

REVIEW ON IMPLICATIONS OF GREEN HUMAN RESOURCE MANAGEMENT IN BUSINESS**Prof. Avinash Pawar**

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ABSTRACT

The Green Human Resource Management will assume a vital part in industry to advance the earth related issues by embracing it, in management rationality, HR arrangements and works on, preparing individuals and execution of laws identified with Environment Protection.

Green Human Resource management is another rising idea in today's situation. Developing sympathy toward worldwide environment and the advancement of global principles for ecological Management has made a requirement for business to receive natural techniques and projects Organizations today have turned out to be more cognizant about the developing significance of Integration of natural Management and Human Resource Management. We are entering a green economy thus the effect of our day by day exercises on environment and our longing to make strides toward environmental friendliness has extended from quite recently people to organizations. Organizations today trust that workers must be propelled, enabled and naturally mindful of greening with a specific end goal to do green management activities.

There is a lot of expansion in the reception of environment management frameworks by the corporate part. Writing has offered significance to selection of natural practices as a key target of organizational working making it essential to relate to the backing of human resource management hones

This paper is a push to comprehend the suggestions with respect to the need and hugeness of Green Human Resource Management in Business

Keywords: *Human Resource Management, Green HRM, Environment Sustainability, Green Management*

INTRODUCTION

The Green HRM is the prerequisite of 21st Century as nonstop; it is accounted for in the news paper that in view of the abundance utilization of regular resources as a crude material by the businesses and other business organization there is colossal weight on the normal resources of planet Earth. The circumstance is alarming to the point that the researcher and the preservationist are talking about the issues of natural uneven characters and the bio-assorted qualities. In each International Conference on environment the countries are examining about the carbon credits, an Earth-wide temperature boost and the adjustments in the atmosphere, coming about into quakes, continuous surges and vanishing of specific species and creatures.

Green HRM is worried with the 'systemic, arranged arrangement of run of the mill human resource management rehearses with the organizations natural objectives'. This requires the arrangement in the middle of HR and other practical zones of the organization. Late studies have recommended that, because of the rising business case for green natural management, the situating of the "greening" capacity assumes a key part in enhancing the ecological execution of organizations. The consideration organizations wish to provide for green issues is reflected in the degree of the coordination of an organization's corporate Green HRM procedure into its execution management framework.

All organizations have sway on the earth through their operations item and administrations and through continuous collaboration with shareholders, workers, clients and suppliers. Organizations today are turning out to be more mindful about the ecological manageability Organizations have expressed incorporating Environmental Management and Human Resource Management i.e. GREEN HRM rehearses. Green HR is the utilization of HRM strategies to advance the practical utilization of resources inside of business organizations and, all the more for the most part, advances the reason for natural manageability. Green activities inside HRM frame a portion of more extensive projects of corporate social obligation.

Additionally, for organizations to grasp supportability, it is about the specialized and exploratory components as well as much about the human component as well. The human resource assumes a key part in the achievement or disappointment of an organization's endeavors towards practicing environmental awareness.

Objective of Study

The objective of this paper is to understand the concept, importance, practices and implications of Green Human Resource Management policies and practices.

Significance of Study

In the most recent decade, maintainability has turned into an undeniably necessary part of working together in any industry. Supportability looks to adjust and all the while upgrade ecological, social and money related concerns. For organizations to adjust their money related, social and natural dangers, commitments and opportunities, "maintainability" must move from being an extra to 'the way things are finished'.

It has been perceived that organizational society has principal influence in the movement toward manageability. Organizational society is viewed as a key determinant and marker of the achievement or disappointment of natural management programs at organizations. An organization's way of life exemplifies the primary presumptions, qualities, images and exercises inside of an organization that reflect what the representatives and top management consider natural manageability issues. There has been acknowledgment of the key connection between HRM practices and strategies in making fortify and change organizational societies and to go about as the errand person or change operators.

HRM assumes a basic part in inserting maintainability technique of the organization for making the aptitudes, inspiration, values and trust to accomplish a triple primary concern. It guarantees long haul wellbeing and supportability of both the organization's interior and outside partners. Along these lines there is a developing requirement for the reconciliation of ecological maintainability into human resource management (HRM) i.e. Green HRM.

