

## GREEN HRM PRACTICES: A CHANGE IN CONVENTIONAL PRACTICES

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### ABSTRACT

*Green HRM (GHRM) is an arising field or branch of human resource management (HRM) which is a profound field of organizational management and it's a subject or work, which is essential for all types of directors working in any industry. GHRM is fairly a new phenomenon in the academic world as well as the practical world of HRM and managing organization maybe a major reason is that a technical body of knowledge in respect of GHRM has not yet developed through rationalism and empiricism. It's possible to notice that some scholars and academicians feel to have displayed a keen interest in exploring, describing and explaining this new conception. Little exploration has been done with regard to exploring, various existent delineations of 'Green' and GHRM. In particular it reveals a gap in the theoretical knowledge of defining green and GHRM in a synthesized form. There's an argument that the support of top management, environment training and development, platoon work, workers commission and price system are the substance for carrying out environment management conditioning successfully. Employee's involvement and participation can be encouraged within to seek entrepreneur within the business association, who are socially or ecologically acquainted known as eco entrepreneur. The green human resource management practices will come important motorist for environment sustainability within the association by aligning its practices and programs with organizational sustainability thing reflecting towards eco-focus. Hence, how these conditioning are enforced in the various diligence is analysed in this exploration.*

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**Keywords:** Organisational, Human, Resource, Management, Employee's, Knowledge, Entrepreneur.

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### Introduction

Now-a-days numerous associations have designed environmental concerned new jobs or positions in order to concentrate simply on environmental management aspects of the associations. It's really a precious inauguration and practice to cover the environment. Also, some associations have involved in designing their being jobs in a more environmentally friendly manner by incorporating environmental centered duties and liabilities. Green human resource practices, videlicet green human resource planning, green reclamation, green job design, green selection, green induction, green training and development, green hand discipline, green health and safety, green hand relation, green internal exposure, green performance evaluation and green price management are some of the best green human resource management practices which can figure out under the functions called green human resource management. The challenges of Green HRM to develop the culture of green in entire organization are delicate and moping process. It requires high investment at original stage and comparatively slow rate of return. Reclamation of green workers with quality bents is a grueling task. It's delicate to measure the effectiveness of green HR practices in employee's behaviour. HR professionals faced problems of being anticipated to give the essential green structures, green processes, green tools and green thinking to make the best selection and develop the future green leaders of the organization. Hence, there's a need to assay, how these practices have enforced in the any industry from the workers point of view.

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**What is Green HRM**

Green HRM is ascertained to all the conditioning involved for development, apply and conservation of a system that aims to making the workers for green association. From the human resource management point, green is concerned with transforming normal workers into green workers in order to achieve environmental pretensions of the association and give 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. Greening is essential to avoid or minimize global warming, natural disasters similar as Acid rains, red rains, Tsunamis, flooding, hurricanes, famines etc owing to informal, dangerous and greedy management of natural resources for product and consumption, health conditions owing to pollution and harms to creatures and other natural brutes, green insure the applicable balance of connections among shops, creatures, people, and their environment. It's essential for the survival of humans and business associations for a prolonged period of time. Every association performs commercial environmental management as mandatory. Thus, there are environmental pretensions to be achieved by the association or environmental conditions as per ISO 14001 and others may be legal conditions applicable to the environment. There can be no commercial environmental management without workers and their related performance. Green human resource management becomes important to give environmentally friendly products and managements, manage commercial environmental programs successfully and to overcome perpetration challenges of commercial environmental programs. Distinguished programs in reclamation, performance appraisal, training and development, hand relations and price systems are considered important tools for aligning workers with a company's environment strategy. Thus, green human resource management can decisively contribute to successful environmental management. Green human resource management is important not only at the organizational position but also at the hand or individual position. Workers have personal life in addition to work life and thus they're workers at the work life sphere and consumers at the personal life sphere. Environmentally friendly behaviour in both life disciplines is eased. Greening will be salutary for the hand to give a significant individual donation for a successful commercial management and to come a good citizen giving a significant donation to environmental sustainability. In order to achieve organizational environmental thing, four green human resources are needed videlicet, i.e. green capabilities, green station, green behaviours and green results. Workers should retain a sufficient quantum of knowledge and skills in respect of greening. Hand needs to have a right station of greening. Right station means applicable beliefs (cognitive), passions (affective) and intention to bear (behavioural) with regard to greening.

