

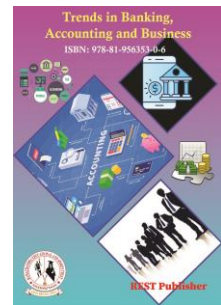


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A Study on Green Human Resource Management at Meshl Web Pvt Ltd Tirupattur

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Abstract: *The concept of green human resources management has recently combined with ecological management in business, urbanization, industrialization and so many so forth. It is mainly responsible for managing human resources work, and these work conditions are good. Green human resources management procedures are fundamentally used to reduce the carbon impression of each worker and the information capital of the holding association. It also plays a role in convincing workers to look after resource es, and participate in waste management to control pollution. It is recommended that companies should be more aware of each of the capabilities that make human resources management green. The development needs of combining ecological manageability with human resource management. Organizations now recognize that while focusing on money- related benefits, they should think about the social and ecological effects to ensure their manageability. Therefore, this notion has lately taken into account, academic analysts and experts. This paper investigates Green human resources management practices in a organizations based on the many current writings. The study found the importance of green human resources management ideas, practices, strategies, and difficulties in the business and other organizations. The study uses documented strategies to observe, collect and dissipate contemporary surveys of green human resources management.*

Keywords: *GHRM, human resources management, environment, sustainability, Green creativity, professionals.*

1. INTRODUCTION

Today everyone is concerned with environmental issues as they influence all human activities. One business area where environmental issues have received a great deal of discussion is training of human resource for green organizations with the natural environment management and employees have already begun to modify their behavior in an attempt to address society's new concerns. This chapter deals with introduction of Human resource management, Corporate social Responsibility and Green Human Resource Management (GHRM). GHRM is a novel concept and indeed has a great potential to serve the individual, society and business. This Chapter seeks to provide a theoretical framework concerning environmental management and its evolution and the 'greening' of the functional and competitive dimensions of human resource management. Green HRM is the use of HRM policies to support the sustainable use of resources within organizations and, more usually helps the reasons of environment sustainability. The term "Green HRM" is most regularly used to refer to the concern of people management policies and practices towards the broader corporate environmental schedule. Typical green activities contain video recruiting, or the use of online and video interviews, to minimize travel requirements. Green rewards can embrace the use of workplace and lifestyle benefits, ranging from carbon credit compensates to free bicycles, to keep people in the green program, as continuing to identify their involvement. Whereas many employees often feel it is not their responsibility to support the environment while they are at work, the new workforces of millennial are highlighting environmental realization as they prefer their employers. There is also a broader opportunity to connect the workforce given that more and more people search for significance and self-actualization in their jobs. Other simple green events embrace minimizing the number of printed materials used in performance management, salary

evaluations etc. Although there is absolutely an important amount of “green washing” happening in reducing waste, there are many opportunities here too. However, HR is never going away to have a really important impact on a business through the improvement of HR processes singlehanded so the superior opportunity is to include to the green program of the business as a whole.

2. SCOPE OF THE STUDY

The scope of a project study on Green HRM (Human Resource Management) typically involves exploring sustainable practices within HR functions. This could include areas like recruitment, training, employee engagement, and performance management, all with a focus on environmental sustainability and corporate social responsibility. The study would involve analyzing the current state of HR practices within an organization and identifying areas where environmentally sustainable initiatives can be implemented. This includes assessing recruitment and selection processes, training and development programs, performance management systems, employee engagement strategies, and overall organizational culture with regard to environmental sustainability. Additionally, the report may explore the potential benefits of adopting green HRM practices, such as cost savings, improved employee morale, and enhanced corporate reputation. It could also include recommendations for implementing green HRM initiatives and measuring their effectiveness over time. The study may also explore the impact of green HRM initiatives on employee behavior, organizational performance, and environmental outcomes. Furthermore, it could analyze best practices and case studies from other organizations to inform recommendations for implementing green HRM strategies effectively. Additionally, the study might evaluate the challenges and barriers to adopting green HRM practices and propose strategies to overcome them.

3. OBJECTIVE OF THE STUDY

To share the concept of green HRM.

To analyze the green HRM.

To share procedures impacts and importance of green HRM.

To share some suggestions of implementation of green HRM in MESHLL webpvt ltd.

To evaluate the existing HR practices to identify areas in sustainability and environmental responsibility.

To promote the ideology that is important for proper alignment of human resource management principles.

To outline a plan for integrating green practices into HR functions.

