

GREEN HRM: A ROADMAP TO SUSTAINABILITY

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Abstract

Green HR has become a global phenomenon because to the idea of Green Human Resources Management, which has its roots in the environmental preservation movement. The goal of this study is to present a basic but thorough understanding of green human resource management, or "green HRM," a novel concept that has a lot of promise to help organizations, society, and individuals. The concept of Green HRM, its importance, the skills required of green human resources, the incorporation of environmental practices into HR operations, and the findings of multiple research studies on Green HRM are just a few of the topics it covers. Researchers and individuals looking for a theoretical grasp of Green HRM will find this work to be helpful.

Introduction:

Encouraging sustainable activities and tackling environmental issues inside organizations requires the application of Green HRM. It is becoming more and more clear in the twenty-first century that industries' over use of natural resources is severely taxing the planet's ecosystems. Concerns over ecological imbalances and the loss of biodiversity are being voiced by scientists and environmentalists. It is the duty of contemporary HR managers to inform staff members and the next generation of workers about the significance of Green HRM, sustainable resource use, and environmental preservation initiatives. Organizations can help protect natural resources for future generations by encouraging sustainable development and cultivating an environmental consciousness culture.

Green is an environmental term. When it comes to human resource management (HRM), the term "green" or "greening" has at least four definitions.

1. All aspects of the earth that are not caused by humans, including land, forests, plants, animals, and other natural phenomena, are included in the natural environment. It must be preserved in its original condition and protected from harm, exhaustion, or unfavorable changes.
2. In order to preserve the natural environment and allow future generations to enjoy its benefits, care must be taken in how it is used.
3. Environmental pollution can be prevented or reduced by stopping the release of hazardous and poisonous substances and waste products into the air, water, and atmosphere.
4. Creation of gardens and naturalistic settings: planning parks and landscapes with grass, trees, and other plants.

Therefore, it may be argued that employees are expected to adopt environmentally friendly behavior whether or not they are in a managerial capacity. The term "green" or "greening" describes the act of protecting the environment. A green employee can be classified into four different roles: preservationist, conservationist, non-polluter, and maker. The goal of a preservationist is to protect the natural environment from injury, loss, or unfavorable

changes while keeping it in its original state. In order to preserve the natural environment for the benefit of future generations, conservationists use it with great care. A non-polluter seeks to avoid or reduce the amount of trash and hazardous materials that contaminate the air, water, and atmosphere. Finally, a creator is in charge of developing green areas that mimic natural settings, including as grassy, tree- and plant-filled parks.

Why adopt a green lifestyle?

Environmental difficulties are among the most complex and significant managerial challenges of the twenty-first century, according to Rugman & Verbeke (1998). These problems include declining biodiversity and ecosystem integrity, resource depletion, and climate change. It is clear and well-documented that natural resources are being destroyed quickly. Environmental deterioration is an organizational responsibility (Alshuwaikhat & Abubakar, 2008; Haden et al., 2009). Governments, the public, and corporate entities are all quite concerned about climate change these days (Boiral et al., 2012). Thankfully, a growing number of institutions and people—including environmentalists and lovers of the great outdoors—are concentrating more on protecting, conserving, and reducing environmental damage. As such, adopting green practices is essential to our continued existence and growth. It's not just not only is it feasible to turn corporations green, but also to motivate every person or worker to embrace green practices.

What is a green HRM?

Using a variety of employee touch points, green HR aims to raise awareness and commitment to sustainability while also promoting sustainable behaviours. This involves putting into practice eco-friendly HR approaches to boost productivity, cut expenses, and improve employee engagement and retention. Through programs like electronic filing, carpooling, job sharing, teleconferencing, virtual interviewing, recycling, telecommuting, online training, and energy-efficient office buildings, these initiatives assist businesses in lowering the carbon footprints of their workforce. To the benefit of each employee, society, the environment, and the company, green HRM aims to inculcate and promote environmentally conscious practices.

