

A Study of the Green HRM Practices and Its Role in Sustainable Development

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Abstract

As of late, there has been noticed expanding mindfulness inside business networks on the criticalness of practicing environmental awareness and embracing different climate of the board techniques. Considering the whole expanding social class and ecological emergency nowadays, maintainable improvement is an unquestionable requirement for business production. Maintainable advancement has now become the need of the hour. The idea of worry for climate appears to have a sweeping critical function for eco-accommodating practices with a current motivation to make strides toward environmental friendliness idea in human resource management (HRM). Green HRM is a key business guide cutting impression in 'Going-green'. The laurels of green HRM accompanies a profound feeling of movement and association of all administrative levels with intricate and unforeseen objective, contribution, adaptability, and maintainability. Green HR uses a representative interface to advance supportable practices and embraces eco-accommodating HR activities to build profitability and upgrade productivity. There is a mounting need across the globe for reconciliation of business, the executives, and ecological management. This present research paper proposes selections of feasible and eco-accommodating practices by human resource management divisions in associations looking like green HRM. Green HRM is an idea that has been picked up for consideration by researchers as of late. This applied paper further adds to the essential comprehension of this thought.

Keywords: Green HRM, sustainable development, eco-friendly, green HRM practices, human resources

INTRODUCTION

Today, we show an enhanced interest in environmental concerns all around the globe, and organizations are not saved from the same. The hurtful aftereffects of contamination and squanders have constrained people to shape settlements, guidelines, arrangements, and practices to hinder the unfriendly impacts of pollution. People are exceptionally cognizant and mindful of ecological contamination and its causes. Henceforth, they redirected their considerations towards natural

sustainability. Nowadays it appears an impressive number of organizations practice green human assets the board rehearses in the worldwide context. Sustainable improvement implies advancement that does not unfavorably influence assets so that people in the future may endure and appreciate the advantage of a decent climate and their necessities are met [1]. This definition has been the reason for the advancement of the idea of organizational sustainability. Sustainable Development has now become need of great importance, governments ought to genuinely consider working out instruments with private area

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to draft out plans preferring and ensuring the climate. Organizations under the name of corporate social responsibility (CSR) guarantee to repay the environment, yet they need to go past typical exercises and embrace more practices in their daily schedule for the better execution of their green activities, and these green activities can be a piece of the more extensive CSR too [2].

The 'green' in HRM vows to lead an all the more earth agreeable way of life without hurting the climate. It focuses on expanding the scant assets and diminishing the ecological debasement. It centers on mindfulness towards social and natural concerns and just on the monetary prosperity of both associations and employees.

Environment report characterizes Green Management as, " an activity focusing on constantly improving the establishment of natural administration, for example, the advancement of a workforce answerable for ecological exercises, ecological administration frameworks, and ecological correspondence just as preservation of biodiversity". Green Management is an all-encompassing methodology towards the executives and has numerous aspects and measurements. Green HRM may be characterized as "the level of the greening of human resource management practices" regarding useful and serious elements of HRM [3]. Green HRM alludes to "all the exercises engaged with advancement, usage and on-going upkeep of a framework that targets making representatives of an association green. It is the side of HRM that is worried about changing ordinary representatives into green workers in order to accomplish ecological objectives of the association lastly to make a huge commitment to natural supportability. In the administration field, there is developing exploration writing on green showcasing, green marketing, green retailing, and green administration in general. To execute any corporate natural program a few units of an association HR, Marketing, IT, Finance, etc., cooperate to invest positive joint energy and among them, the main donor is the human asset the executive's unit [4].

However, green HRM is the utilization of human resource management (HRM) arrangements to advance the reasonable utilization of assets inside business associations and all the more, for the most part, advances the reason for natural manageability. Green HR basically comprises two significant components: specific climate benevolent HR rehearses and the protection of information capital [5].

