

Green HRM – A Key for Sustainable Development

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Abstract: In today's scenario corporate have become more conscious about the emerging importance of integration of environmental Management and Human Resource Management i.e. Green HRM Practices. The concept of Green HRM basically deals with the utilization of HRM policies and practices to promote the sustainable use of resources within business organizations and meanwhile promoting the cause of environmental sustainability. The concept of green HRM is based on the initiatives undertaken with the objective of protecting the environment and to save our mother earth from the natural and man-made disasters in future. The paper deals with the concept of green HRM, benefits and various green HR initiatives and practices which leads to green HRM at workplace.

Keywords: Green HRM, Sustainability, Environmental Management

I. INTRODUCTION

Twenty-first century generation is showing its concern for the environment all around the globe irrespective of related fields is it business, politics or public. The recent concern for the environment has arisen due to combat climate change, Owing to the hazardous consequences of industrial pollution and waste materials, scraps including toxic chemicals, governments and NGOs round the world promoted regulations and policies with effect of slowing down and to some extent even reverse the destruction of natural resources and its negative effect on the mankind and the society as a whole

The concept of Green HRM deals with use of HRM policies such a way to promote sustainable use of resources in business organizations to make eco friendly and promote environmental economical sustainability practices to keep healthier environment by increasing employee awareness and commitments on the issues of sustainability. Green human resources refer to involving the employees for promoting sustainable development practices and spreading awareness on the issues of sustainability. The HR function will become the driver of environmental sustainability within the organization by aligning its practices and policies with sustainability goals reflecting eco-focus. Green HR initiatives may result in higher efficiencies, lower costs and better employee engagement and retention. Green management initiatives become a crucial factor in forward thinking for the entire corporate all around the world. Green HR initiatives help corporate to find out the best possible alternatives to cut cost without losing the brand image and goodwill. So Strategic Green HRM is becoming the crucial task for HR professionals by integrating environmental management into HRM. HR professionals need to encourage the employees to go for environment friendly at the work place by switching off lights and air conditioners when not in use, using energy saving bulbs and tube lights, making less use of papers etc. Nowadays companies are implementing Environmental Management System (EMS) which provides better control of firm's environmental impacts.

Need For Green HRM

In Today scenario where the world is facing the problem of global warming the need for green human resource management is becoming an important for all the human creatures. Green HRM will lead towards a healthy professional and personal life. So being a human being it is our responsibility to save our mother earth from the hazardous condition and make it a healthy place to live in for current and future generation.

Initiatives towards Green HRM

- As a part of HR function procurement and recruitment can be done by screening the resumes online to reduce the usage of paper.
- For Selection purpose the interviews should be conducted through video conferencing or telephonically.
- Induction program should introduce new employees with ways to reduce waste and benefits of green working conditions
- Performance appraisals should be done using performance management system software and "green targets" should be one of the factor for assessing the performance of the employees.
- HR department should organize training and development session that must include seminars and workshops on topics like waste management, energy efficiency, etc.
- Employees taking initiatives towards going green shall be rewarded and recognized as well as they should be provide with extra compensation and perks for eco-friendly initiatives.

Apart from these, many corporate now-a-days are adopting following measures to “Go Green”:

- Electronic filing of papers for reducing usage of paper and moving towards paperless organization.
- Business conferences and meeting are conducted through video-conferencing and telecommuting, thus reducing travelling cost
- Usage of Public transport for commuting at work place or use of eco friendly vehicles like bicycle , solar cars, E-bikes etc
- Even employees go for Car pooling and sharing
- Waste management through recycling and reusing
- Employees are encouraged to use energy saving light like CFL, etc.
- Companies now go for annual energy audit survey.
- Solar panels on the rooftop should be used to maximize the usage of solar energy and save electricity for our future generations. Toilets and sinks should be monitored regularly for leagues that lead to water wastage. Wastage of water should be eliminated to manufacturing processes and in watering the lawns.

Benefits of Green HRM

- It helps to improvement the retention rate of employees.
- It helps in creating a positive and improved public image.
- It is beneficial for improving the productivity of the employees and the organization as a whole.
- Improvement in sustainable use of resources.
- Green HRM helps in reducing Utility Costs.
- It helps the companies to get rebates and Tax Benefits from government.
- At the same time it helps the corporate in increasing business opportunities.

II. CONCLUSION

The HR is the major role player in initiating, implementing and facilitating Green HRM practices and policies in the organization. The human resource is the most important assets of an organization that plays an important role in managing the employees. Today’s HR Professionals have been assigned with additional task of incorporating the green human resource concept in corporate mission statement along with human resource policies. The future of Green HRM appears promising for all the stakeholders of HRM. The study reveals that Green HRM helps the corporate to reduce the utility cost, improved public image, increased business opportunities and so on. Green HRM is the integration of management and the employees of the organization.

III. REFERENCES

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