**GREEN HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL**

**PERFORMANCE**

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**Abstract**

Global industrialization is increasing company output, technological advancements, and other commercial activity. This has a positive impact on human convenience as well as level of living. However, on the other side, it also raises ecological risk, leading to ecological dangers to people. Therefore, now is the moment for people to use green ways to protect the planet's most precious resource and the environment. Practices for green human resource management (GHRM) have really had a positive impact on the environment. By incorporating it into management philosophies, HR policies and practices, educating personnel, and the application of environmental safety legislation, green human resource management will play a significant part in helping firms address environmental concerns. This article focuses on the role of HR professionals, as well as the concerns and obstacles that organizations encounter while implementing Green HRM. The better chance is to support the green agenda of the organization as a whole because HR can never meaningfully affect a firm via the development of HR practices alone.

**Keywords:** GHRM, HR professional, Green environment, Issues & Challenges, organizational

Performance, Green performance management

**INTRODUCTION**

Green HRM refers to the application of human resource management strategies to encourage resource sustainability inside commercial enterprises and, more broadly, to advance environmental sustainability. The goal of becoming green is to employ items and practices that won't damage the environment by polluting it or causing it to become depleted of resources organic resources. In order to protect the environment from any potential negative effects of the organizations' policies and actions, green human resource management (HRM) involves environmentally friendly human resource policies and practices that, on the one hand, will assist organizations in reaching their financial goals through environmental branding.

Human resource management practices are the actual human resource programs, procedures, and strategies that are applied in an organization or business unit (Gerhart et al, 2000; Huselid and Becker, 2000). Green HRM practices, on the other hand, are the real green HRM programs, procedures, and strategies that are adopted in businesses in order to decrease negative environmental effects or increase positive environmental benefits. According to Mampra (2013), "green human resource management" is the application of human resource management policies to support the sustainable use of resources in commercial organizations and to further the environmentalist cause while boosting employee morale and job satisfaction. Green human resource management, according to Zoogah (2011), is the use of human resource management practices, policies, and philosophies to support the sustainable employment of business resources while preventing any unintended negative effects that may result from environmental concerns, hazards, or risks to organizations. An organization's human resources department should have the tools necessary to play a significant part in the creation of their sustainable culture. The usefulness and success of any management innovation and strategic tools are dependent on the quality and capability of its human resources, according to many experts, especially in the field of HRM. In order to encourage sustainable application and raise employee responsiveness and commitment to sustainability issues, "green HRM" refers to using every employee.

The need for green human resource management is evident in the twenty-first century, as it is regularly reported in the newspapers that industries and other commercial organizations are putting excessive pressure on the planet's natural resources by consuming too many of them as raw materials. Because the situation is so dire, scientists and environmentalists are discussing the issue of ecological imbalances. Green human resources refers to encouraging sustainable practices and developing staff understanding and commitment to the sustainability challenge via every employee contact. Green human resource management initiatives are a subset of more comprehensive CSR programs. Implementing environmentally friendly human resource management techniques leads to higher productivity, less expenses, improved employee engagement, and enhanced employee retention, all of which assist employees minimize their carbon footprints. Examples include energy-efficient office spas, teleconferencing and virtual interviews, electronic filing, vehicle and job sharing, recycling, telecommuting, and online training. The current generation of human resource managers has a duty to spread knowledge about green human resource management, the Green Movement, resource utilization, and helping businesses maintain a healthy environment and preserve natural resources for future generations among the youth and employees.

**LITERATURE REVIEW**

Dr. kulshrestha S. Shweta and Srivastava Shruti (2018) conducted an analysis of the reelection on the concept of green human resource management, which is a great idea that supports the preservation of our environment and, if implemented, has a great potential to benefit both individuals and society at large, as well as businesses and the environment. The purpose of the study is to investigate the meaning of the green HRM and the justification for becoming green.

Dr. Nawaratne N.N. and Arulrojah Anton. A. (2015) examined green human resource management techniques. This paper's goal is to examine organizations' use of green human resource management strategies using the body of existing knowledge. Examine the breadth and depth of green HRM in achieving the organization's sustainable environmental performance.

Deepak Bangwal Analysis by Tiwari Prakash (2015) Green HRM is a strategy towards environmental sustainability. The research focuses on GHRM, different green human resource processes in turning green, and suggests similar societal implications for green organizations.

Dr. Mishra K. Rani Sushma (2014) studied the organization's strategic application of green HRM practices. An effort has been made to highlight the significance of "green HR," which includes two key components: the preservation of intellectual capital and environmentally friendly HR practices. This research focuses on Green HRM as a corporate strategy endeavor to support environmentally friendly business methods.

