



A STUDY ON GREEN HUMAN RESOURCES MANAGEMENT ON ACHIEVING ORGANIZATIONAL SUSTAINABILITY

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Abstract: The entire economy of the country is working towards achieving the goal of sustainability by adopting green and sustainable practices. Each sector of the economy is contributing in its own way in order to achieve the aforementioned goal including business industries.

Corporates are working toward incorporating green and sustainable practices in each of their processes and departments in order to achieve organizational sustainability and maintain their goodwill in the market. One of the departments or processes in corporate that has included these green practices is the Human Resource Management department as human resource plays a key role in achieving organizational sustainability.

This paper will highlight the importance of the concept of Green Human Resources in achieving organizational sustainability. This paper is a conceptual paper and the data required was collected through secondary sources only i.e., by the way of Review of Literature and by the opinions of the authors.

Keywords: Human Resource, Green Human Resource Management, Organizational Sustainability

I. INTRODUCTION

Introduction to Human Resource Management (HRM):

The department or role within an organization that is in charge of overseeing employee-related tasks, such as recruitment and hiring, training and development, performance management, compensation and benefits, and employee relations, is known as human resource (HR).

The HR department is essential to luring and keeping talented workers, ensuring adherence to employment laws and regulations, and fostering a productive workplace. Additionally, HR specialists may offer assistance and direction to managers and staff on a variety of topics, including as career development and workplace conflict resolution.

HR professionals are increasingly focused on creating and putting into practise initiatives that support diversity, equity, and inclusion as well as fostering employee well-being and work-life balance as the workplace continues to change.

In order to accomplish an organization's goals, human resource management (HRM) is the practice of managing people within the organization. Planning, hiring, vetting, training, career development, pay, and staff retention are all part of it.

The main objective of HRM is to establish a productive workplace that fosters employee engagement, productivity, and wellbeing while supporting the strategic objectives of the company. To accomplish those aims, HRM works to make sure the appropriate people with the right talents are in the right roles at the right times.

Need for Human Resource Management:

For several reasons, including the following, human resource management is crucial for any organization:

- ❖ **Talent Acquisition:** HRM is in charge of luring, vetting, and employing the best individuals for open positions inside the company. This guarantees that the company has talented and skilled personnel to accomplish its goals.



- ❖ **Training and Development:** HRM gives staff members the chance to grow professionally by offering training and development opportunities. By strengthening the employees' capacities to contribute to the success of the organization, this promotes both their work performance and career growth.
- ❖ **Performance management:** It is the process through which HRM establishes performance criteria, evaluates employee performance, and offers feedback to help employees perform better. This guarantees that workers are contributing to the success of the company and satisfying its objectives.
- ❖ **Benefits and Compensation:** HRM creates and manages employee benefit and compensation plans that entice and keep exceptional staff members. This keeps staff members feeling appreciated and motivated while also lowering turnover.
- ❖ **Employee Relations:** HRM handles problems involving employee relations, including conflicts and disagreements. This fosters a pleasant workplace culture and aids in preserving strong bonds between staff members and the company.
- ❖ **Compliance:** HRM makes sure that the company abides by all applicable employment laws and rules. This lowers the possibility of legal problems and safeguards the company's reputation.

Successful HRM procedures are essential to an organization's success. It guarantees that the company has the proper personnel, who are employed in the appropriate positions and are motivated, engaged, and productive.

ACTIVITIES PERFORMED BY HRM:

A wide number of activities are included in HRM, such as:

- ❖ Choosing the finest individuals for available positions inside the organization through recruitment and selection.
- ❖ Increasing an employee's knowledge and skill set to improve job performance and career advancement.
- ❖ Setting expectations, assessing performance, and giving staff members feedback to help them perform better are all parts of performance management.
- ❖ Managing concerns involving employee relations, such as complaints, confrontations, and disputes.
- ❖ Designing and implementing employee compensation and benefits programmes in order to recruit and keep personnel.
- ❖ Managing concerns involving employee relations, such as complaints, confrontations, and disputes ensuring conformity with the rules and laws governing employment.

