

Impact of Green HR Practices for Environmental Sustainability- A Discussion

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Abstract

The concern for global sustainability and competitive environment, the importance of green hr practices are playing pivotal role. Green HR is referred to all the activities involved in development, implementation and on-going maintenance of a system that aims at transforming normal employees into green employees. When it comes to managing sustainability with human resources, HR plays an essential role in an organization. The ultimate purpose of changing the employees is to achieve environmental goals of the organization to make a significant contribution to environmental sustainability. It refers to the policies, practices and systems that make employees of the organization green for the promoting the individual, society, natural environment, and the business. The purpose of green HRM is to build, augment and preserve greening within each employee of the organization so that he or she gives a maximum individual contribution through different roles. This paper empirically attempts to explore the term "Green HR Practices and assess of Green HR practices from organizational perspective for attaining environment sustainability.

Keywords: *Global sustainability, Green HR Practices, organization, transforming, goals, employees*

I. Introduction

Green HR practices for environment sustainability has to be viewed on different dimensions right from vision and mission of organizations and it requires new outlook, new strategy, new processes and behaviours. GHRM practices will enhance employee engagement (involvement and commitment), elevating their talents. Sustainable development practices to be incorporated in the HR area. Organizations must incorporate greening factors for being productive and gain competitive advantage and increase efficiency within the processes eliminating environmental waste such as sharing, carpool, virtual conferences, workspaces, energy efficient process and practices.

II. Review of Literature

1. **Staffelbach et al. (2012)** described the HR functions roles that can support the organization greening. These are: (1) Strategic partner who understands the business model and gather the relevant stakeholders (including employees, customers, shareholders, and society) together and encourage the dialogue between them, also shares with the managers' strategies, the value of human resources and the consequences of managing people effectively. (2) Innovator who enables the organization to develop the learning culture, guiding and directing people and does not just copy what others are doing and contributes special knowledge on environmental aspects to the initiative; (3) Collaborator who brings specific competencies of each function together to make a win-win situation understands how to build win-win situations, cooperates and supports and works task-oriented across internal and external organizational constraints. (4) Change Facilitator who manage and supervises the implementation of the initiative and is aware of the need for change and creates favorable conditions in the organization for it, helps leading changes in strategy and energizes others for the desired change.

2. **Opatha and Arulrajah (2014)** mentioned four roles for an employee to become a green employee; which are: a preservationist, conservationist, non-polluter, and maker. The preservationist is the one who protect the natural environment from harm loss, or negative change and keep it in its original; Conservationist is the one who treat natural environment very carefully and use it at the minimum level in order to let it last as long as possible so that future generations will be able to utilize it.

3. **Wagner et al. (2001)**.Empowerment is key to enhancing an organization's outcome, where employees are motivated to pursue green goals more effectively and efficiently

III. Methodology

Type of study: Descriptive

Objectives of the study

1. To study the significance of Green Human Resources Management
2. To assess the green practices adopted by the organizations for environment sustainability

Research methodology

Type of study: Descriptive

Sources of data: Primary and secondary

Primary data: primary data has been collected through a structured questionnaire

Secondary data: Secondary data has been sourced for the present study through surf engines, journals, and magazines.

Sample size: 200 employees of five select IT and ITES organizations based in Hyderabad

Sampling technique: simple random sampling

Limitations of the study

- Only Hyderabad has been sourced for the study
- The information provided by the respondents may be biased
- Time is one of the limiting factors

Data analysis and Interpretation

Table: Employee evaluations on green organization

	SA	A	N/N	total
The employee follows the Company's policy of disposing waste water to avoid polluting environment	12	20	6	38
The employees empowerment is the key to attain organizational goals	5	19	5	29
The employee adopts learning culture in the organization	7	10	11	28
The employee's behavior of saving paper and energy when doing his task	12	13	4	29
The employees acquire special knowledge and training on environmental aspects	8	11	6	25
The employee must be provided favourable conditions that helps leading changes in strategy and energizes others for the desired change.	12	12	4	28
Creating value of human being	10	11	2	23
Total				200

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Rows	3.6	4	0.9	0.060403	0.991899	3.837853
Columns	124.1333	2	62.06667	4.165548	0.057584	4.45897
Error	119.2	8	14.9			
Total	246.9333	14				

The ANOVA Two-way to find whether there is any significant impact of employee evaluations on green human resource management in select IT & ITES organizations.

$\alpha = 0.05$

Accept H_0

Between Rows:

F calculated value = 0.060403 at (Degree of Freedom 4, 8)

Table Value: 3.837853

Since F cal value is < than F table value

Accept H_0

Between Columns:

F calculated value=4.165548 at (Degree of Freedom 2, 8)

Table Value = 4.45897

Since F cal Value > Table Value

Reject H_0

Hence, null hypothesis has been accepted, as such the results indicate that there is no significant impact of employee evaluations on green human resource management in select IT & ITES organizations.

IV. Results and Discussion

1. Business need to structure their facilities to enhance for sustainability through green human resource management initiatives which are vital.
2. Green HRM can augment corporate image. Green HR will play an important role in building the employees aware of and alarmed for conservation of natural resources
3. Null hypothesis has been accepted as there is no significant impact of employee evaluations on green human resource management in select IT & ITES organizations.
4. Green orientation programs for the newly higher employees should be an integral part of the training and development process.
5. Induction training for new staff, awareness training for more experienced employees, and training on specific green themes for staff purposely connected with environmental processes and bringing together.

References:

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