Numerous businesses now perceive that green projects at the working environment can advance social obligation among laborers and hold top ability. Numerous green organizations brag low representative turnover rates contrasted with their non-economical partners.

This has also been found empirically in the results of various studies, which state the several advantages of green HRM such as:

- **Environment Agreeable Choices:** Having workers who comprehend the significance of manageability, empowers to settle on business choices with a more extensive point of view that conveys creative answers for squeezing and/or developing environment-related issues.
- **Desirability as a Business:** Green managers turn into the most favored decision of green ability pool, i.e. potential workers who comprehend manageability as well as place it practically speaking in business beforehand. Green workforce gives the organization an aggressive edge.
- **Employee Maintenance:** Green organizations are known not bring down turnover rates contrasted with their non-maintainable partners as discovered from the SHRM Green Workplace Survey². 61% of respondents working for a domain wise organization said they were "likely" or "likely" to stay at the business on account of the practices.
- **Improved Deals:** According to the discoveries of the 2013 Cone Communications³ Green Gap Trend Tracker Survey⁴, 71 % of Americans consider the earth when they shop. The discoveries of this overview restore that great environment management hones took after by organizations go far; it can enhance deals and decrease costs

A stream of literature shows how the greening of organizational culture can have economic as well as environmental benefits, looking at it from the resource-based perspective on competitive advantage as well as the strategic-fit perspective.

According to Russo, the incorporation of environmental concerns into the culture of the firm may deliver environmental capabilities that competitors would find hard to imitate which would facilitate a competitive advantage. Proponents of the strategic-fit perspective contend that in order to deliver to the expectations of the green stakeholders (which include customers, civil society organizations, voluntary sector, regulators and more), organizations must embrace sustainability. This implies that lack of accountability could lead to undesirable performance outcomes.

GREEN HRM PRACTICES

Numerous organizations are receiving green practices which help them in diminishing carbon impression through less printing of paper, video conferencing and meets, and so forth. Organizations are economical in view of their operations and society, however the representatives make and execute eco-accommodating approaches and make green corporate society. Without creating staff and actualizing feasible techniques, it's fairly hard to make strides toward environmental friendliness effectively. That is the reason human resource practices are the key part of maintainable business advancement. As per the 2007 survey on green business directed by MonsterTRAK.com⁵, 80% of youthful experts were keen on working at an occupation that contributed decidedly to nature and 92% of understudies and passage level candidates indicated inclination to work for a practical firm. Another overview by the Carbon Trust⁶ additionally stresses the significance of green approaches of an organization as a vital model for forthcoming representatives. The review discoveries demonstrate that more than 75% of 1018 respondents considered dynamic approaches of the organization to diminish carbon outflows as an essential element

The overview led by the U.K. Contracted Institute of Personnel and Development⁷ (CIPD) repeats with 49% of respondents considering the natural accreditations of the organization while choosing to accept a vocation. Truth be told, the discoveries of CIPD/KPMG⁸ review of 1000 respondents demonstrate that 47% of HR experts feel that solid green methodology of firms will make representatives lean toward

working for them furthermore 46% expressed that having a green methodology would draw in potential workers. The HR experts are empowering organizations to make green business in ways like urging representatives to switch off lights when not being used, turn off the PC screens when not being utilized, keeping just negligible lights amid non-working hours for security, internet sharing of preparing material use 'print this email just if important' in their official email signature and the sky is the limit from there. Green HRM procedures like supplanting the utilization of non-green exercises where conceivable, for a case, minimize go by utilization of remotely coordinating, messaging and checking rather than letters and fax. The HR energizes utilization of compostable containers and plates accordingly decreasing utilization of paper glasses, convey reused paper, make duplex printing default and so on.

LITERATURE STUDY

The idea of GHRM is of late inception. Lee (2009) explained that the green management was started as a piece of business methodology amid 1990s yet, turned out to be generally prevalent in 2000s. Despite the fact that green management and greener activities were in presence from more than recent decades, yet very few expounded explores in the zone of GHRM are accessible. Writing reviews have highlighted the connection of HR practices and organizational results, for example, efficiency, adaptability, and money related execution (e.g., Ichniowski et al., 1997; Mendelson and Pillai, 1999; Collins and Clark, 2003)

Laursen and Foss (2003) have uncovered that very little accentuation has been laid on relating these results to advancement execution and natural management activities (Renwick et al., 2008).

