

## GREEN HUMAN RESOURCE MANAGEMENT PRACTICES AMONG GOVERNMENT AIDED TEACHING FACULTIES

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### ABSTRACT

"Green HRM" refers to the application of human resource management policies to encourage the efficient use of resources inside businesses and, more broadly, to promote environmental sustainability. In today's society, green HRM is a relatively new notion. Green human resource management processes are primarily utilized to lower each faculty's carbon footprint. It also aids in persuading faculty to care for resources and participate in waste management in order to reduce pollution. GHRM is concerned with human resource operations that are environmentally friendly and encourage the organization's utilization of natural resources in a sustainable manner. Some GHRM actions have become standard in recent years, such as minimizing needless printing, recycling printed materials, using telephone or video interviewing and conferences to reduce travel's environmental impact, and so on. To analyse the Perception of teaching faculty regarding implementation of Green HRM practices in government aided colleges. The study will try to emphasize the college's current green HRM practices, as well as the scope and effects of such practices at a government aided college, and will suggest additional initiatives we might take in this area. The research is based on primary data collected through a questionnaire issued to government aided college faculty. Systematic sampling method has been used in this study and sampling size on (n=91) is taken. This research is based on perception of green human resource management practices among the teaching faculties of government aided arts and science college.

**Keywords**

*Green human resource management, Environment, Government Aided, Perception, Faculty.*

**INTRODUCTION**

In the worldwide context, it appears that a significant number of firms are using green human resource management techniques. Exploring and summarizing these green HRM techniques that are being deployed right now or will be implemented by businesses and other organizations will make a substantial academic and practical contribution to the HRM discipline. Following the 1990s, green HRM emerged as a new subject of study in organizational studies.

Mahatma Gandhi reportedly stated, "What we do to nature is a mirror image of what we do to ourselves and one another." Businesses today recognize that, in addition to financial profits, they must consider social and environmental factors in order to maintain long-term existence. "The ability to meet present requirements without risking future generations' ability to meet their needs" is how sustainability is described.

This paper, educational institutions' folders, files, furniture, and other potentially useful materials should all be recycled and reused. Promote carpooling to cut down on commute. Saving electricity can be accomplished by arriving early, using computers after a few minutes of sleep, and turning off air conditioners, lights, and projectors after use. It is necessary to replace old and damaged air conditioners and other power-hungry electronic gadgets. Just a few examples are video recruiting and the use of online and video interviews to decrease travel expenditures. It is vital for an educational institution to increase employee and student awareness of this concept. The college administration can handle this as a policy issue, and staff and student awareness programmes should be provided. Green HRM practises are not only beneficial to the environment, but they are also beneficial to company. As a result of their perceptions of green HRM practises, employees and students will be able to make better use of resources, allowing the institution's overall spending for various activities to be regulated. In this environment, studying Green HRM attitudes becomes critical. The purpose of this study is to learn about self-financing instructors' opinions of Green HRM and various approaches that can be implemented to help the college environment become greener and more eco-friendly.

**REVIEW OF LITRATURE**

**Fr. Jais V Thomas and Dr. Aakash Kumar (2022)**, made a study entitled, 'Employee Perception on Green Human Resource Management Practices of Selected Firms in the IT Sector: An Empirical Study'. The purpose of this study is to examine the perception on Green Human resource Management among different levels of IT employees from various organizations in Bangalore City. A combination of quantitative and qualitative research methods is employed to gather information. Specifically, data are collected from 155 employees in selected firms in Industry. Study revealed that there is significant relationship between Recruitment and Selection, Training &Development, Performance Appraisal &Rewards in Human Resource Management Practices of selected companies in the IT industry. This study shows that majority of the IT employees from different companies in Bangalore are aware of Green Human Resource Management Practices. The study revealed that there is significant relationship between Recruitment and Selection, Training &Development, Performance Appraisal &Rewards in Human Resource Management Practices of selected companies in the IT industry.

**K. Greeshma and Prof. P. Raghunadha Reddy (2022)** in his research paper, 'Assessment of the Current Scenario of Green Human Resource Management in Indian Organizations'. This study's primary goals are to determine the constraints to the adoption of Green Human Resource Management practises in Indian firms as well as how far those practises have been adopted in those organisations. One of the biggest impediments to the adoption of environmental policies in any firm is the financial context. The various outside forces have an impact on the execution of environmental policies. Consumer demand is the one of these components that is most susceptible. If they can charge customers extra for eco-friendly goods and services, businesses are willing to incorporate environmentally friendly practises into every aspect of their operations. Eco-friendly product production will always rise along with consumer demand.

## STATEMENT OF THE PROBLEM

The purpose of this study is to look at how differently-able employees perceive GHRM factors like recruitment and selection, training and development, performance appraisal system, promotion, communication system, compensation management, motivation, and other organisational factors in government aided colleges in the Kanyakumari district of the Kalkulam and thovalai taluk. As a result, the focus of this research is on the perceptions of differently-able personnel in order to elicit their opinions and develop ideas for dealing with the future environment.

## OBJECTIVES

The following objectives are:

- To investigate faculty faced challenges of green HRM in the government aided college.
- To analyze the perception of teaching faculty regarding implementation of Green HRM practices in government aided colleges.

## RESEARCH METHODOLOGY

This study is carried out on the basis of both primary data and secondary data. These collections of data were presented in the following sections.

- ✓ **Primary data** was collected by the means of systematically prepared questioner from the faculty of government aided colleges. In order to carryout statistical enquires a questioner was prepared comprising age, gender, challenges faced by faculty, perception of faculties.
- ✓ **Secondary data** has been collected from various books, journals and website.

