
GREEN HRM – TODAY’S MANAGEMENT NEED

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ABSTRACT:

We need Sustainable practices to save the planet's ecosystem and most valuable commodities, i.e. Humanitarian. Introduction of green human resource management and sustainable preparations has provided a positive outcome and also greening worker from its top to bottom is not an easy task. The paper reflects on the GHRM, various Green Human Resource Strategies and discusses the green human resource process. More and more companies are actively seeking to go green at offices. Through this paper we are going to understand the concept of green human resource management and also the benefits of Green Human Resource Management.

Keywords— Green, Go Green, GreenHRM, Green Practices, Green Recruitment, Green Performance Management, Green Training and Development, Green Compensation, Green Employees Relations, Paper less offices Green Initiatives for HR.

INTRODUCTION:

Due to increasing global environmental concerns and international environmental standards growth Environmental practices should be systematically adopted by industries (Daily and Huang, 2001). By using separate Green Marketing literatures, Green Retailing, Environmental Management in general (Peattie, 1992); (Kee-Hung, Cheng, and Tang, 2010); (McDonagh and Prothero, 1997), the fields of management has been fertilized. GHRM is a growing concept and is becoming famous all around the world. It has got different meanings to extraordinary people. Go green refers to making efforts to improve electricity performance or reduces the pollution produces the way from our home, business and general dwelling habits. This topic is especially overwhelming issues for the global organizations who is working in different areas and environmental conditions (Banerjee, 2001). Lee (2009) characterized green management as the procedure in which organizations fabricate green administration methodologies and surrounding.

The main objective behind going green is to deduct the ability effect that strength consumption and pollution can have at the environment. Each worker is required to adapt sustainable practices and aware the employees towards the sustainable practices. We can define the term Green Human Resource Management (GHRM) as the set of policies, practices and systems that restore the employee's green behavior in the organization in a way to maintain the organization as environmentally sensitive and using green resources and socially responsible workplace. The Green Human Resource Management performs an essential place inside the industry to sell the environmental related issues. The Green HRM accommodates the employers, producers in creating the organizations reputation and it helps employees and society members to use the resources in an optimum and efficient manner and also encourages the usage of green products.

GREEN HUMAN RESOURCE MANAGEMENT:

Authors can specify one of the kind definitions of Green HRM as Green HRM is the use of HRM guidelines to trade the efficient use of resources inside the organization and also provides the origin of surroundings sustainability (Marhatta and Adhikari, 2013) According to (Opatha & Arulrajah, 2014) the policies, practices and systems in an organization to make their employees green for the motive of gaining the sole, society and the herbal environment. Four principles that are recommended by the political movement i.e. Green Movement are Environmentalism,

Sustainability, Non-Violence and Social Justice. Management peoples from diverse regions of research consisting of accounting, marketing, supply chain control and HRM also started out the ways studying in with which managerial practices in those regions which can contribute to environmental control ambitions. Most of the groups can used proactive strategic tools known as environment Management Systems to gain the competitive advantages stated by (Daily and Huang, 2001). Thus, there is a requirement for HR Positions to convert their HR executives to Environmental executives who can easily achieve the employee agency by imposing the environmental strategies (Wehrmyer& Parker, 1996).

OBJECTIVE:

- To comprehend the concept of Green HRM.
- To understand different practices of Green HRM

RESEARCH METHODOLOGY:

This paper is based on the qualitative approach and It is exploratory in nature. The data of the paper is collected from various secondary resources i.e.from different researcher's paper, articles and the data which is collected from various sources are summarized in the tabular format which provide the overall overview of the paper.

LITERATURE REVIEW:

Studying the interaction between HRM and the climate, most of the researchers conclude that HRM offers the betterment of environmental efficiency (e.g.Jackson et al., 2012; Renwick et al., 2013). Various HRM approaches build the motivation, encouragement and dedication of workers to contribute their energies, ideas for greening their companies.

GREEN:

There is an increasing consciousness on the importance of green issues within the organizations. An environmental sensitive green workplace, structured and socially responsible resources (Sathyapriya et al., 2014). Many companies will use an effective human resource management practices to inspire their workers to meet environmental sustainability targets (Paille et al., 2013).

GO GREEN:

It involves lifestyle modification that will assist the individual to behave in an environmentally friendly manner.Each sole person should be more conscious about the environment and the changes in the attitude, behavior and lifestyle to reduce the strategies that cause environmental mortification.