Jabbour et al. (2013) concentrated on the relationship between human resources and ecological management at 75 Brazilian organizations and reasoned that HRM relates emphatically to natural management. Renwick et al. (2013) worked widely in distinguishing writing hole in the zone of EM and HRM. His work additionally talked about in writing on capacity inspiration opportunity (AMO) hypothesis, uncovering the part that GHRM forms play in human management hone. The examination likewise highlighted that a few organizations constrain their adequacy in endeavors to enhance EM as most don't practice the more extensive activities of GHRM practices.

GHRM hones have much more extensive degree than simply executing EM activities. HR capacity has been acclaimed as the driver of organizations green society by adjusting its practices and arrangements with manageability objectives mirroring an eco-center (Mandip, 2012; Cherian and Jacob, 2012).

Renwick et al. (2008) and Muller-Carmen et al. (2010) have clarified that GHRM includes an incorporation of organization's ecological management targets to the HR procedures of enrollment and choice, preparing and advancement, execution management and assessment, prizes and acknowledgment and so on

Renwick et al. (2008) have highlighted that the execution of thorough enlistment and choice of workers, execution based evaluation framework and presentation of formative projects go for expanding the representatives' ecological mindfulness. Presentation of online frameworks of livelihood screening, preparing and management style have a urgent part in setting up natural enhancements for the firm. With such activities and huge number of HR staff, organizations are perceiving the significance of HR components included in EM (Daily and Huang, 2001), and are grasping the EM parts of HRM.

Callenbach et al. (1993) has expounded that keeping in mind the end goal to complete green management, workers must be enlivened, enabled and ecologically mindful of greening to be effective. Hart (1996) highlighted that HR needs to accomplice, sustain supporters and make system of issue solvers willing to act to change existing conditions. There is a requirement for the part for HR to be reclassified as HR officials need to go about as natural administrators who accomplishes worker collaboration in actualizing ecological arrangements.

Wehrmeyer, (1996) has highlighted that work states of mind, individual inspiration towards the occupation or the organization, and associations with partners are elements that make an essential impact on the accomplishment of EM. Different inquires about like Sudin (2011) examined the constructive outcomes of the sorts of green scholarly capital on professional workplace citizenship, prompting upper hand of firms. As organizations go for creating development centered natural activities that have impressive effect on the reasonable upper hand of the organizations

Margaretha and Saragih (2013) has highlighted that organizations concentrates on naturally economical business hones by starting greener corporate society bringing about more prominent efficiencies, lower costs and making an environment of better representative engagement. GHRM likewise concentrates on setting up green society

Fayyazia et al. (2015) said that there is a prerequisite for the amalgamation of ecological management in Human Resource Management (HRM) in light of the fact that it is basically or vital as opposed to simply attractive. Fruitful natural management in an organization needs unique endeavors of human resource management (Rothenberg, 2003).

Renwick, Redman, and Maguire's (2008) introduce a comprehensive compartmentalization of Green HRM practices that can be clearly understood, starting at the point of an employee's organizational entry and proceed until the point of the employee's exit. To be ecological, economical and practical at the same time is possible through by adopting Green Practices. Here are some environmentally-friendly solutions to stay Green.

1. Green Printing
2. Green Manufacturing and Disposal of Staff ID card
3. Job sharing (sharing a full-time job between two employees)
4. Teleconferencing and virtual interviews
5. Recycling and Telecommuting
6. Online Training
7. Reduce employee carbon footprints by the likes of electronic filling, Green HR involves reducing carbon footprint via less printing of paper, video conferencing and interviews etc.
8. Energy efficient office spaces
9. Green Payroll
10. Car Pooling and Public Transport
11. Company Transport and 14. Flexi-Work
12. e-filing

Industry Impact on Environment

No	Industry	Resources	Products	Impact
1	Chemicals	Soil, ores, minerals	Agricultural products, Industrial products	Pollutes environment (air, water and soil)
2	Food Products	Plants & animals, water	Human consumption product	Air, water pollution
3	Automobiles	Petroleum Products	Cars & trucks	Air pollution
4	Pharmaceuticals	Plants and animals	Medicines	Flora and fauna Bio-diversity
5	Paper	Plants & Trees	Paper	Forest

GREEN ELEMENTS OF HRM

Green Recruitment: It is a process of recruiting new talent who are aware of sustainable process, environmental system and familiar with words of conservation and sustainable environment. Green recruitment make it sure that new talent are familiar with the green practices and environmental system that will support the effective environmental management within the organization (Wehrmeyer, 1996) because In the race of attracting most creative and innovative employees, companies increase their recruiting potential, hiring quality staff is the very crucial challenge in the war of talent (Renwick et al., 2013).