To propose methods for raising awareness among employees about the importance of environmental sustainability and encourage their active participation in green initiatives.

To conduct a cost benefit analysis to demonstrate the potential financial savings.

To establish mechanisms for ongoing review and improvement of GHRM initiatives to ensure long term sustainability and relevance.

To develop metrics and systems for tracking the effectiveness of GHRM initiatives and their impact on environmental sustainability and organizational performance.

4. LITERATURE REVIEW

Mohammad Main Uddin and Md. Rabiul Islam (2015) in their research paper titled “Green HRM: Goal Attainment through Environmental Sustainability”. The Journal of Nepalese Business studies, had conducted a research study on the process model of Green Human Resource Management from entry to exit. The researcher collected reviews from Articles published on Green Human Resource Management between 1996 and 2013. The study recommended that the proposes future researchers to fill the gap in the existing literatures by conducting empirical studies such as Green Human Resource Management practices in the manufacturing or service organizations.

Jie Shan, Jenny Dumont, Xin Deng (2016) in his paper captioned “Employees perceptions of Green Human Resource Management and Non-Green employee work out comes: The social Identity and stakeholder perspectives” has made study Analysing the multisource data reveal that perceived Green Human Resource Management influences these three non-green employee workplace outcomes through a motivational social and psychological

process.

Aparna Jain (2016), in her research paper named, Green Human Resource Management concept in Indian Industries-present scenario. The aim of this journal is to elaborate on various green practices that can be incorporated for building a green work place. The researcher concluded that the green performance, green behaviours, green attitude and green competencies of human resources can be shaped and reshaped through adaption of green human resource management practices.

Shamima Kamili (2018) in their research paper named “Green HRM: Origin, Practices and Implications”. The aim of this article is to find the Green Human Resource Management practices and the role of Green Human Resource Management practices in going green. The researcher suggested some social implication of Green Human Resource Management practices for green organization.

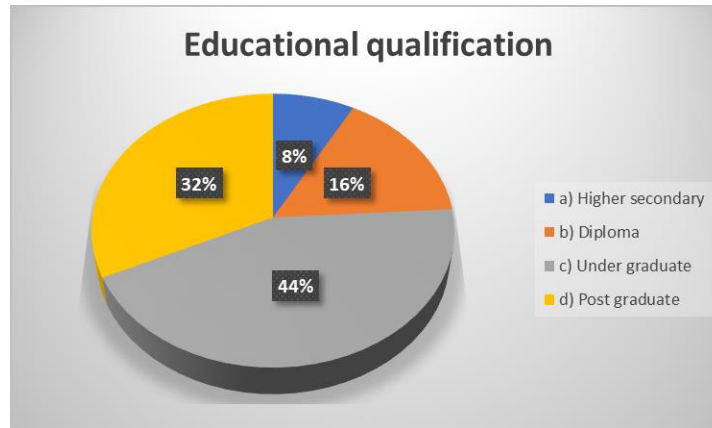
Yusuph Lameck Mashala (2018) This paper focuses on fundamental strategy for enhancing environmental sustainability, create awareness to Human Resource managers and employees on the subject of the Green HRM, the green movement and use of natural resources to help organizations maintain and keep hold of the natural environment for sustainable growth and safeguarding staff and customers’ health and safety. The data outcomes, and discussion of this study were based on the literature reviews obtained through online publications. The results show that GHRM is a requisite model whose functions and practices have a positive impact on environmental sustainability in public organizations. However, the study found that the GHRM concept is still new in communal organizations in Tanzania as there is inadequate documented evidence of its functions and practices.

5. RESEARCH METHODOLOGY

In order to accomplish the above expressed objectives, a review of literature was supervised with the help of anauthentic strategy. This review paper utilizes a technique to review articles from various information bases, sites and other accessible sources with "green HRM practices" and “employee’s behaviour”. Consequently, the examination of this paper turns into work area research as opposed to an overview investigation. Research design: Descriptive study Sample size: 50 Sample size: sample size of the research is approximately 50 respondents. Sampling technique: Convenience sampling Research tools used: chi-square, ANOVA Structure questionnaire: Demographic questionnaire, Close ended questions, Likert scale Source of Data: Primary data: Questionnaire given to 50 employees Secondary data: websites, online journals, published reports, review of literature from published articles Data Analysis And Interpretation: Percentage Analysis