By developing a productive, engaged, and motivated staff, effective HRM practices can assist organizations in achieving their goals. Additionally, it can support a healthy organizational culture, lower turnover and absenteeism, and attract and keep exceptional people.

INTRODUCTION TO ORGANIZATIONAL SUSTAINABILITY:

The ability of an organization to achieve its aims and objectives over the long term while reducing its impact on the environment and society is referred to as organizational sustainability. To produce value for all stakeholders, including employees, customers, shareholders, and the larger society, it includes balancing the economic, environmental, and social aspects of an organization's activities.

Following are a few crucial elements of organizational sustainability:

- ❖ **Economic Sustainability:** To maintain its long-term survival, a company must be financially sustainable. To assure profitability and growth, this entails producing revenue and controlling expenses.
- ❖ **Environmental Sustainability:** By lowering its carbon footprint, protecting natural resources, and putting sustainable practices in place, an organization can lessen its negative effects on the environment.
- ❖ **Social Sustainability:** An organization must be socially conscious and answerable to all of its constituents, including its staff, clients, vendors, and the general public. This entails encouraging inclusiveness and diversity, moral business conduct, and corporate social responsibility.
- ❖ **Innovation:** To stay competitive and adjust to shifting market conditions, an organization must innovate. This entails creating fresh, sustainable goods, services, and procedures that cater to consumer needs.



- ❖ **Governance:** To achieve accountability, transparency, and ethical behavior, an organization must have strong governance structures and procedures.

Because it protects the organization's long-term viability and fosters social and environmental responsibility, organizational sustainability is crucial. Organizations can lessen their negative effects on the environment, improve interactions with stakeholders, and provide long-term value for all stakeholders by employing sustainable practices.

Organizational Sustainability through Green Human Resource Management (GHRM):

A strategic method of managing people that has a strong emphasis on environmental sustainability is called "green human resource management" (GHRM). The goal of GHRM is to incorporate environmental factors into all facets of HRM practices, including hiring, development, performance management, pay, and employee relations.

The importance of Green Human Resource Management is discussed as below: -

Environmental Sustainability: By incorporating environmental issues into all facets of HRM practices, GHRM assists organizations in reducing their environmental effect. This can involve taking steps to cut back on waste and emissions, save resources, and use sustainable purchasing methods.

- ❖ **Engagement of Employees:** GHRM can support employee engagement by involving them in sustainability efforts, encouraging their participation in sustainability-related activities, and fostering a sustainable culture inside the company. Employee retention and satisfaction may rise as a result, improving productivity.
- ❖ **Reputation and Brand Image:** By showcasing their dedication to environmental sustainability, GHRM may assist organizations in developing a favorable reputation and brand image. This may help to draw in and keep priority-oriented clients, investors, and staff.
- ❖ **Compliance:** GHRM may assist businesses in adhering to environmental laws and standards, lowering their exposure to penalties and legal repercussions. The reputation and brand image of the company can also be protected in this way.
- ❖ **Innovation:** GHRM can promote the creation of novel, environmentally friendly goods, services, and procedures. This can aid businesses in maintaining their competitiveness and adjusting to shifting market dynamics.

Organizations can encourage environmental sustainability, involve staff members, establish a favorable reputation, and enhance their brand image by using GHRM practices. Additionally, it can support innovation and verify adherence to environmental rules. In general, GHRM is crucial for businesses that aim to be sustainable over the long term and add value for all stakeholders. GHRM may assist organizations in establishing a positive reputation and brand.