The reason for becoming environmentally viable is to utilize items and strategies that would not contrarily sway the climate through contamination or draining normal assets. Along these lines, green HRM includes naturally cordial human resource policies and practices that, from one perspective, will assist associations with accomplishing its money-related objective through ecological marking and then again shield climate from any negative effects that may cause by the strategies and activities by the associations. Green HRM incorporates green exercises in selecting, recruiting, preparing, performing, redressing, fulfilling and dealing with an associations worker towards accomplishing hierarchical as well as natural maintainability objectives, need, and goals [6]. Green HRM is a particular key zone that creates projects and arrangements to advance green culture through successful administration and commitment inside an association by staying away from and forestalling perilous contamination. Green HRM rehearses are able to pull in and hold great worker in the association and furthermore helps in advancing and diminishing the substitution cost. Additionally, green HRM bumps the sound consolation and inspiration of green staff through the correct channel that drives to improve their exhibition and progress. With this concise presentation, this paper presents the philosophy received in this review process and then deals with the review of literature on green HRM practices adopted by most of the firms. Further, we proceed onward to evaluating the literature on the HR parts of green HRM, which helps in recognizing how enterprises today create human resource approaches for becoming environmentally friendly. The examination likewise means to give rearranged knowledge on some normal green HRM processes and endeavors to propose some green activities for HR (Figure 1).

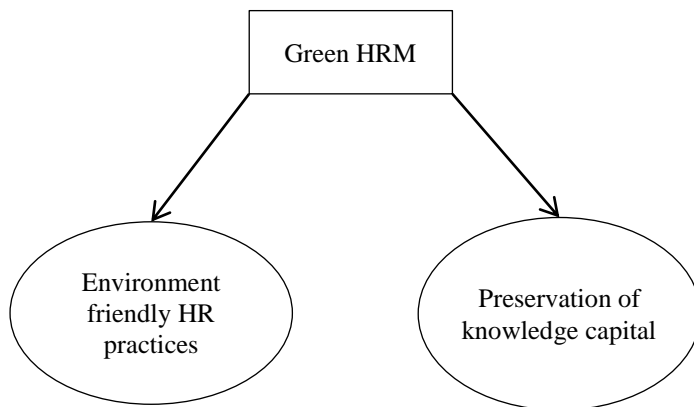


Figure 1. Component of Green HRM.

CONCEPTUAL BACKGROUND

Green Human Resource Management (GHRM)

The term green HRM has become a critical word inside the organizations today and ensured about its circumstance in assessment works since the affirmation on characteristic organization and practical progression has risen all around the globe. Green HRM consolidates perception towards environmental endeavors, yet speaks to the social similarly as the reasonable flourishing of both the affiliation and the laborers inside a more extensive possibility.

Green HRM includes undertaking environment cordial human resource (HR) activities bringing about more prominent viability, lower cost, and better representative commitment and retention. The green HRM contains numerous capacities in the human resource (HR) department of an association. It serves to decrease paper use and execution of green human resource (HR) strategies, for example, planning, enlisting, selecting, and overseeing the employee relations. It makes the climate green in the working environment. All the activities related to the green HRM improves the assessment of the delegates and the association [7].

Authors have demonstrated different definitions for this term, for instance, “green HRM is the use HRM plans to propel the viable usage of resources inside organizations and even more overall advances the reasons behind environment viability” [8]. Green HRM incorporates tending to the organization carbon impression by dispensing with the use of papers, diminishing un-required travel [9]. Different researchers portray green HRM in a startling manner yet by one way or another their aims are the same for the manageability of human resources (HR) and their current environment.

The primary focal point of greening that can likewise be applied to the authoritative setting is summed up in four fundamental thoughts: protection of regular habitat, preservation of nature, minimization of ecological impression, and age of normal spots [10]. Moved to a business setting, this focal point of the new worldview dependent on the supportability viewpoint recommends different ramifications for HRM. Specifically, execution of green HRM procedures can add to maintainable utilization of authoritative assets, the foundation of natural help and ecological hierarchical culture, improving generally hierarchical natural execution.

The essential point of convergence of greening that can similarly be applied to the authoritative setting is summarized in four central considerations:

- Protection of the natural environment
- Preservation of nature
- Minimization of ecological impression and
- Generation of natural places [10]

Moved to a business setting, this point of convergence of the new perspective subject to legitimacy perspective suggests various consequences for HRM. In particular, execution of GHRM methods can add to viable usage of legitimate resources, the establishment of characteristic assistance and biological progressive culture, improving commonly various leveled normal execution.