**Why there is a Need of Green Human Resource Management**

Green human resource management has come a crucial business strategy for the present eco-friendly environment and global warming environment. Human resource department has playing an effective part for making the office as green. This exploration focuses on various green human resource practices enforced by the any industry. Green movement and green human resource are still in the original stage due to immaturity. People awareness about the green within association has significantly contributing the green environment. Waste management, recycling, reducing the carbon footmark, using and producing green products are the best green practices. Maturity of the workers explosively feels about the environment and they parade lesser commitment and job satisfaction towards environment. It shows that everyone is ready to go green. Green human resource management practices are multifaceted and bear constant monitoring to fete its implicit impact on human resource management issues. The green human resource management involves specific programs and practices. Environment, social and profitable balance are the introductory pillars for sustainability of the association. Now-a-days, commercial world is changing from a business acquainted perspective to faculty grounded green frugality. The world is moving towards green frugality; hence the corporate has responsibility to go green. The term green human resource refers to promoting the sustainable hand practices with the help of interface of every hand. The end of the herbage is to increase the awareness among the workers on the issue of sustainability. Green human resource deals with the human resource conditioning, which are environment friendly and promote the sustainable use of resources in the associations. Business associations to trim down hand for carbon steps through teleconferencing, participating the auto, telecommunication, filing electronically, virtual interviews, recycling, online training, etc. This study concentrates on green human resource management as a strategic action by the commercial to promote sustainable business practices.

### Dimension of Green Human Resource Management

The association needs right hand green inputs and green performance of job to make the green association. It's necessary that human resource functions are espoused or modified to be green. Traditionally, there are different functions of human resource management. In this study, there are various green human resource practices are taken. These practices have been enforced in the any industry. These confines are explained below

- **Green Human Resource Planning:** Green human resource planning is a set of distinct but interrelated conditioning, functions and process that aims to attract, develop and maintain an establishment's as green. Green enterprise included in human resource management as a part of commercial social responsibility in the long run. Today, associations are enforcing and integrating green enterprise in their docket with the help of their human resource. Directors make sure that their human resource is exercising green human resource practices in applicable manner.
- **Green Recruitment:** Green reclamation is a process of retaining new talented persons who are apprehensive of sustainable process, environmental system and familiar with words of conservation and sustainable environment. Green reclamation makes them familiar with the green practices and environmental system that will support the effective environmental management within the association. In the race of attracting most creative and innovative workers, companies increase their recruiting eventuality, hiring quality staff are the veritably pivotal challenge in the war of gift. Green Recruitment has no any particular description, but, it means reclamation without the use of paper that minimizes the environmental impact. To complete the paper free reclamation process digital system like online management form, online interviews or telephonic interviews are conducted to drop the waste of paper and energy consumption related to interview trip. Reclamation practices can help to ameliorate environmental management systems by ensuring that environmental culture and values are veritably well clear to the new recruits.
- **Green Selection:** In the selection environment, when making selection for the job vacuities, association considers the campaigners environmental concern and interest as selection criteria. When canvassing campaigners or assessing them for selection, environmental-affiliated questions are asked by the association. These are some of the good green selection practices any organisation can borrow to elect environmentally friendly people in addition to the normal selection criteria relating to the specific duties of the job being concerned.
- **Green Induction:** The establishment conducts the induction programme for new workers to insure that they understand and approach their commercial environmental culture in a serious way. Organization can borrow two approaches in respect of green induction videlicet general green induction and job specific green induction. Many association practice general green induction. After opting the campaigners, the company provides necessary introductory information about the commercial environmental management policy, system and practices. In some cases, certain associations do specific green induction as well to their new recruits. They inaugurate new workers about environmental exposure programs specific to their jobs. Now-a-days, these two green induction practices are important for any association.
- **Green Training and Development:** Green training and development is a practice that directs a great deal of attention on development of workers skills and knowledge that related to specific useful capabilities, environmental training also help decline of environmental management skill, knowledge and attitudes. Green training means, train the hand working styles to reduce waste, proper application of resources, conservation of energy and reduce the causes of environmental declination. Green training and development give occasion to engage the workers in environmental problem working. Green training and development has promoting business value. Daily, et.al. (2007) stated that effective green management system directly depends on environmental training.
- **Green Discipline Management:** Green discipline management is a pre-requisite in commercial environmental management. Organizations may need green discipline management practices to achieve the environmental management objects and strategies of the organisation. Organisations have realized that discipline management is a tool for self - regulating the workers in environmental protection conditioning. Organisations have developed a clear set of rules and