Best practices to achieve organizational sustainability through GHRM:

GHRM can assist organizations in achieving organizational sustainability in the following ways:

- ❖ **Recruitment:** GHRM can assist organizations in luring in and deciding on applicants who share their dedication to sustainability. This makes sure that workers support the organization's sustainability goals and are motivated by its values.
- ❖ **Training and Development:** GHRM can give staff members opportunities for training and development in sustainability-related topics like energy conservation, waste reduction, and sustainable sourcing. This guarantees that staff members are knowledgeable and competent to support the organization's sustainability objectives.
- ❖ **Performance Management:** GHRM can incorporate sustainability performance indicators, such as greenhouse gas emissions, water use, and waste creation, into the performance management process. This educates staff about the environmental effects of their actions and inspires them to increase sustainability.
- ❖ **Compensation:** GHRM can tie pay to sustainability performance, for example, by giving incentives to staff members who reach or surpass sustainability goals. This promotes sustainability among the workforce and aids in developing a culture of sustainability within the business.
- ❖ **Employee Relations:** GHRM can encourage employee participation in sustainability-related activities, such as volunteering for environmental causes or joining green teams, and involve staff members in sustainability efforts. As a result, the organization develops a culture of sustainability and encourages employee participation.

Organizations can encourage sustainability at all organizational levels, from individual employees to senior management, by using GHRM practices. This encourages environmental and social responsibility while also fostering a sustainable culture within the company and ensuring its long-term success.



II. REVIEW OF LITERATURE

Fazal H.A., Liu D., Khalid J., M. Shoaib, M Atif, R. F Ghul, Qin G (2022) The authors of this study feel that GHRM guarantees that businesses are effectively distributed and become more ecologically friendly. GHRM is important for business management for a variety of reasons, including environmental advantages, employee retention, and boosting a company's attractiveness. Former HRM literature emphasized the influence of individual practices on firm performance rather than a collection of HRM practices. C. Haiyun, Huang Z., Serhat Y., Hasan D. (2021) The purpose of this research is to examine multidimensionally the innovative techniques for green supply chain management with QFD (quality function deployment). The study is unique in that it defines the green supply chain criteria for each stage of QFD and proposes a hybrid model using IVIF (interval-valued intuitionistic fuzzy), DEMATEL (decision making trial and evaluation laboratory), and IVIF MOORA (Multi-Objective Optimisation by Ratio Analysis). The findings show that understanding customer expectations through customer relationship management is among the most important innovation strategies for green supply chain management in the energy industry with the sequential stages of QFD, while benchmarking in a competitive marketplace ranks relatively low. F Fan, H Lian, X Liu, X Wang (2021) This study assesses the green innovation efficiency of 235 cities in Mainland China from 2004 to 2016, taking into account the variety of environmental legislation. The study develops a spatial measuring model based on a geographic weight matrix in order to validate the mechanism by which environmental regulation influences regional green innovation efficiency. The major finding of this study is that 1) green innovation efficiency has a significant spatial imbalance in 235 Chinese cities. Green innovation efficiency rises in Eastern China, maintains stability in Central China, and falls in Western China during the study period. Richa C. (2020) This paper focuses on to comprehend the function of green human resource management (GHRM) in promoting employee environmental performance. It investigates the impact of GHRM practices on employee green performance behaviours (task-related and voluntary), with organizational identity serving as a mediator and employee personal values related to the environment and gender serving as moderators. Three hundred and one employees from India's automobile industry took part in the survey. The proposed research model was evaluated using a cross-sectional study design and hierarchical regression analysis. Both related to the task and individual employee green behaviours were found to be significantly predicted by GHRM.

Serdar C, Victor O, U. V. Alola (2020) In this research paper, the researcher has the desire to implement an effective green strategy to address the myriad detrimental effects of industrialization on the environment. Researchers emphasized the importance of leaders and stakeholder involvement in bringing about improvement. This study focuses on how to generate strong psychological capital inside an organization by using the leader's transformative potential in dealing with environmental concerns. F. G. Gul, Z Ashraf, N. G. Gul, Nisar A. C (2019) This study investigates the impact of green human resource management (HRM) practices on environmental performance. In order to investigate the moderated mediation hypotheses, we used survey data from 214 employees. According to the study, green HRM practices improve environmental performance by tapping into employees' environmental passion.