Green Performance Management: It is a Performance management is an ongoing process of communication between supervisor and an employee that occur throughout the year, in support of accomplishing the strategic objectives of the organization. Green performance management includes the issues related to policies of the organization and environmental responsibilities. Integration of environmental management into performance management system improves the quality and value of environmental performances.

Green Training and Development: It is to sustain in the race market it is very necessary to each and every organization to change themselves with the change in the scenario and it is more important for every organization to resist that change and that resistance to change will be done by training and development. Training and development is a practice that directing a great deal of attention on development of employee skills and knowledge that relate to specific useful competencies, environmental training also prevent decline of environmental management skill, knowledge and attitudes (Zoogah 2011).

Green Compensation and Rewards: It is another potentially powerful tool for supporting environmental management activities this may help to make effort for the attainment of environmental goals (Milliman and Clair, 1996). Ramus (2002) examined through his research that rewards motivated the environmental behavior and attitude of employee.

IMPLICATIONS OF GREEN HRM

Green HRM practices, improved employee morale and this may help to save Environment and that will be beneficial for both the company and the employee. Some of the benefits that an employee and organization can attain by implementing green HRM in the organization include:

- **Improvement rate of retention in employee:** Organizations that are not aware about green concept, green practices and policies may lose their talented or innovative employees to companies that have implemented Green Practices or make their image as an eco-friendly company and offer socially responsible incentives. Some of the incentives include giving subsidies for buying hybrid cars, on solar power system. Among the benefits of this approach is improved employee commitment toward company and job retention.
- **Improved public image:** By using environmentally friendly practices and product, implementing the Green concept, Most of the persons are much aware about eco-friendly practices and they attract toward organization adopting green management practices better as compared to organization that are causing harm to the environment.
- **Improvement in attracting better employees:** In the race of attracting most creative and innovative employees, companies increase their recruiting potential and they are trying to attract the talented employee by providing environmentally friendly practices like GE are painting themselves in green.
- **Improvement in productivity:** Green HRM practices specifically focus on practices for sustainable use of resources that resulting in more efficiency, less wastage, Improved Job Related Attitude, Improved Work/Private life, lower costs, improved employee performance. So it improved employee commitment and job satisfaction toward an organization that improved the productivity of both.
- **Improvement in sustainable use of resources:** By increasing the awareness among the individuals working in the organization about the Green HRM concept, Green practices, proper utilization and retention of natural resources for future generation.
- **Reduction of practices that cause the degradation of the environment:** By implementing Green HRM practices in both the life domain, avoiding misuse of resources.
- **Reduced Utility Costs:** By using technologies those are energy efficient and less wasteful. Using Energy Star-rated CFL bulbs, energy-efficient windows and doors decreases heating and cooling costs, water conservation system, low-flow toilet and reduce landscaping watering to reduce your water usage.
- **Save Environmental Impact:** by Recycling and using long-lasting/Green products reduces the amount of energy needed to produce replacement products.
- **Rebates and Tax Benefits:** Central Government and State government give subsidy and offer tax incentives and rebates.

- **Increased Business Opportunities:** Organizations, agencies, Commercial businesses organizations to do-all those meet specific green some government/semi-government and non-profit institutions only approach those standards.

SUMMARY

The green human resource management has the obligation to make green mindfulness among the new ability and the current representative working for the organization, empower their workers for helping the organization to lessen the reasons for ecological corruption through green development, green projects and practices, hold the resources for future era. Green HRM can create eagerness, motivation and duty to workers to contribute their endeavors, thoughts to the greening of their organization. The green HRM endeavors results in expanded efficiencies, economical utilization of resources, Less wastage, Improved Job Related Attitude, Improved Work/Private life, lower costs, Improved worker execution and maintenance which help organization to diminish representative carbon impressions by the mean of Green HRM.

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