

GREEN HUMAN RESOURCE MANAGEMENT CONCEPTUAL FRAMEWORK

Dr. Monika Chopra*

ABSTRACT

The Green movement across the world gave birth to Green HR. human Resource Management is responsible for managing, developing and retaining workers in the association. 19th and 20th Century was period of industrialization, large volume of consumer goods, demand for different products, and the advancement of technology put lot of pressure on natural resources of Planet Earth. The result was the community started agitating about natural resources, pollution, ecological imbalance and memoir diversity. As strength of artificial worker increase a separate department was created to handle workers, it was Personnel Department and now human Resource. These workers signed by the HR cell started using natural resources to manufacture goods or services performing in natural destruction and contaminating the girding climate. Green Human Resource management is a new arising conception in moment's script. Growing concern for global environment and the development of transnational norms for environmental management has created a need for business to borrow environmental strategies and programmes Organizations moment have come more conscious about the growing significance of Integration of environmental management and human Resource Management. We're entering a green economy and so the impact of our diurnal conditioning on environment and our desire to go green has expanded from just individualities to associations. Organizations moment believe that workers must be inspired, empowered and environmentally apprehensive of greening in order to carry out green management enterprise. The main purpose behind this exploration is to extend our understanding of how the conception of green management can be deposited as part of the human resource function. The provocation is to punctuate the significance of erecting sustainable and eco-friendly business and to gain knowledge of the issues after espousing Green Human Resource Management.

Keywords: Human, Management, Pollution, Environment, Resources, Development, Community.

Introduction

The term Green HRM has come the buzz word within the current commercial field and its significance is adding manifold with the passage of time. This term has also its tenable position as a hot content in ultramodern exploration workshop since the mindfulness on ecological management and sustainable development has been precipitously raising day by day each- round the globe. moment the content Green HRM not only includes mindfulness toward environmental matters, but also stands for the social as well as fiscal well- being of both the association and the labor force within a broader prospect. GHRM is directly responsible in creating green pool that understands, appreciates, and practices green action and maintains its green objects all throughout the HRM process of recruiting, hiring, training, compensating, developing, and advancing the enterprises human capital. It refers to the programs, practices, and systems that make workers of the association green for the benefit of the existent, society, natural environment, and the business. The study focuses on the Green Human Resource Practices of the organisation which are enforced and followed by the workers and the effectiveness of the Practices in the plant. After reviewing several workshops on HR practices, its set up that Green HR practices aren't

* Assistant Professor, Commerce Department, DAV College, Sector-10, Chandigarh, India.

given proper focus. Numerous studies linked the need for HR programs and practices in different confines. Still, Green HR practices aren't duly concentrated. Due to environmental imbalance, there's a need felt to study green marketing, green account, and now green HR practices in every organisation particularly the IT sector. Thus, it has motivated me to take up the present study.

What is Green Human Resource Management

Green HRM is the use of HRM programs, doctrines, and practices to promote sustainable use of resources and help detriment arising from environmental enterprises within business associations. According to Mandip, Green HRM is the use of Human Resource Management programs to promote the sustainable use of resources within business associations and promote the cause of environmental sustainability. Green HRM is appertained to all the conditioning involved in development, perpetration and on- going conservation of a system that aims at making workers of an association green i.e. Environment-friendly. It's the side of HRM that's concerned with transubstantiating normal workers into green i.e. Environment-friendly workers so as to achieve environmental pretensions of the association and eventually to make a significant donation to environmental sustainability. It refers to the programs, practices and systems that make workers of the association green for the benefit of the existent, society, natural environment, and the business. In the last decade, sustainability has come a decreasingly integral part of doing business in any assiduity. Sustainability seeks to balance and contemporaneously optimize environmental, social and fiscal enterprises. For companies to balance their fiscal, social and environmental pitfalls, scores and openings, „ sustainability " must move from being an add on to „the way effects are done". It has been honored that organizational culture plays an abecedarian part in the shift toward sustainability. Organizational culture is considered a crucial determinant and index of the success or failure of environmental management programs at companies. An association's culture embodies the main hypotheticals, values, symbols and conditioning within an association that reflect what the workers and top management suppose about environmental sustainability issues. There has been recognition of the strategic link between HRM practices and programs in helping to produce support and change organizational societies; to act as the runner or change agent.