Few green hrm initiatives:

- 1) Producing double-sided photocopies or, alternatively, completely eliminating the need for paper in filing and office tasks by utilizing technology, such as switching to digital filing.
- 2) Shutting down computers rather than hibernating them after a short while of idleness.
- 3) Whenever feasible, use natural light during the day by turning off lights and replacing desk lamps with energy-efficient bulbs. Certain corporations may choose to construct their offices using green architecture, which lets in plenty of natural light.
- 4) Giving away outdated office supplies and furniture to staff members or a nearby charity
- 5) Using a carpooling system to reduce fuel and carbon emissions while transferring executives, or even promoting employee cycling as a way to go to work.
- 6) Use fresh water for drinking instead of chilled water to cut down on electricity use.
- 7) Strict enforcement of smoke-free establishment policies.
- 8) announcing awards for staff members who submit green ideas.
- 9) Planting trees in employee planting camps and adding plants to work cubicles as a

means of absorbing pollutants.

- 10) teaching staff members how to properly dispose of biomedical waste, electronics garbage, etc.

Sustainability

It's common to use terms like sustainability, corporate sustainability, sustainable development, and corporate social responsibility interchangeably. The World Conference on Environmental Development (WCED) defines sustainability as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs." Social fairness, economic prosperity, and environmental conservation are the three pillars of sustainable development. A common attribute of sustainable development is striking a balance between profit, the environment, and people. An organization that achieves the "triple bottom line"—economic, social, and environmental gains all at the same time—is considered sustainable.

Imperative of green hrm?

A few broad justifications for going green are as follows:

- To reduce or prevent global warming.
- To reduce or prevent natural calamities including flooding, hurricanes, droughts, acid rain, red rain, tsunamis, etc.
- To reduce or eliminate health issues brought on by pollution.
- To prevent or reduce harm to wildlife and other natural resources.
- To guarantee that the connections between people, their environment, animals, and plants are in a proper balance.
- To guarantee the long-term sustainability of corporate organizations and people.

The aforementioned justifications for a business to use green practices are rather extensive. Thus, the idea of corporate social responsibility, or CSR, applies to a particular firm. CSR is the measure of an organization's willingness to make a positive impact on society as a whole. It is an obligation to the broader community. As a result, all organizations must practice corporate environmental management, which necessitates the setting of environmental goals. Including Green HRM in the context of CSR can improve the company's standing and draw in top personnel. This strategy can be used as a tactical marketing technique and improves the company's reputation in the marketplace. Additionally, it improves the business's ties with other stakeholders, such as the government, shareholders, suppliers, and vendors. entities, staff members, and the press.

In order to guarantee the production of environmentally friendly goods and activities, manage corporate environmental efforts successfully, and handle the difficulties involved in putting such programs into action, green human resource management (HRM) is crucial (Milliman & Clair, 1996). The alignment of employees with a company's environmental objectives can be achieved through well-defined strategies in recruitment, performance evaluation, training, employee relations, and reward systems (Renwick et al., 2008). This underscores the important role that green HRM can play in fostering successful environmental stewardship (Jackson et al., 2011). Adopting environmentally friendly methods enables staff members to contribute significantly while also motivating them to develop into responsible citizens who actively promote environmental sustainability.

Conclusion:

As a summary, it can be said that HR is essential to the advancement of green business practices, the preservation of the environment, the hiring of fresh talent, the adoption of sustainable work practices, and the promotion of eco-friendly behavior. Green HR programs have prioritized improving operational skills, limiting environmental effect, increasing efficiency, and cutting expenses. Businesses are incorporating green initiatives into their everyday operations as a result of society's growing environmental consciousness. The notion of Green HRM is gaining momentum, and it is significant for businesses as well as their workforce. HR has a big chance to encourage staff members to participate in sustainable company practices and to support the green movement.

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