

A Study on Factors Influencing Green Human Resource Management Practices

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Abstract: *Any organization must prioritize going green. However, most businesses nowadays are not putting much emphasis on green practices. They are simply concerned with competing and turning a profit. This turns into the main disadvantage for the organization to renounce its commitment to sustainable development and the environment. On the other hand, some organizations work very hard to promote environmental improvement and place a strong emphasis on green practices. This study examines the various green practices that have an impact on green human resource management. And to investigate the key variables influencing green human resource management. Factor analysis is used in the study.*

Keywords: Environment, Green Human Resource Management, Green practices.

I. INTRODUCTION

Human Resource Management (HRM) is a significant function of management that deals with the most valuable assets of an organization which is human resources. The entire setting of HRM is presently being viewed as the illumination of sustainability everywhere. It is contended that Green Human Resource Management is the main component of sustainability. Sustainability is characterized as the resources are limited, and ought to be utilized safely and carefully to long-term priorities and results of how resources are utilized. Green Human Resource Management (GHRM) where the Human Resource Management (HRM) is engaged in managing the environment within an organization. Green HRM uses HRM policies to encourage the sustainable use of resources within business enterprises and promote the cause of environmentalism which further boosts employee morale and satisfaction. The human resource function is an important driver to implement the organization's environment policy to achieve the environmental sustainability goal. The business organization should put more effort into the research on innovation and technology to minimize the impact of environmental degradation by creating employees' awareness and making products that are nontoxic and less polluting to the environment. It is very important to focus on how the human resource function becomes an important driver to the preservation and conservation of the natural environment by the using of technical and Management skills.

II. GREEN HUMAN RESOURCE MANAGEMENT

Human Resource Management (HRM) is a vital management function that deals with the most valuable asset of an organization which is human resources. The entire context of HRM is currently being considered in the context of sustainability. Expanding the statement, we contend that Green Human Resource Management is the most significant element of sustainability. Green Human Resource Management (GHRM) is where Human Resource Management (HRM) is engaged in managing the environment within an organization. Green HRM uses HRM policies to encourage the sustainable use of resources within business enterprises and promote the cause of environmentalism which further boosts employee morale and satisfaction. Green HRM can be defined as the use of HRM policies, philosophies, and practices to promote the sustainable use of business resources. Green human resources refer to the use of every employee interface to promote sustainable practices and raise employee awareness and commitment to environmental issues.

Sustainable development is concerned with meeting people's needs today without negatively affecting future generations' ability to meet their own needs. Companies now recognize the importance of developing a strong social conscience and a green sense of responsibility, with corporate responsibility becoming more than just a brand-building tool to have, but a factor essential to business development. Green human resource management has become a key

business strategy for the present eco-friendly environment and global warming environment. The human resources department has been instrumental in making the office more environmentally friendly.

People's green awareness within the organization has made a significant contribution to the green environment. Waste management, recycling, reducing the carbon footprint, and using and producing green products are the best green practices. The majority of the employees strongly feel about the environment and they exhibit greater commitment and job satisfaction towards the organization. It demonstrates that everyone is prepared to go green. Green human resource management practices are multifaceted, and their potential impact on human resource management issues must be constantly monitored. Green human resource management necessitates the implementation of specific policies and practices. The basic pillars of the organization's sustainability are environmental, social, and economic balance.

III. GREEN HUMAN RESOURCE MANAGEMENT PRACTICES

3.1 Green Recruitment

Green recruitment is a process of recruiting new talented persons who are aware of the sustainable process, environmental system and familiar with words of conservation and sustainable environment. Green recruitment makes them familiar with the green practices and environmental system that will support effective environmental management within the organization (Wehrmeyer, 1996). Recruitment practices can help to improve environmental management systems by ensuring that environmental culture and values are very well clear to the recruits. Job applicants are very conscious about the organization's environmental management practices and their decision for employment depends on it (Stringer, 2009).

3.2 Green Human Resource Planning

Lado and Wilson (1994) define green human resource planning as a set of distinct but interrelated activities, functions, and processes that aim to attract, develop and maintain a firm's green. Boselie, et. al., (2001) stated that green initiatives included in human resource management as a part of corporate social responsibility in the long run.

3.3 Green Job Description

Job descriptions can be used to specify the number of environmental protection-related tasks, duties, and responsibilities (Wehrmeyer, 1996, Renwick, et. al., 2013). Nowadays, some companies have incorporated environmental and social tasks, duties, and responsibilities as far as possible in each job to protect the environment. In some companies, each job description includes at least one duty related to environmental protection and also specifically includes environmental responsibilities, whenever and wherever applicable (Renwick, et. al., 2013).