Sami (2021) conducted study on the effect of HR practices on employee performance from a variety of perspectives. The archival method was used to perform the literature review. The results of this study showed that green HRM practices generally have a positive influence on worker performance and behavior. According to this study, there is a vacuum in the literature that needs to be filled, and this relationship should be investigated in light of the pertinent internal and external contextual elements.

Muna (2019) undertook research to ascertain the impact of green human resources management practices (GHRM) on the competitive advantage of Jordanian educational enterprises. The goal of the study was to determine how the GHRM and a company's competitive advantage related to green recruiting, training, and development, and incentives systems at Jordanian educational institutions. In order to collect the information needed to complete the study's goals, a questionnaire was developed. Nine school organizations in Jordan received the questionnaire between August and October 2018. According to the report, employing green human resource management strategies improved Jordan's educational firms' competitive edge.

**OBJECTIVES**

* To study the notion of Green HRM in further depth.
* To analyze the concerns and obstacles associated with implementing Green HRM in the organization.
* To analyze the role of the human resource professional in environmental management

**RESEARCH METHODOLOGY**

The secondary data has been drawn from various publications and from personal discussions. Research studies conducted in this and related areas in different universities, books and journals dealing with the subject were the other sources of secondary data.

**GREEN HRM**

Green HRM is the application of HRM policies to encourage the sustainable use of resources inside organizations, which typically benefits environmental sustainability. The phrase "Green HRM" is most frequently used to describe the attention that people management practices and policies pay to the overall company environmental agenda. In order to reduce the need for travel, typical green activities may include video recruiting or the usage of online and video interviews. To retain individuals in the green program and to continue identifying their commitment, green rewards might include the utilization of workplace and lifestyle advantages, ranging from free bicycles to compensation for carbon emissions. Whereas many employees believe it is not their obligation to protect the environment while at work, millennials are emphasizing environmental awareness as a reason they favor their company.

There is also a larger chance to link the workforce, as more and more individuals seek meaning and self-actualization in their occupations. Other straightforward green initiatives include reducing the number of printed papers used in performance monitoring, compensation appraisals, and so on. Although there is a significant degree of "green washing" in trash reduction, there are also several opportunities. However, HR will never lose its ability to have a significant influence on a business alone via the development of HR procedures, therefore the better potential is to include the green program of the organization as a whole.

**SIGNIFICANCE OF GREEN HRM**

As a result, corporate ecology or "green management" emerged as a new strategic issue in the 1990s and gained global acceptance in the 2000s (Lee, 2009). According to Lee (2009), "green management" is the process through which businesses create environmental management plans to control their impact on the environment. This idea turns into a strategic primary issue for businesses, often multinational operations, that conduct business globally (Banerjee, 2001). In conclusion, green management is the control of an organization's interactions with the environment and effects on it (Lee and Ball, 2003). It goes beyond the mere fulfillment of legal requirements and must now incorporate theoretical tools like pollution prevention, product stewardship, and corporate social responsibility.

**MODEL OF GREEN HRM:**

The HRM has taken numerous actions to become more environmentally friendly, including green printing, going paperless, reducing commuting, developing eco-friendly talent, conducting green audits, recycling products, reducing business travel for different business deals, developing green policies, and finally presenting a green award to someone who has outperformed everyone else in the community. F As a prototype for green HRM, the GHRMA process model was developed, with employees taking the initial action. The Employees are noticing a lot of issues and imbalances in the environment, so they can take action to make some changes at work to help maintain the environment in some small way. Therefore, in order to maintain the status quo, the HR Department has made improvements to the HR functions, including the following: recruiting via Skype video calls, telephone calls, or both. Training and development: By offering online training, a firm can cut costs while also getting a deeper understanding of its employees. Giving the best employee who accomplished the same at work the known acknowledgment as a green reward serves as an appraisal for the employee's performance employee. Emailing the employees for e-birthday greetings and for all holidays allows employee relations to stay in touch with the staff. Pay and incentives - In GHRM, the management usually pays the employee's salary straight into their account, and ongoing prizes are delivered on a regular basis online, saving the workers' time and effort.

**ROLE OF HR PROFESSIONAL**

Companies that aspire to be more environmentally responsible must ensure that present personnel support the aims. This may be done through HR experts' communication and training.