Practices of Green Human Resources Management

- **Reclamation & Job Design:** The reclamation and selection process should consider the long-term faculty conditions of the company. The commercial environmental culture of a company should be integrated with the reclamation process. In these respects, Wehrmeyer recommends the following
 - The job descriptions should specify the environmental reporting part, health and safety tasks and other environmental impact related places.
 - The interview should be acclimatized to gauge the implicit comity of the seeker with the company " s green pretensions.
 - The induction programme should be designed to give new rookies with information about sustainable development programs and commitments, EMS and green pretensions of the company.
- **Selection styles:** After making the first webbing of CVs, HR can make sure that the coming way of the selection process will estimate the campaigner's " aptitude to have green behaviours. An ordinary question about climate change during an interview or a group dynamic that mixes a business case with sustainability issues are two easy ways to understand someone's degree of ecological mindfulness. In the end, a green score can also be given to each seeker and added to the overall spread distance of scores that will eventually rank the top campaigners.
- **Training and Development:** Training and development programmes developed for workers at all situations should touch upon social and environmental aspects. The induction training for new joiners should include green exposure program which **enables** the workers to understand the green programs and practices of the company and also align to the green pretensions of the company. Such a training program can inform them of the green enterprise accepted by the company like minimizing the emigration of hothouse feasts etc. likewise; to promote mindfulness in environmental management, "green brigades" can be established in each department. Training need analysis by assessing the environmental knowledge and chops can help identify the training needed in environmental management and thereby concoct focused training modules.

- **Managements & On boarding Process:** Technology allows companies to come paperless and for HR this can well start with beginners. Online doors and flyers can be used to library workers "attestation similar as offer- letters, credentials, CVs or recommendation letters. Not to mention that currently CVs are substantially transferred throughout the Internet, with no need of being print. It can as well be used with current workers" health insurance or auto contracts, payment or information on other benefits.
- **Performance Management & Appraisals:** Performance management (PM) is the process by which workers are urged to enhance their professional chops that help to achieve the organizational pretensions and objects in a better way. Thus, in order to produce a greener company, Performance Appraisal (PA) systems can include sustainability pretensions (that come from a sustainability strategy done preliminarily) measured with specific criteria. When it comes to the PA of directors, green targets, pretensions, and liabilities similar as creating green mindfulness in their brigades and encouraging them to get involved in green conditioning of the company can also be considered. In the end, the ultimate thing of green PM is to have a measurable outgrowth of an association's capability to meet its ecological objects and targets set forth in the association's environmental plans or programs.
- **Compensation and price:** Management herbage compensation and price management end to fete the donation of workers in the creation of a more sustainable company. It's the result of the success of workers in their ecological performance appraisal and the evidence that a company's strategic sustainability pretensions are being imaged and fulfilled (at least up to some degree) from the top to the bottom. There are three different types of prices
 - **Monetary-Grounded Prices:** In the form of payment increase, cash impulses, and lagniappes;
 - **Non-Monetary Prices:** Feasts, special leaves, abatements or gifts to workers;
 - **Recognition Grounded Prices:** pressing the green benefactions of workers through wide hype, public praise and appreciation of sustainability sweats by the top management.
- **Employee Relations & Ways of going Green:** To help to make a sustainable company it's pivotal to promote Eco entrepreneurs that add value to the association's products and/ or services with effective application of being fiscal, human and natural resources. This frequently means encouraging workers to get involved and share in the social and environmental enterprise organized by the company.
- **Leaving the Company:** For the strict compliance of the green strategies and programs, and depending on the soberness of the mistake and its impact, companies can take certain conduct where ecologically unfriendly geste may constitute a breach of contract and possible ground for dismissal. However, it's really important to make exit interviews to estimate the perception of workers on the company's ecological practices, if this happens.