Green organization exercises become a critical factor in groundbreaking business houses the world over. Green human resource activities help organizations discover elective approaches to reduce expense without losing their top ability, leaves, low maintenance work, and so forth. There is a growing demand for strategic green HRM—the association of environmental management into human resource management (HRM) [11]. HR experts showed that urging representatives to be all the more ecologically cordial in the working environment was the top practice for their associations. This implies that associations are urging their representatives to perform exercises, for example, making twofold sided copies, shutting down PCs following a couple of moments of dormancy, utilizing energy productive bulbs for work area lights, guaranteeing blinds are brought in the late spring down to monitor energy, giving/limiting utilized office furniture/supplies to workers or neighborhood noble cause was the top naturally mindful practice. Nowadays organizations are executing EMS (Environmental Management System), an essential instrument, to acquire the upper hand. This framework gives better control of the company's ecological effects. It incorporates responsibility, strategy, planning, organizing, utilization, assessment and evaluation, overview and improvement of HR structures that fit with the association's way of life and long-haul objectives.

Sustainability

Sustainability is defined as opportunity for organizations to give dependable arrangements that will help improve the financial scene while proceeding to make occupations and monetary abundance well into what is to come. Green strategic policies were characterized as those that tended to ecological stewardship and social responsibility. The term sustainability, sustainability development, corporate supportability and corporate social responsibility are every now and again tradable. Sustainability is an intricate idea that has numerous perspectives. In 1987, the primary biological meaning of sustainability was made by the United Nations Brundtland Commission. The term sustainability can be characterized “as the improvement that meets the present without bargaining the capacity of people in the future to address their own issues” [12]. It characterized three segments for sustainability development:

- Ecological protection (assurance of the environment and its natural assets),
- Economic development (an economic improvement that is not prevented but fortified by innovative headway and expanded viability in the utilization of assets, materials, and labor force),
- Social value (improvement within the living conditions and security of all people).

Sustainable development is in reality generally recognized by alluding to this making of harmony between profit, planet and people. A Sustainable association can be characterized as an endeavor that all the while contributes financial, social, and natural advantages known as the "Triple main concern". Sustainability is seen by numerous individuals as progressively basic to making investor esteem, as financial specialists and representatives look to associations to be acceptable corporate residents.

It defined three components for sustainability development: environmental protection, economic growth, and social equity. Sustainable development is indeed mostly identified by referring to this creation of a balance between profit, planet, and people. A Sustainable organization can be defined as an enterprise that simultaneously contributes economic, social, and environmental benefits known as the “Triple bottom line”. Sustainability is seen by many as increasingly essential for creating shareholder value, as investors and employees look to organizations to be good corporate citizens.

HR and Sustainability

Organizations are progressively worried about supportability and corporate social duty. The HR work is remarkably situated to aid both in creating and carrying out supportability techniques. The function of HR can be perceived as an accomplice in figuring out what is required or what is conceivable in forming corporate qualities and maintainability techniques. The human resource division of an organization has the ability to assume a huge part in the production of their organization's maintainability culture [13]. The part of HR in making a manageable business is two-dimensional. As a piece of business technique, HR should accept a more reasonable way to deal with its employees. HR should figure out how to deal with the entire extent of issues going from worker wellbeing to creating and maintaining a healthy and safer workplace environment. The HR staff is probably going to be the solitary division that is ingeniously prepared to change the perspectives and practices of the managers, supervisors, and representatives by altering their numerous human resource frameworks. In numerous associations, the HR division is the "caretaker of the way of life". Designing HR Practices to the standards of manageability need not really mean changing the HR work. It implies that HR people will have to visualize all HR choices through the crystal of the investor's perspective (Figure 2).

An instance of Sustainable HRM rehearses include:

- Assisting workers in distinguishing approaches to reuse items that can be utilized for additional reuse.
- Encouraging representatives, through proper training and remuneration, to discover approaches to decrease the utilization of ecological harming materials.
- Emphasizing long-haul business security to stay away from interruption for workers.