Some steps you take by ensuring environmental management that contributes positively to the climate. Any small changes in the lifestyle of every person allow a green working lifestyle and a green environment for our future upcoming generation.

GREEN HRM:

According to Shen and Group Green (2016) HRM can be characterized as some arrangement of practices which can be yes to increase the green conditions and execution of the workers. Marhatta and Adhikari (2013) and Zoogah (2011) relate to their usage of HRM strategies for optimum utilization of resources with the organization or industry and usually support the cause of environmentalism. Fayyazia et al (2015) claimed that there is a requirement for the combination of environmental management in the HRM because it is the necessity which is merely desirable. Environmental success can rely on employee engagement and implementations of Green Practices in both the field of life, resulting in environmental results.

Green results derive from environmental innovations; new environmental initiatives; new techniques for resource efficiency; waste reduction solutions; emission control etc. (Callenbach et

al. 1993; Ramus and Steger, 2000; Ramus, 2001; Ramus,2002).

In order to meet major environmental challenges, more focus must be placed on innovation as a means of developing and implementing sustainable solutions (Machiba, 2010), and green teams are needed to generate new green innovations and practice.

GREEN PRACTICES:

Renwick, Redman and Maguire's (2008) present a thorough classification of green HRM procedures that can be clearly realized, starting from the point of organizational admission of an employee and still continuing till the point of departure of the employees.

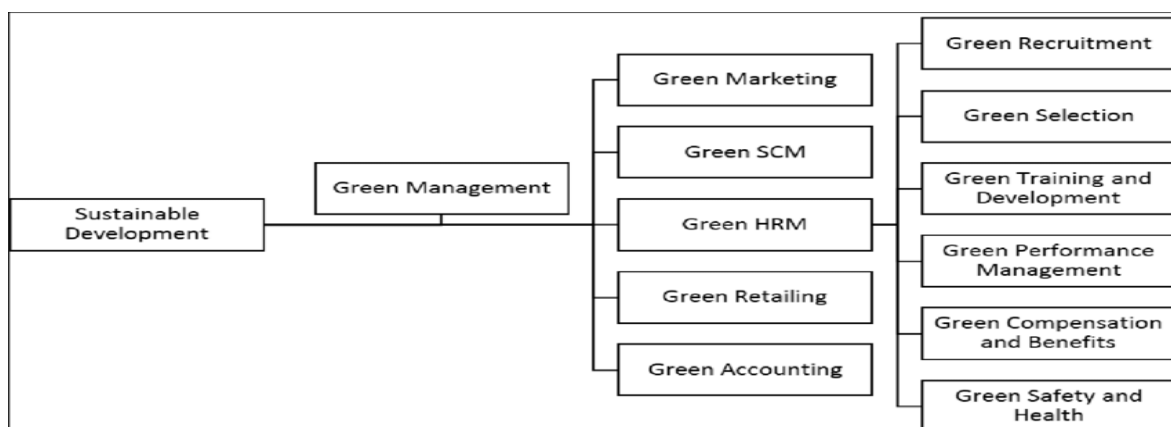
FEW ENVIRONMENTAL FRIENDLY SOLUTIONS FOR STAYING GREEN INSIDE THE ORGANIZATION:

- Manufacturing of green product.
- Eliminate the use of paperwork.
- Jobsharing.
- E-selection and use of internet communication technology.
- Training using e-platform.
- Tele commuting.
- Eliminate carbon foot print developed by employees by sharing all kind of information electronic.
- Company Transport.
- Pay the employees by using e-ways.
- Minimum use of paper while printing.
- Public Transport.
- Reduce, Recycle and Reuse.

GREEN HRM FUNCTIONS AND PROCEDURE:

The Human Resource Department plays a very crucial role in performing green policies into green strategies (Renwick, 2008) and helps in maintaining the environmental customs in the organization (Harmon et al,2010),

This is why such environmentally friendly strategies assist to achieve sustainability targets throughout the recruitment process, (Dutta, 2012). Cherian and Jacob (2012) found in their analysis that few are the factors that are contributing to the adoption of green values by workers are recruiting, preparation, encouragement and green compensation to ensure that the company receives good employee green feedback and good employee green job performance. Syed and Khan (2019) come up with a simple model which how sustainability can be achieved by green practices specially green HRM.