Benefits of Green Human Resources Management

Green HRM has its high significance in the achievement of broader objects similar as cost saving, commercial social responsibility, gift accession and management and gaining an advantage over the competition. Green HRM has the following benefits

- It increases hand morale.
- It helps in hand retention and reduces labour development.
- It provides economic openings for quality human gift.
- It helps in erecting company image to attract good human resource.
- Improves brand image of the company in the request.
- It can also be used as a marketing strategy.
- It improves the quality of the overall association both internal and external.
- It improves relationship of the company with its stakeholder's guests, suppliers, merchandisers, shareholders, government agencies, workers and the media.
- It reduces the overall cost of the company as costs are largely told by the size of the company and way taken to make it environment friendly.
- It provides competitive advantage to the company in assiduity as well as the request.

- With adding global issues, numerous associations are getting watchful of their conditioning and their impact over the environment.
- Herbage management practices are also salutary to the companies as it helps to save plutocrat and reduces will goods on the environment, hence avoiding important government interventions.
- It stimulates invention easing growth, enhancement in quality and improvement of procedures and styles.
- It helps in effective use of resources and manages pitfalls more effectually.
- It develops green literacy environment in the association.
- It leads to refinement of hand geste in order to develop ecofriendly habits in their private and professional lives.
- It serves as a helping hand in consummation of the tone- fruition requirements of a hand.
- It helps in generation of employment openings.

Gaining a Competitive Advantage through Green Human Resource Management

Considering the recent rapid-fire changes and developments, businesses should be more active and innovative in this dynamic process. The pressure of competition and quality through globalization on the one hand and the changing conditions on the other hand force the businesses to change or patch their business structure, processes, and executions. Within this system, human resources constitute the primary source of business growth and development; thus, human resource management becomes more significant. Human resources constitute the driving power for change and emendations in businesses, and they also play a distinctive part in profitable, social, and environmental sustainability of the business. Green human resource management orients the environmental practices toward the protection of environment. Business charge and vision about environmental issues, management gospel, adjustment of human resources policy and executions, hand knowledge about the rules and perpetration related to environmental protection, and informing and training of workers on these issues are each among the environmental practices of the businesses. Business knowledge on natural environment developed through the environmental disasters endured throughout the world and pressures wielded on businesses about environmental knowledge have carried the environmentalist practices of businesses a step further. Green business practices pave the way for an atmosphere with a competitive advantage through profitable and environmental sustainability. As a result, business performance is bettered, costs are reduced, hand commitment and other organizational issues are bettered, and carbon footmark of the companies is reduced with GHRM and green human resource practices thanks to increased hand mindfulness of sustainability. The practices like electronic form, auto- pooling, job- sharing, teleconferencing and virtual interviews, recovering telecommunication technologies, online training, optimal application of energy-effective office spaces, etc. are effective in reducing the carbon footmark of the businesses. The productivity gained through GHRM practices reduces the functional costs and helps the businesses to be apprehensive of their organizational and social liabilities. GHRM rigorously implements ISO14000 norms, takes the environmental examination into account, alters the organizational culture, and helps the hand and directors in creating a business image and a brand.

Conclusion

It can be concluded that workers understand the conception of Green HRM, workers drink Green HRM conception and practices in the association, Green HRM should be linked to workers performance criteria, Green HRM cut costs for the company and helps in sustainable practices for the association, companies should communicate to the workers about the Green HR enterprise enforced and its benefits, HR Function encourages the workers to follow green enterprise and inversely rewards top benefactions, association encourages workers to laboriously involve and share in the decision-making process for green enterprise, association reduces destruction of conservative resources by making effective use of e-HRM like E-recruitments, teleconferencing, lower paper management etc., Green HRM is effective in the association, workers drink e-copies of appointment letters, experience letters rather of hard clones, workers drink e-copies of appraisal letters, other important communication from HR rather of hard clones, workers drink e-format of the Payslip rather than a hard dupe, It requires original investment to go green, the benefits of going green may be less compared to the investment needed, Government still recommends documents to be maintained in hard dupe rather than softcopy, electronic attestation is n't considered valid in certain Government Institutions and management focuses more on profit rather than investment on green enterprise are set up insignificant.

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