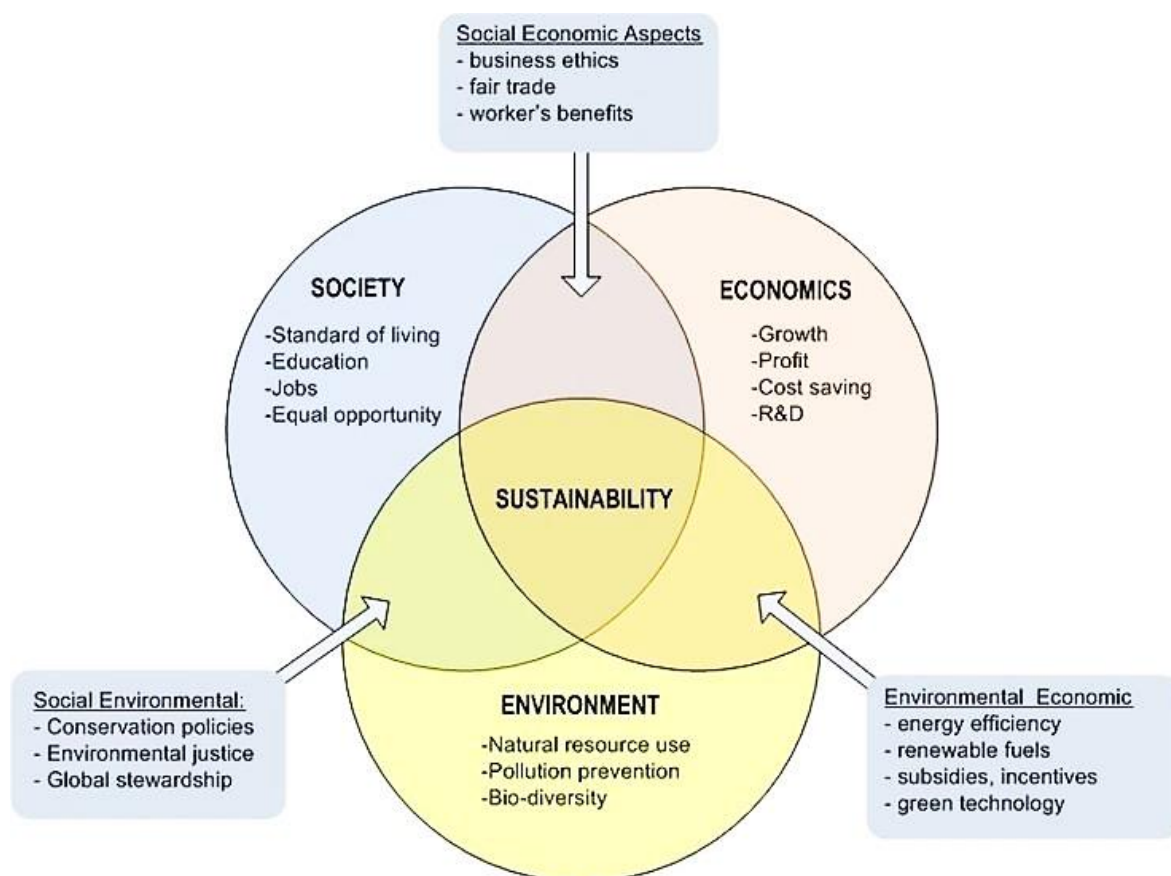


Figure 2. Interaction of the environmental, economic, and social aspects of sustainable development.
 Credit: Mark Fedkin. Adopted from the University of Michigan Sustainability Assessment (Rodriguez et al., 2002).

STATEMENT OF THE PROBLEM

The subject of green HRM is drawing in expanded consideration among the executives and researchers. Notwithstanding its significance to executives, managers, representatives, clients, and different partners, in any case, there are not many examinations contemplates that consider a total process of HRM in associations endeavoring to accomplish natural supportability as the present changing pattern in the corporate. There is, along these lines, a developing requirement for presenting green HRM for maintainability of HRM.

The reason for becoming environmentally friendly is to utilize items and strategies that would not adversely impact the environment through contamination or draining regular assets. Furthermore, it will bring about utilizing scant regular assets proficiently and adequately, while keeping the environment liberated from destructive items. Strategic HRM analysts contended that to accomplish HR adequacy, HR ought to be rehearsed overall and should be lined up with the business key objectives, the essential methods by which firms can impact and shape the abilities, perspectives, and conduct of people to tackle their job and hence accomplish authoritative objectives [14].