regulations, which imposes or regulates the workers to be concerned with environmental protection in line with environmental policy of the organisations. However, correctional conduct similar as warning, fining, if a employee's violates environmental rules and regulations are taken against them.

- **Green Health and Safety Management:** The green health and safety management is really beyond the compass of traditional health and safety management function of human resource management. It's really including the traditional health and safety management and some further aspects of environmental management of an association. Now-a-days numerous associations are redesigning the post of health and safety director as, health, safety and environmental director. Green work place means environmentally sensitive, resource effective and socially responsible.
- **Green Employee Relations:** The elaboration of green human resource management has entered into the hand relations and union management conditioning towards green organisation. Hand relations and union support are critical in enforcing commercial environmental management enterprise and programs. Common consultations, gain sharing, feting union are the crucial factors for the stakeholder in environmental management. It's a good practice to increase establishment's environmental performance.
- **Green Performance Management:** Performance management is an ongoing process between administrators and workers that do throughout the time. It includes the issues related to programs of the association and environmental liabilities. There's a need of integration of environmental management into performance management system to ameliorate the quality and value of environmental performances. It acts as safeguard to cover environmental management against any damage. Green performance management plays a veritably important part in the effectiveness of green management work over passage of time.

#### **Green Environmental Performance**

It consists of directorial procedure that assists an establishment to organize its green enterprise by hiring green apprehensive people. Empowering and training them as they come vital for their association's performance and awarding them for performing green enterprise. In order to achieve a green thing, the association must involve all of its workers in various work fields and motivate them to singly borrow eco-initiatives. This will significantly empower the workers and their satisfaction position would be enhanced. Environmental performance refers to performing conditioning in a way that appreciatively affects the environment. Environmental management principally has two major objects videlicet, to control the position of pollution in an environment, and to upgrade the environment to an respectable position. The increase in enterprises of guarding the environment is forcing the companies to borrow the environmental management practices. Edward (2004) linked the reasons for association should borrow environmental management practices, because, the establishment should be ethical. It's their duty to cover the world. The establishment should be economically conserving resources and saving cost. Some of the big pots of the world and particularly big companies in India have set up commercially expansive environmental performance norms to measure how important efficiently the companies are working for greening the environment. The norms include proper onsite use of material, applicable management of destruction stock, conducting environmental checkups, depression of waste material. Likewise, norms include developing similar information system that proves to be useful in greening the environment i.e. green systems and checkups for collecting useful data on directorial performance towards environmental performance.

#### **Conclusion**

This study has analysed the green HRM practices and its perpetration in Any Industry environmental performance. It's set up that green HR practices have been with environmental performance. This study set up that green HR can borrow various green factors and practices in different human Resource enterprises like green HR planning, induction, training, performance management, price management and better industry relations which will have overall achievement of organisational thing. HR professionals face a lot of challenges regarding green HRM. Still, it's clear from the study that the HR professionals have addressed the environmental requirements in casting HR strategies and enforcing the HR programs and practices in alignment with environment management. The study conclude that workers have shown commitment in applying green human resource management practices to achieve organizational effectiveness in Any Industry. During reclamation and selection, the management seeks to employ and retain staff and labor force who are knowledgeable and who are ready

to apply their skills and moxie for a better green environment. It's also concluded that the Any Industry workers are well acquainted with green human resources management appraisal on the workers' environmental target. For the Any Industry to achieve such a charge and vision of eco-friendly approach to the management, the workers signed aren't only left on their own to work out the plan, but they're also counseled and trained on the specific matters and issues related to the environment. This is to ensure that the association as a total is suitable to apply the best practices that are suitable to sustain the environment for better productivity. The study further conclude that the provocation of workers is an instrument and vital. Hence, the association motivates the workers towards green environment.

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