Source: Syed and Khan

GREENRECRUITMENT:

Green recruitment means that new talent is familiar with green policies and the environment program that will promote good eco-friendly management within the organization. (Wehrmeyer, 1996) because in the pursuit of finding the most imaginative and most creative employees, organization are increasing their employee's capacity, hiring high quality workers is the most critical task in the struggle of talent (Renwick et al., 2013). According to (Phillips, 2007; Stringer, 2009) being an employer is an effective way of attracting newcomers.

Firms are now thinking that being an effective organization is a good way to attract the new talents in the organization, (Phillips, 2007; Stringer, 2009). The manner of hiring the sole person with good qualities, approaches, skills, talent and behavior that perceives with an environmental management inside in a company.

GREEN PERFORMANCEMANAGEMENT:

According to (Jackson et al., 2012; Renwick et al. (2013) Integrating environmental management into performance management process increases environmental service, value and quality. It acts as a safeguard against harm to the environment (Epstein and Roy, 1997).

Green Performance Management plays a very crucial role in the efficiency of green management overtime because it guides the performance of the employees to the requirement of the organization for environmental performance.

According to Epstein and Roy (1997) when performance management is converted into environmental performance by HR managers' environment management is saved from any damages. Future Green Quality Assessment work will focus on issues such as environmental events, environmental obligations, and environmental policy coordination and green audits.

In their research (Epstein and Roy, 1997) is stated that when HR managers incorporate environmental performance into PM programs which they shield environment management from any harm. Many companies are currently tackling their PM by introducing environmentally friendly performance management and green audits to obtain the valuable performance data (Marcus & Fremeth, 2009).

GREEN TRAINING AND DEVELOPMENT:

According to Zoogah, 2011 green training and growth provide knowledge to their workers on the importance of environmental management and instruct them in energy saving working practices, reduces wastage and disseminate environmental consciousness in the organization and provide incentives to their employees for providing solutions to the environmental problems. In the study of managers (Ramus, 2002) found the most critical HRM strategy that promotes the accomplishment of organizational goals is environmental preparation and recruitment, along with creating a positive environmental climate for workers where they believe they are part of environmental outcomes.

GREEN COMPENSATION:

Within the sense of green HRM, incentives and benefits can be considered as possible resources to promote corporate environmental practices. New companies are designing reward systems in line with a strategic approach to compensation and management to promote eco-friendly activities performed by their employees. The argument is backed by a survey conducted by CIPD / KPMG in the UK, which reports that 8 percent of UK companies compensate green activities with different types of rewards and/or financial benefits (Phillips, 2007, p. 9), and these strategies can be successful in inspiring workers to create eco- initiatives (Ramus, 2002).

GREEN EMPLOYEE RELATION:

Environmental management workers have been shown to be an advancement in environmental management processes such as efficient use of resources (Florida & Davison, 2001), wastage reduction (May & Flannery, 1995) and reduction of occupational emissions (Kitazawa & Sarkis, 2000).

In their report, multiple workers concluded that in dividable empowerment positively affects efficiency and success and promotes self- control, strategic thought and having issue solving skills. (Renwick, 2008, Wee & Quazi, 2005).

PAPERLESS OFFICES:

Many office works is done on paper but with the advent of IT and the usage of paper is decreased slowly. In today's era the use of paper is either limited or removed and all the work is done through electronic ways and this type of offices is known as paperless office. The expenses that can be done in paper work can be reduces by using the electronic media and expenses like sorting, copying and printing saves the time spent in searchingpapers.

INITIATIVES FOR HR:

Now, organizations, with the support of their human resources, adopt and embed green initiatives in their goals. Perhaps a main task for HR environmental managers will be to steer line managers towards full staff collaboration in enforcing environmental strategies which means the HR wants to motivate the supporters and make a network of conflict solvers, stated by (Sathyapriya, Kanimozhi & Adhilakshmi, 2014, p.32).

CONCLUSION:

So from the above information we got to know that we should use green management policies in the organization so that we can work effectively and efficiently for our organizations future needs and by using these policies we can improve the working conditions of the organization and can help the employees in a better way as they can feel motivated in the organization and helps in achieving the main objectives of the organization. We can also use Green HRM policies like Green Recruitment, Green Training and Development, Green Selection and Green Performance Management etc. for hiring the employees. The organization should use eco-friendly products for the betterment of the environment, employees, society and also for theorganization.

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