Y. J. Kim, W. G Kim, H. M. C, Kullada P. (2019) In this paper, the authors study that human resource management in environmentally friendly hotel management is a somewhat unexplored topic. Through green human resource management, this study investigates how to increase employees' eco-friendly behaviour and hotel environmental performance. Green human resource management improves organizational commitment, eco-friendly behaviour, and hotel environmental performance, according to the findings. According to the findings of this study, hotel executives and human resource managers should implement green human resource management practices. H. Millar, J, S, Chandana, M Camen, M (2016) This research was carried out in order to examine how a global corporation approaches green human resource management (HRM) in its subsidiaries in the United Kingdom, Germany, and Sweden. The authors compare and contrast the Green HRM practices used by three European subsidiaries of a US restaurant brand. This allows for a comparison of Green HRM practices and behaviour, as well as consideration of the factors that drive subsidiaries in this domain. As a result, this study tackles the current dearth of worldwide comparative research in the topic of Green HRM. Charbel J., Ana J., (2016) In this research paper, the authors portray that Green Human Resource Management (GHRM) and Green Supply Chain Management (GSCM) are important topics in human resource management (HRM) and operations management (OM). Although scholars in each of these fields are advancing the roles of GSCM and GHRM in the development of more sustainable organizations, there has been a substantial delay in the integration of these two modern themes, owing to a larger gap in the integration of HRM and supply chain management (SCM). Y Chen, C.H Chang, Y.H Lin (2014) In this paper, the investigation was carried out to Use structural equation modelling (SEM), this study explores the impact of green transformational management on sustainable performance and examines the mediation-like effects of mindful behaviour and green self-efficacy. The findings show that green leadership that transforms has a beneficial impact on green mindfulness, green self-worth, and green performance. Furthermore, this study shows that the positive association among sustainable leadership and green performance is mediated in part by two mediators: mindful living and green self-efficacy.



III. OBJECTIVES

To understand the importance of Green Human Resource Management
To understand the relationship between Green Human Resource Management and Sustainability

IV. RESEARCH METHODOLOGY

The focus of this essay is conceptual. The information required for this study was gathered from a review of the literature and from the perspectives of some members of the relevant groups, such as students who are paying residents and guests. Various articles are used to obtain some data as well.

V. DISCUSSION

Organizations can use green human resource management (HRM) as a crucial strategy to achieve organizational sustainability. Organizations may lessen their environmental effect, encourage eco-friendly behaviour among employees, and support a sustainable future by integrating environmentally sustainable practices into HRM procedures and initiatives.

One of the main advantages of green HRM is that it can draw in and keep personnel who share the organization's commitment to sustainability. Employees who share their values and are dedicated to advancing sustainability in the workplace are more likely to be drawn to organizations that prioritise sustainability in their HR policies and processes.

VI. LIMITATIONS OF THIS RESEARCH:

The information needed for this study, which is conceptual in nature, was gathered from secondary sources, such as various journals and other papers. The authors of this work and a select group of other interested parties are the only ones allowed to express their opinions. Also, it is restricted to a review of the literature.

VII. SUGGESTION

The organization must put up consistent effort and dedication to implement green HR management. Organizations can achieve their sustainability goals while fostering employee engagement, retention, and productivity by incorporating sustainability into HR policies and procedures, involving staff in sustainability initiatives, implementing green workplace practices and working with stakeholders.

VIII. CONCLUSION

An strategy called "green human resource management" (GHRM) involves incorporating environmental factors into how human resource management (HRM) is carried out in organisations. The purpose of GHRM is to advance sustainability and lessen how negatively organisations affect the environment.

The achievement of organisational sustainability can be facilitated by the adoption of GHRM practises. Companies that use GHRM practises can lessen their environmental impact, save money on energy and resource expenses, and improve their standing as socially responsible businesses.

A sustainable workforce can be created through GHRM techniques including employee engagement, training and development, and green recruiting and retention. By giving workers chances for training and development, involving them in sustainability projects, and hiring and maintaining staff who share a commitment to the environment

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