-detailed wellbeing indications (HS) and fulfillment with indoor environmental quality (IEQS) for two unblemished gatherings of male representatives working for a similar open part manager in Taiwan: one gathering works in confirmed green structure and different works in two non-green structures. Study results that members in the green structure had higher indoor environmental quality (IEQS) and wellbeing side effects (HS) than those in the non-green structures. Yet at the same time actualizing these practices isn't a simple errand, there are sure deterrents comes in the method for the execution procedure from Green HRM, Fayyazia et al (2015) have demonstrated the deterrents that make the issue in actualizing a Green HRM and it turns out through examinations that the absence of an extensive arrangement to execute Green HRM and not having one clear significance of green worth were in the most elevated level that become hindrances in a method for actualizing a Green HRM and Green HRM practices and they were considered as the most significant boundaries.

Presently the idea of environmental maintainability is advancing expanded worry among corporate, governments/semi-government and buyers. Which endeavor to discover or illuminate the commitment of HRM exercises in strengthening and attainably in any event, driving environmental administration activities? Such an exploration duty will assist associations with reducing the environmental corruption exercises and acquire the advantages of environmental preservation and further adding to the welfare of every single hierarchical partner later on.

Green Practices

Fayyazia et al (2015) introduce a comprehensive compartmentalization of Green HRM practices that can be clearly understood, starting at the point of an employee's organizational entry and proceed until the point of the employee's exit. To be ecological, economical and practical at the same time is possible through by adopting Green Practices. Here are some environmentally-friendly solutions to stay Green.

1. Green Printing
2. Green Manufacturing and Disposal of Staff ID card
3. Job sharing (sharing a full-time job between two employees)
4. Teleconferencing and virtual interviews
5. Recycling
6. Telecommuting
7. Online Training
8. Reduce employee carbon footprints by the likes of electronic filling, Green HR involves reducing carbon footprint via less printing of paper, video conferencing and interviews etc.
9. Energy efficient office spaces
10. Green Payroll
11. Car Pooling
12. Public Transport
13. Company Transport
14. Flexi-Work
15. e-filing

Green HRM Function and Process

Human resource department plays very crucial role in translating green policy into practice (Jabbour, 2011) and the creation of sustainable culture within the company, therefore such green practices help in fulfillment of green objectives throughout the HRM process from recruitment to exist.

Jabbour (2011) identified in their study that there are certain factors which contribute specific role in employee implementation of green principles these factors are recruitment, training, motivation and green pay/rewards in order to make sure that the organization get right employee green input and right employee green performance of job.

Green Recruitment

Green recruitment is process of recruiting new talent who are aware of sustainable process, environmental system and familiar with words of conservation and sustainable environment. Green recruitment make it sure that new talent are familiar with the green practices and environmental system that will support the effective environmental management within the organization because In the race of attracting most creative and innovative employees, companies increase their recruiting potential, hiring quality staff is the very crucial challenge in the war of talent and even companies are also know the fact that being a employer is an effective way to attract new talent. There are number of companies who adopted green recruitment process, Google is a very good example of a company who adopted green recruitment few other companies are Timberland, and yes. Green Recruitment has not any particular definition, but somehow it means recruitment without the use of paper that minimizes the environmental impact. To complete the paper free recruitment process digital method like online application form, online interviews or telephonic interviews are conducted to decrease the waste of paper, fuel consumption related to interview travel. This practices diminishing the rate of environmental degradation.

Green Performance Management

Execution the executives is an ongoing procedure of correspondence among administrator and a representative that happen throughout the year, on the side of achieving the key destinations of the association. Green execution the executives incorporates the issues identified with approaches of the association and environmental obligations. Mix of environmental administration into execution the board framework improves the quality and estimation of environmental exhibitions. It go about as shield to ensure environmental administration against any harm. Green execution the board is the linkage between executions the executives and green expected set of responsibilities.

Employee Participation in Green HR Practices

Every company is a mixture of employees with different characteristics, interests, Perspectives and due to this they follow the different practices in their everyday life, which have different effects on the environment. Some followed the practices that cause the degradation of environment and some followed the environmentally friendly practices in both the life sphere. It is to be recognized that employees who are energetic, vigorously involved in environmental management fundamental may

play a crucial role in arriving at more desirable or effective environmental strategies to be implemented. Employees may feel the authority or power to adopt specific environmental management fundamental as a resulted of promoting human resource policies which present more desirable or satisfactory opportunities for enhancement related to depletion of waste (Cherian and Jacob, 2012).

Employee participation is crucially influenced by identifying value, awareness and actual reap recognized by the consumers. Cherian and Jacob, (2012) deals with framing the participation of employees in environmental work within the organization. The cases contribute to the recognition of those situations during the shaping of environmental work in an organization where alternative concerning employee participation are made: (1) The requirement of management to take individual in the environmental work; (2) The proficiency building among individual and (3) The stabilization of the environmental work into practice and structures.

Conclusion

Green HRM can help or affects the employee and their organization practices and behavior against environment. Employees learn so many things either from work life and private life and due to these learning individual behaviors varies toward environment. This is only possible by the effective implementation of green HRM within the organization. It makes intuitive sense that offering Green HRM practices would attract individuals to an organization and by implementing these practices would result in improving employee attitudes and behaviors within the organization. Future research needs to provide empirical evidence while the Green HRM delivers the positive outcomes. Human resource play very important role in managing employee from entry to exit. Now the corporate are focusing on greening the business, so the Human resource departments have the additional responsibility of go green along with HR policies.

The green human resource management has the responsibility to create green awareness among the new talent and the existing employee working for the organization, encourage their employees for helping the organization to reduce the causes of environmental degradation through green movement, green programs and practices, retain the resources for future generation. Green HRM can develop willingness, inspiration and commitment to employees to contribute their efforts, ideas to the greening of their organization. The green HRM efforts results in increased efficiencies, sustainable use of resources, Less wastage, Improved Job Related Attitude, Improved Work/Private life, lower costs, Improved employee performance and

retention which help organization to reduce employee carbon footprints by the mean of Green HRM.

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