## SAMPLING DESIGN

Primary data were collected from ninety-one respondents based on the geographical stratification of six taluks in the Kanyakumari District. Out of the six taluks, researchers have selected two taluks that are Kalkulam and Thovalai. The respondents are faculties from government-aided college and are selected through systematic sampling method.

## TOOLS FOR ANALYSIS

After completing of data collection, coded and edited with the help of SPSS. The data were the mathematically presented in tabular forms to facilitate statistical analysis.

- F-Test
- T-Test

## RESEARCH HYPOTHESIS

H01: There is no significant difference between Income and faculty faced challenges of green human resource management. Since their P value is less than 0.05 percent.

H02: There is no significant difference between gender and perception of government aided faculty. Since their P value is less than 0.05 percent.

## ANALYSIS AND INTERPRETATION

### FACULTY FACED CHALLENGES OF GREEN HUMAN RESOURCE MANAGEMENT

Green Human Resource Management has a significant impact on an organization's performance, employees are also confronted with obstacles and issues as a result of green human resource management. As a result, the study's purpose was to investigate the problems and solutions related with faculty members that use green human resource management strategies. The study made use of 'F' statistics.

**TABLE .1**

### FACULTY FACED CHALLENGES OF GREEN HUMAN RESOURCE MANAGEMENT

| S. No | Faculty faced challenges           | Income (Mean score) |               |               |               | f-value | P-value |
|-------|------------------------------------|---------------------|---------------|---------------|---------------|---------|---------|
|       |                                    | 7lakh-10lakh        | 11lakh-14lakh | 15lakh-18lakh | 19lakh-22lakh |         |         |
| 1     | No Co-operation from Co-workers    | 1.92                | 2.89          | 2.04          | 2.20          | 3.720   | .014*   |
| 2     | Lack of technical Assistance       | 2.13                | 2.07          | 1.88          | 4.00          | 11.694  | .000*   |
| 3     | Not possible to work without paper | 1.79                | 1.57          | 3.00          | 1.73          | 8.232   | .000*   |

|   |                                       |      |      |      |      |        |       |
|---|---------------------------------------|------|------|------|------|--------|-------|
| 4 | Weak incentives for achieving targets | 2.21 | 1.93 | 3.63 | 2.20 | 11.538 | .000* |
| 5 | Required specialized skills           | 1.92 | 1.82 | 3.13 | 2.00 | 7.358  | .000* |
| 6 | Lack of administration process        | 2.29 | 2.64 | 3.08 | 1.93 | 2.932  | .038* |

Source: Primary Data

\*Significant at 5% level of significance

The ANOVA results have revealed that there is a significant difference between income and faculty faced challenges of green human resource management ( $P < 0.05$ ). Hence, null hypothesis is rejected. It is concluded that faculty faced challenges of green human resource management significantly influences the income of faculties.

### PERCEPTION OF GOVERNMENT AIDED FACULTY

Green Training and Development programmes raise employee awareness of various areas and the importance of environmental management. Employees are given the opportunity to express their personal ideas, and they take the initiative to build an environment conducive to green management techniques and systems. ‘T’ The perception of government-aided faculty members was determined using test methodologies.

TABLE .2

### PERCEPTION OF GOVERNMENT AIDED FACULTY

| S. No | Perception of government aided faculty | Gender (Mean score) |        | t-value | P-value |
|-------|--|---------------------|--------|---------|---------|
|       |  | Male                | Female |         |         |
| 1     | Green Recruitment Practices            | 2.24                | 1.91   | 1.325   | .189    |
| 2     | Green Selection Practices              | 2.85                | 1.65   | 3.879   | .000*   |
| 3     | Green Performance Practices            | 2.09                | 2.18   | .340    | .735    |
| 4     | Green Compensation Practices           | 2.12                | 2.23   | .440    | .661    |
| 5     | Reflective Moral attentiveness         | 2.24                | 2.05   | .729    | .468    |
| 6     | Voluntary Green Work Behaviour         | 2.24                | 1.60   | 2.703   | .008*   |

Source: Primary Data

\*Significant at 5% level of significance

The t test results have revealed that there is a significant difference between green selection practices (.000) and perception of government aided faculty, since the P value is less than 0.05.

The t test results have revealed that there is a significant difference between Voluntary Green Work Behaviour (.008) and perception of government aided faculty, since the P value is less than 0.05.

There is no significant difference between perception of government aided faculty and ‘Green Recruitment Practices (.189)’, ‘Green Performance Practices (.735)’, ‘Green Compensation Practices (.661)’ and ‘Reflective Moral attentiveness (.468)’, since the P value is greater than 0.05.

## **FINDINGS**

- There is a significant difference between Income and faculty faced challenges of green human resource management. Since their P value is less than 0.05 percent.
- There is a significant difference between gender and perception of government aided faculty. Since their P value is less than 0.05 percent.

## **SUGGESTIONS**

- The government provides better technical assistance to training faculties
- A potential for high ambiance was created by setting up the college management network and arranging facilities for easy communication.
- The college's green HRM-followed faculties should be encouraged to receive any compensation provided.
- All college faculty should be provided with refresher courses, training, and workshops to help them strengthen their expertise.

## **CONCLUSION**

Green HRM will assist government-aided colleges in the long run. Organizations can save a lot of money by implementing green HRM. Organizations that apply green HRM and other green HRM techniques in their workforce can collect knowledge, save money, and create a pleasant and healthy environment. In short, implementing green HRM can assist institutions in not only encouraging resource sustainability, but also becoming more successful in the global instructional marketplace by lowering costs, increasing green HRM awareness among

teachers, improving new ways to teach and do employment, and conserving resources and lowering costs. The college's faculty prefers using green recruitment tactics. Everyone was drawn to new technology, which made it easier to learn new technological approaches. The majority of the faculty actively participates in green work practises on campus and is aware of green human resource management methods.

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