According to Buck Consultants, a human resources and benefits consulting company, 54 percent of respondents integrate environmental management into their business operations in their Greening of HR Survey. 93 American organizations spanning a wide range of sectors provided replies for this poll, which was then examined. The study, which was done in the fourth quarter of 2008, looks at the kinds of "green" measures that businesses are using in their workforce management and human resources procedures. Using web- or teleconferencing to reduce travel (78 percent), advocating the reduction of paper use (76 percent), and putting in place wellness programs to encourage employees' proper nutrition, fitness, and healthy living (68 percent) are a few examples of common green human resources initiatives. In the workplace, green initiatives may encourage social responsibility among employees and aid in retaining top talent, which is increasingly widely acknowledged by companies. More than 60% of survey participants have incorporated environmental responsibility into the mission statement of their business."study revealed that when firms designate a specific person to head up the initiatives, employee engagement in green programs greatly rises. Employees are participate in green initiatives in numerous firms. 77% of businesses that offer incentives to promote eco-friendly conduct also offer unique employee appreciation. 14 percent offer a monetary reward, while 36% offer incentives in the form of rewards. The Company Green training programs, environmentally responsible investing alternatives, and hiring people with green talents are expected to rise in the future, according to executives. Many businesses increasingly understand that green initiatives in the workplace may encourage social responsibility among employees while also assisting in the retention of top talent.

**ISSUES AND CHALLENGES AS ADOPTING THE GREEN HRM IN THE ORGANIZATION**

* Conducting an energy audit - Most local utilities provide free on-site advice to businesses on how to cut use and save money. Improve insulation, set timers to turn off lights automatically, use energy efficient light bulbs, and keep temperatures at reasonable ranges that are not overly chilly in the summer and warm in the winter.
* Going paperless - Promote e-mailing.
* Engage employees - Form a team to oversee the company's environmental activities.
* Recycle - Glass, paper, plastic, metal rubbish, and manufacturing waste materials may all be recycled. Go through your garbage. You'll gain a fresh perspective on how much it costs to acquire, store, and dispose of items. Avoid needless photocopying and reusing delivery packing.
* Reduce commute (for example, by providing priority parking for carpoolers). Employees who take the bus or metro can get transit passes, while bikers can get bike racks.
* Buying green entails informing vendors of your interest in sustainable items and setting explicit targets for purchasing recycled, reconditioned, or used goods. When making a purchase, consider the environment as well as the price.
* Detoxify - Many offices have harmful items on hand, such as discarded batteries and copiers toner. Talk to suppliers about toxic-free options, and be sure you properly dispose of any toxics you must use.
* Consider the amount of petroleum required to ship and receive items. Evaluate the environmental effect of the items you buy or sell and look for solutions to offset such consequences. Purchase or lease energy-efficient automobiles and trucks for your workers' business use and product delivery.
* Provide greening leadership and resources - Assign a recognized executive-level individual to lead going green/organizational sustainability activities. Including "going green" in the mission statement and business goals of the organization.
* Involve employees - Form a team to oversee the company's environmental activities.
* Communicating about environmental concerns - Inform your suppliers and clients about your efforts. Also, contact local regulatory bodies, since many of them provide cash incentives to enterprises who implement green projects. Keep workers and shareholders/investors up to date on the process of turning green.
* Conserve water by checking sinks and toilets for leaks that waste water. Reduce water waste in production operations and on the company's lawns.
* Investigate options for integrating alternate energy sources.- Assess the viability of employing solar energy, biofuels, wind power, and other alternative energy sources.
* Green manufacturing procedures should be implemented by using energy-efficient equipment and streamlining operations to require fewer stages and less materials and packaging.

**CONCLUSION**

Green ideas and concepts are gaining traction in the HR area, and they are offering genuine advantages to the organization rather than merely glossing over brand and image. These new procedures, rules, products, and technologies are assisting in ensuring compliance while also improving efficiency. Here are various areas where businesses may implement more environmentally responsible techniques, such as using the internet or teleconferencing to decrease business travel, or posting staff manuals, rules, and other firm information online to save printing. Companies may promote paper reduction and electronic paperwork storage by offering recycling trash bins for paper throughout the workplace and for bottles and cans in the break area. Companies are emphasizing telecommuting/work-from-home initiatives. Institute Ride/Share initiatives have also been successful in establishing company greening. Most businesses incorporate environmentally friendly benefits as part of a larger effort to green the firm. It makes sense for businesses to think about the environmental advantages when they start recycling, replace inefficient heating and cooling systems, and look for ways to improve productivity. It is past time to include environmental management into their manner of conducting business so that HR professionals can maintain an ongoing schedule of events. Going green also helps businesses improve their public relations, and good PR and public image may have a significant influence on business earnings.

**SUGGESTION**

The following are some ideas that may be given based on the findings of this study:

* Expertise in green human resource management must be considered during the recruiting process by human resource management. The organization's resources will be better protected, conserved, and used properly by the workforce, and tasks will be appropriately carried out.
* Employee performance should be assessed by human resource management according to whether or not the employee has taken part in green human resource management training and is participating in environmental activities. so that workers feel inspired to protect the environment while carrying out their responsibilities.
* To achieve long-term sustainability, organizations must improve their system for evaluating employee performance and train all staff on how to utilize company resources in an environmentally friendly way.
* To raise employee knowledge of sustainable development, organizations should implement CSR initiatives that encourage the sustainable use of environmental and natural resources.

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