TABLE 1. Educational qualification of employees

S.no	Educational qualification	No. Of respondents	Percentage
A)	Higher secondary	4	8
B)	Diploma	8	16
C)	Under graduate	22	44
D)	Post graduate	16	32
Total		50	100

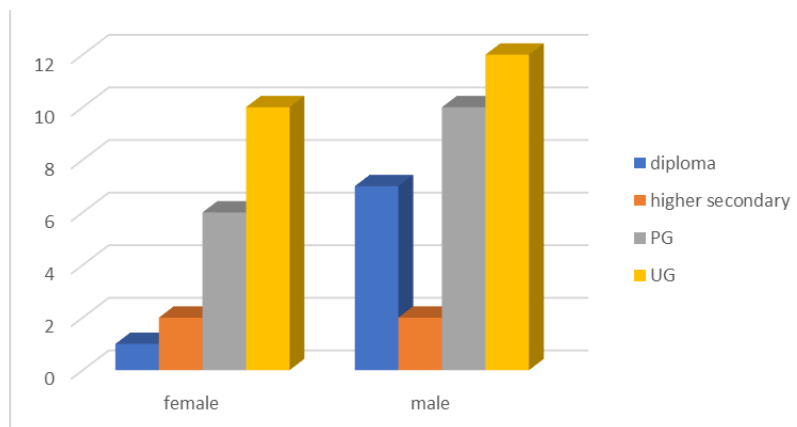


Chi-Square Test: Chi square test analysis for Gender and Educational qualification of Employees.

TABLE 1. Chi-Square Tests

	Value	Df	Asymp. Sig.(2-sided)
Pearson Chi-Square	2.973 ^a	3	.396
Likelihood Ratio	3.346	3	.341
Linear-by-Linear Association	.104	1	.747
N of Valid Cases	50		

4 cells (50.0%) have expected count less than 5. The minimum expected count is 1.52.



6. FINDINGS

1. Majority (62%) of the employees in the organization are Male.
2. It is found that the majority (62%) of the employees fall within the age range of 19-30.
3. Majority (44%) of the employees in the organization has completed their undergraduate degree.
4. Most of the employees (64%) has only 0 to 2 years of experience in this organization.
5. Majority (43%) of employees strongly agree to work in the green working environment.
6. Majority (43.4%) of employees are highly satisfied in the green HR practices.
7. Majority (42.5%) of employees are strongly agreed to green recruitment.
8. It is found that most of the employees (54%) are strongly agreeing that green rewards and compensation are motivating the employees to involve in green HR practices.
9. Majority (58.5%) of employees are highly satisfied with the green HR practices.
10. Only minimum (4.5%) level of employees is facing the challenges in Green HRM in the workplace.

7. SUGGESTIONS

From the results of this study, that the employees have not much awareness about the green HR practices, thus the organization should provide knowledge about the green HRM, sustainability and green environment. The organization should implement green teams to educate employees regarding the green issues. There is no company transport for the employees, by enabling the company transport, the organization can reduce the carbon footprints, Aswell it will be convenient to the employees to reach on time. The organization should provide green rewards or incentives for the employees to improve the green HR practices. Encourage employees to share new ideas regarding environmental issues. Get your surrounding community know about your greening practice that will make them loyal to your brand. Companies should also try to integrate green HR practices with corporate social responsibilities. This research work should act as a guiding force for the HR of the organization to develop policies and procedures which will help in making energy efficient, sustainable and environmentally friendly product and services.

8. CONCLUSION

Green HR efforts have mainly focused on increasing competency within processes, reducing and eliminating environmental desecrate, and restoring HR products, tools, and procedures consequential in greater efficiency and lower costs. The results included: electronic filing, teleconferencing and virtual interviews, ride sharing, job sharing, recycling, telecommuting, online training, and developing more energy efficient office spaces. Society becoming more environmentally conscious, businesses are starting to include green proposals into their everyday work environment. Environmentally friendly HR proposals resulting in greater efficiencies, lower costs and create an atmosphere of better employee engagement, which in turn helps organizations to operate in an environmentally sustainable fashion. The rising concept of green human resource management carries a great significance for both organizations and employees with the help of this research paper, researcher has attempted to focus on the responsiveness and implementation of green HR practices in organizations. Organizations today in organization are well versed about the green HR concept that has been put advance to help them to keep the environment green but still few organizations are not able to put it in to practices in different functional areas of Human resource Management. This study has also helped the researcher to identify the areas like training and development, performance appraisal system and some regular activities where non implementation of this concept of Green HRM takes place.

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