3.4 Green Selection

In the selection context, when making a selection for the job vacancies, the organization considers the candidate's environmental concern and interest as selection criteria. When interviewing candidates or evaluating them for selection, environmental-related questions are asked by the organization (Revill, 2000).

3.5 Green Induction

WEHRMEYER (1996) stated that the firm conducts the induction program for new employees to ensure that they understand and seriously approach their corporate environmental culture. Organizations can adopt two approaches in respect of green induction namely general green induction and job-specific green induction (WEHRMEYER, 1996).

3.6 Green Training and Development

Green Training and development is a practice that directs a great deal of attention to the development of employees' skills and knowledge related to specific useful competencies, environmental training also prevent the decline of environmental management skill, knowledge, and attitudes (Zoogah 2011). Green training means, train the employee working methods to reduce waste, proper utilization of resources, conservation of energy, and reducing the causes of environmental degradation.

3.7 Green Health and Safety Management

Green health and safety management is really beyond the scope of the traditional health and safety management function of human resource management. It is including the traditional health and safety management and some more aspects of environmental management of an organization (Chinander, K.R., 2001). Nowadays many organizations are redesigning the post of health and safety manager as, health, safety, and environmental manager.

3.8 Green Employee Relations

The evolution of green human resource management has penetrated the employee relations and union-management activities towards green organizations. Employee relations and union support are critical in implementing corporate environmental management initiatives and programs. Joint consultations, gain sharing, recognizing union are the key factors for the stakeholder in environmental management.

3.9 Green Performance Management

Performance management is an ongoing process between supervisors and employees that occur throughout the year. It includes the issues related to the policies of the organization and environmental responsibilities. There is a need for the integration of environmental management into a performance management system to improve the quality and value of environmental performances (Renwick, et. al., 2013).

IV. REVIEW OF LITERATURE

Md Enamul Islam, Valiappan Raju, Abul Kalam Azad (2021) This research addressed the factors affecting managers' proclivity for using the Green Human Resource Management concept for achieving environmental sustainability in Bangladeshi Textile Industries. Due to the impact of COVID-19, data was collected from 357 managers and non-managers of textile industries located across Bangladesh using the online platform. Data analysis revealed that managers' motivation, easy access to IT facilities, and employee commitment significantly influence managers perception to adopt Green Human Resource Management practices.

Muhammad Shoaib, Ayesha Nawal, Roman and Asad Ur Rehman (2022) This study examines the GHRM practices and the transformational leadership specific to the environmental sustainability of Pakistan's dairy industry. It also investigates the mediating role of pro-environmental behavior in the relationship of GHRM practices, environmental-specific transformational leadership, and sustainable behavior. The target population consists of employees working in dairy organizations in Pakistan. A simple random sampling technique was used for data collection. A survey questionnaire method was used to collect data; after data screening, a total of 430 responses were subjected to SEM for analysis. The findings indicated that the GHRM practices play a significant role in improving employee environmental and sustainable behavior.

Nagamani Subramanian, M. Suresh (2022) this study identified 11 organizational learning and green human resource management (GHRM) factors after conducting a thorough literature analysis and consulting with experts. To investigate the interaction of the indicated factors and to build their structural hierarchy, this study used the total interpretive structural modeling method. Further, Matriced Impact Croises Multiplication Applique (MICMAC) analysis was used to establish each factor's driving and dependent power.

V. OBJECTIVES OF THE STUDY

1. To examine the factors affecting Green human resource management.
2. To identify the dominant factors that affect Green human resource management.

VI. RESEARCH METHODOLOGY

According to this study, the methodologies will be formed based on the sample size and homogeneity of the research. In this research, the main intention is to cover the sample size to the maximum extent so it is better to use the Descriptive methods of research.

VII. RESEARCH DESIGN

According to this study, the research design will be formed based on the 12 green practices they are Green Recruitment, Green Selection, Green Training, and Development, Green Human Resource Planning, Green Performance Appraisal, Green compensation, Green employee discipline, Green employee Relations, Green Job Description, Green health and safety management, Green Induction and Green Employee motivation. In this research, the main intention is to see how these different practices affect green HRM green.

VIII. DATA ANALYSIS

The fundamental component of every research is data analysis. Data for this study were gathered using a random sampling technique. This method's primary justification for choosing the data is to give every member of the sample unit an equal chance of being chosen. 103 samples from the population were chosen for this purpose. And the questionnaire was used to record their responses. For the factor analysis in this study, 12 Green HR practices were taken into account to understand the impact these elements have on green human resource management. The use of SPSS 23 is made in order to conduct this analysis.