The subject of green HRM is drawing in expanded consideration among management researchers. Regardless of its significance to managers, workers, clients, and different partners, nonetheless, there are not many examinations contemplates a complete cycle of HRM in associations endeavoring to accomplish ecological manageability as the present changing pattern in the corporate. There is, in this way, a developing requirement for presenting green HRM for the sustainability of HRM.

OBJECTIVES OF THE STUDY

- To provide a basic understanding of the concept and underlying objectives of green HRM
- To analyze various reviews of literature related to green HRM and its strategies
- To analyze various green HRM practices and their impact on the sustainability of the environment and organization.

GREEN HRM PRACTICES

Green HRM rehearses can be clearly seen, starting at the spot of a representative's entrance and proceed until the characteristic of the worker's exit. To be natural, proficient, and reasonable all the while is possible through accepting green practices.

To fulfill the necessities and regular objectives of association heads and other accomplices, HR administrators need to ensure that the organization proposed GHRM frameworks and additionally programs address key environmental objectives by

- Positively reacting to arising cultural and social patterns
- Delivering on its supportable targets
- Developing a process whereby a representative's green performance can be precisely surveyed
- Staying up to date with continually changing ecologically related government approaches, projects, and enactment
- Promptly reacting to administrative necessities and partner concerns
- Influencing corporate and public approach plans

Firm Performance

The resource base hypothesis view (RBV) clarifies that cooperative energy is made by synchronizing hierarchical assets, to gain advantage and become a market pioneer. The level of accomplishment to carry out climate amicable projects by the association is a marker of natural execution prompting a decrease in the negative impacts of assembling measures on the climate. The mix of Strategic HRM and ecological supportability is tending to a basic issue of the world [15]. The authoritative exhibition is regularly upgraded and improved by executing the green practices in human asset; the board (HRM) inside such a green enlistment and choice, green training and advancements,

and green learning programs. There is an immediate and huge connection between human assets the executives (HRM) rehearses, ecological execution, and authoritative execution. Along these lines, an association having concrete human resource management (HRM) will have a better company's exhibition because of the way that its ecological techniques are in accordance with HR exercises.

Green Employee Discipline Management

In this reference, a few organizations have acknowledged "discipline management" as an instrument to self-control workers in natural security exercises of the association. These organizations have built up a clearway of rules and guidelines that forces/manages representatives to be worried about natural assurance in accordance with ecological strategy of the associations. In such organizations, if a worker disregards ecological principles and guidelines, disciplinary activities (cautioning, fining, suspension, and so on) are taken against him/her.

Green order the board is a pre-essential in a corporate natural administration. In guaranteeing green worker conduct in the working environment, associations may be required to green order the executive's practices to accomplish the ecological administration destinations and procedures of the association.

Green Health and Safety Management

Green wellbeing and safety management not just incorporates the conventional wellbeing and security of the executives, in addition, some additional highlights of environmental management of an association. That is the reason these days numerous associations are updating posts of "wellbeing and safety management" as "wellbeing, safety and ecological manager". This incorporates a more extensive job scope when contrasted with a customary post of wellbeing and security executive in an association. The principle job of green wellbeing and security executives is to guarantee a green work environment for all. A green work environment is characterized as a work environment that is naturally delicate, asset productive, and socially mindful. At present, there are organizations that have taken loads of activities to decrease work pressure and work related sicknesses brought about by dangerous workplaces.

Green Job Design and Analysis

All in all, job descriptions can be utilized to indicate various environmental security-related undertakings, obligations, and duties. Nowadays, a few organizations have consolidated ecological and social errands, obligations and duties quite far in each work to secure the climate. In certain organizations, each expected set of responsibilities incorporates, in any event, one obligation identified with ecological assurance and explicitly incorporates natural duties at whatever point and any place pertinent.

Green Human Resource Planning

Furthermore, these organizations take part in concluding methodologies to fulfill the estimated need for ecological initiatives (e.g. appointing consultants/experts to perform energy or environmental audits) and sometimes they are outsourcing. Taking everything into account, it did not unmistakably determine the practices under the Green Human Resource Planning (GHRP). Be that as it may, in view of the perceptions of the ventures and associations, it is feasible to distinguish certain GHRP practices.

