

Green HRM – A Way to Greening the Environment

Priya Rana

B. Ed. First year, Sohan Lal D.A.V College, Ambala City

Abstract

Our environment has given us so many resources and utilities, now it's high time to give protection to those resources. The paper largely focuses upon the various Green Human Resource Practices pursued by the organizations all over the world. The contribution of this paper lies in extending the scope and depth of green HRM in materializing sustainable environmental performance of organisations. The green Human Resources Management has emerged from companies engaging in practices related to protection of environment and maintaining ecological balance. The slogan is earning profit through environmental sustainability. This paper proposes the development of a model of green human resource management by reviewing the literature on human resource aspects of environmental management. The data is based on secondary data.

Key Words: HRM, Sustainability, Environment

Introduction

Twenty-first century has been showing heightened interest in the environmental concerns all around the globe irrespective of related fields be it politics, public, or business. Human Resource Management (HRM) is an important faction of management that deals with the most valuable assets of an organization which is human resources. The whole context of HRM is currently being considered in the light of sustainability all over. Exploring and synthesizing about these green HRM practices which are being practiced and are to be practiced by the business and other organizations will contribute significantly to the HRM field academically and practically. Green HRM is referred to "all the activities involved in development, implementation and on-going maintenance of a system that aims at making employees of an organization green. It is the side of HRM that is concerned with transforming normal employees into green employees so as to achieve environmental goals of the organization and finally 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 benefit of the individual, society, natural environment, and the business". HRM practices are the actual human resource programs, processes and techniques that actually get implemented in the organisation or business unit. Similarly, green HRM practices are the actual green HRM programs, processes and techniques that actually get implemented in the organisations in order to reduce negative environmental impacts or

enhance positive environmental impacts of the organisations. The ultimate aim of green HRM practices is to improve the organisation's sustainable environmental performance.

Objective of the Study

- i) To Provide with a basic understanding of green HRM to the readers.
- ii) To elaborate on various green practices that can be incorporated for building a Green workplace.
- iii) To make an Attempts to suggest some green initiatives for HR.

Literature Review

- i) Human Resource Department of an organization plays a significant role in the creation of their company's sustainability culture (Harmon, Fairfield, & Wirtenberg, 2010). Harmon, J., Fairfield, K.D., & Wirtenberg, J. (2010). Missing an opportunity: HR leadership and sustainability. *People & Strategy*, 33, 16–21. [Google Scholar].
- ii) (Cherian & Jacob, 2012). Cherian, J., & Jacob, J. (2012). A study of Green HR practices and its effective implementation in the organization: A review. *International Journal of Business and Management*, 7, 25–33. [Crossref], [Google Scholar], p. 25). Haden, Oyler, and Humphrey (2009). Haden, S. S. P., Oyler, J. D., & Humphrey, J. H. (2009).
- iii) Historical, practical, and theoretical perspectives on green management. An Exploratory Analysis *Management Decision*, 47, 1041–1055. [Google Scholar]) comprehends that the integration of environmental objectives and strategies along with the strategic development goals of a company results in an effective environment management system.

Explanation

Green: The Green has different meanings for a different person, but for an environmentalist or nature-lover “Green” is an area or land that is surrounded with grass, herbs, plants, trees, fresh air and natural resources but somehow, it means something relevant to nature or natural environment.

Go Green: Going green means Conservation of earth natural resources as well as supporting the “Preservation of your personal resources” i.e. your family, Friends, lifestyle, communities. It means implementing determined lifestyle changes that will help individual to live in an eco-friendly way. For this every individual should be a more

aware about the environment and changing their behaviour, attitude and lifestyle to minimize the practices or activities that cause the degradation of the environment.

Green HRM: Green HRM incorporate environment-friendly HR commencement and practices for sustainable use of resources that resulting in more efficiencies, Less wastage, Improved Job Related Attitude, Improved Work/Private life, lower costs, Improved employee performance and retention which help organization to reduce employee carbon footprints by the mean of Green HRM practices i.e. Flexible work scheduled, electronic filing, car-sharing, job-sharing, teleconferencing, virtual interviews, recycling, telecommuting, online training, energy efficient office space etc.

Green Practices: 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.

- i) Green Printing
- ii) Green Manufacturing and Disposal of Staff ID card
- iii) Job sharing (sharing a full-time job between two employees)
- iv) Teleconferencing and virtual interviews
- v) Recycling
- vi) Telecommuting
- vii) Online Training
- viii) 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.
- ix) Energy efficient office spaces
- x) Green Payroll
- xi) Car Pooling
- xii) Public Transport
- xiii) Company Transport
- xiv) Flexi-Work
- xv) e-filing

Green Recruitment: Green Recruitment has not any particular definition, but somehow it means recruitment without the use of paper that minimizes the environmental impact. To complete the paper free recruitment process digital method like online application form, online interviews or telephonic interviews are conducted to decrease the waste of paper, fuel consumption related to interview travel.

Green Training and Development: 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.

Green Compensation and Reward: Green Compensation and reward can be given in many forms such as

- i) Tailor packages to reward green skills acquisition
- ii) Use of monetary-based EM rewards (bonuses, cash, premiums)
- iii) Use of non-monetary based EM rewards (sabbaticals, leave, gifts)
- iv) Use of recognition-based EM rewards (awards, dinners, publicity, external roles, daily praise)
- v) Develop negative reinforcements in EM (criticism, warnings, and suspensions for lapses)
- vi) Develop positive rewards in EM (feedback)
- vii) Link participation in Green initiatives to promotion/career gains (managers advance through supporting staff in EM)

Employee Participation in Green HR Practices: Employees may feel the authority or power to adopt specific environmental management fundamental as a resulted of promoting human resource policies which present more desirable or satisfactory opportunities for enhancement related to depletion of waste. Employee participation in Green initiatives strengthens the possibility of effective green management. Employee participation in Green HRM practices has result a improving Environmental management systems within the work place such as effective and efficient usage of resource

Conclusion

The aim of this paper is to provide a knowledge how Green HRM can help or affects the employee and their organization practices and behavior against environment. Employees learn so many things either from work or from private life and due to these learning experiences the individual behavior varies toward environment. This is only possible by the effective implementation of green HRM within the organization. Green HRM practices between developed and developing countries, Green perceptions, attitudes of employer and employees, barriers in the green HRM implementation etc. Hence, it is suggested that organisations be required to give more priority to make each function of HRM green.

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