8.1 Factor Analysis

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.946
Bartlett's Test of Sphericity	Approx. Chi-Square	1250.917
	df	66
	Sig.	.000

Kaiser-Meyer-Olkin Measure is an index that defines Sampling Adequacy. The KMO test value is 0.946 which is more than 0.5 and can be considered acceptable and valid to conduct the data reduction technique. And the value 0.946 is more than 0.9 hence its adequacy is excellent and it has a good association among the samples. Bartlett's test of Sphericity helps a researcher to decide, whether the results of factor analysis are worth considering and whether we should continue analyzing the research work. Bartlett's Test of Sphericity significant to a level of significance is <0.001 which shows that there is a high level of correlation between variables, which makes it adequate to apply factor analysis.

Communalities		
	Initial	Extraction
Green Recruitment	1.000	0.664
Green Selection	1.000	0.721
Green Training and Development	1.000	0.760
Green Human Resource Planning	1.000	0.716
Green Performance Appraisal	1.000	0.729
Green compensation	1.000	0.756
Green employee discipline	1.000	0.636
Green employee Relations	1.000	0.730
Green Job Description	1.000	0.779
Green health and safety management	1.000	0.732
Green Induction	1.000	0.776
Green Employee Motivation	1.000	0.787
Extraction Method: Principal Component Analysis.		

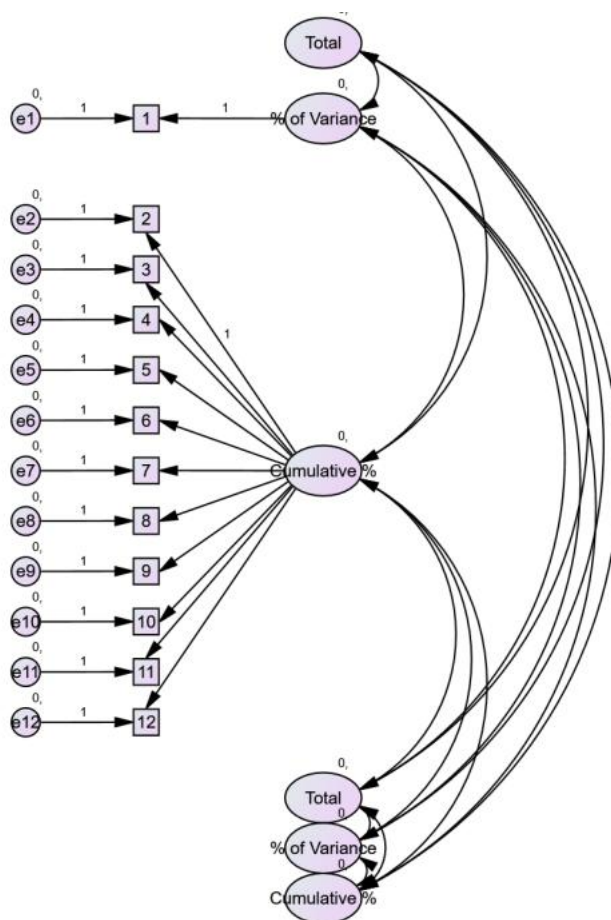
Every variable in communality initially is expected to share 100% variance. Hence initially every item is having a value of 1.00 which means 100% variance shared by each item. The extraction value is ranging from 0.664 to 0.787 which shows that the minimum variance share of the item after extraction is 63.6 % and the maximum variance share of the item is 78.7 %.

Total Variance Explained						
Component	Initial Eigen values			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.785	73.210	73.210	8.785	73.210	73.210
2	.585	4.873	78.083			
3	.503	4.192	82.276			
4	.430	3.585	85.860			
5	.387	3.221	89.082			
6	.277	2.307	91.389			
7	.249	2.073	93.462			
8	.193	1.607	95.069			
9	.186	1.548	96.617			
10	.160	1.333	97.950			
11	.127	1.056	99.005			
12	.119	.995	100.000			

Extraction Method: Principal Component Analysis.

The total variance contributed by the first component is 73.210. Since it resulted in only one component there is no other component. It is also clear that there is one component having an Eigen value greater than 1 from the set of given variables. The eigen value for factor 1 is 8.785.

8.2 Total Variance Diagram



IX. CONCLUSION

This study concludes that KMO results show 0.946 which means these variables have a strong impact on Green HRM. And the 12 variables can be reduced into 1 factor through the factor analysis. And the Eigen value for factor 1 is 8.785.

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