Green Orientation

Generally, organizations use projectors and PCs in the association and give these amenities to the worker at the hour of training. It is additionally significant for a worker to comprehend their duty towards the environment. Association with the aid of representatives can accomplish ecological sustainability. Orientation programs identified with GHRM would be extremely agreeable in that stage.

Green Learning and Improvement

Different preparing and advancement programs, workshops, classes, introduction meetings ought to be intended to create and assist representatives with getting mindfulness in green administration abilities. The program ought to incorporate mindfulness about the current issue confronted and how might their little advances acquire uncommon changes. Training instructors ought to incorporate issues like employee welfare, health and safety, reusing energy productivity, and so on.

REASONS FOR ADOPTING GREEN HR PRACTICES**Better Labor Force**

Workforce progression needs are made by as of late-emerging green economy, therefore, benefitting the delegates.

More Enlivened Labor Force for Better Critical Thinking

Employees are more associated with have more inventive answers for dynamic change-related business issues.

Improved Employee Retention

Even the labor force wants to work in green organizations as a result of the environment's benevolent practices received by them.

Expanded Allure as a Business

A green supervisor will look for green ability pool who comprehends about maintainability and give better benefit through business technique.

Improved Ecological Execution of Affiliations

Because of successive conversations of how HR approaches and practices, employee can get a great deal of progress in the associations

Improved Living Standard Up with a Less Financial Plan

The representatives who think about sustainable professions are keen on adaptable remuneration and advantages; carpooling, adaptable working hours are more effective in keeping up themselves in less spending plans.

More Future for Our Own Nation

Green HR assists with making occupations in India which will give work occasions to different gatherings of individuals, for example, modelers, attorneys, business hazard investigators, engineers, and so forth and there is a prerequisite of the extra-talented labor force to fill these positions.

SIGNIFICANCE OF THE STUDY

Today the requirement for green HRM is significant everywhere in the world. The ecological awareness of every human drives the living style and climate. The representatives are keen on green human assets on the board due to its significance and need in the current work environment. Our own and expert way of life is influenced because of numerous outcomes. The corporate world is the most critical in upgrading the climate issues and the corporate needs to offer an answer for these perils.

In any case, presently the idea of "green HRM" has developed and the creation of the arrangement needs has changed. Today, work is a need yet it is additionally a premise of individual fulfillment. One of the methods that assist in achieving individual and expert objectives has a biological advantage. This green HRM at present, because of a social obligation to workers and furthermore, has an upper hand to businesses. Numerous individuals imagine that green HRM is just in the system of how the organization helps its workers.

CHALLENGES FACED IN IMPLEMENTATION OF GREEN HRM

Despite the fact that one can get various advantages from green HRM rehearses yet there are not many difficulties that are looked at by MNCs for the execution of such practices; a portion of these difficulties are referenced underneath.

- Recruiting and imparting a training module to a representative on green practices is a difficult assignment.
- It is hard to set the boundaries to assess the representatives on the presentation of green practices.
- Some representatives may show hesitant conduct towards the green HRM rehearses embraced by the Organization.
- Initial interest in green HRM is high and may bring a low return hence it very well might be hard to get top administration support for it.
- Maintaining and building up the green culture inside the MNCs are tedious and protracted interactions.

SUGGESTIONS

Following are some of the approaches which a business enterprise may undertake for staying green, thus, providing solutions to the ecosystem issue:

- Eco-friendly Printing
- Adopting methodologies for green manufacturing, and disposing off employees' identity cards
- Remotely coordinating and virtual meetings
- Laying focus on reusing and recycling
- Providing provision for working from home
- Energy productive office spaces
- Green Payroll
- Encouraging the use of Public Transport

HR administrators can spur representatives to follow green practices.

- Inside and out preparation can be given to representatives to executive green practices.
- New imaginative thoughts of green practices can be invited and appreciated.
- Monetary prizes can be incorporated for green practices.
- Strict disciplinary moves can be made against those who violets the guidelines of green HRM.

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