
A Study on Green Human Resource Management -Policies and Practices

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Abstract: *In recent years, Green HRM has become latest trend and it attracted the attention of management scholars. Environmental conservation has been a concern to many international, local and individual organisations. On the basis of available literature in Green HR, this paper provides detailed discussion on HR practices related to human resource department. Many organisations are using Green HRM practices in different area of HR like Recruitment, Selection, Training, Performance appraisal and Reward management. Green HR essentially involves 2 elements -environmental friendly HR practices and the preservation of knowledge capital.*

Keywords: *Environment, Sustainability, Eco friendly practices.*

1. INTRODUCTION

The term Green HRM has become the buzz word with in the business field at present and its significance is increasing manifold with the passage of time. This term has also its secured position as a hot topic in research works since the awareness on environmental management and sustainable development has been increasingly raising day by day all round the globe. Green HRM not only includes awareness towards environmental affairs, but also stands for the social as well as economic well being of both the organisation and the employees within a broader concept.

Green HRM is the latest practise in HR world. Green HR is the use of HRM policies to promote the sustainable use of resources with in the business organisation and more generally promotes the cause of environmental sustainability. Now a days most of the organisations focus on environment. They use environment friendly practices in HR i,e in every concept like recruiting, selection, training, performance appraisal

2. IMPACT OF GREEN HRM

Green HRM helps to increase efficiency and lower the cost. It reduces the negative impact on the environment by the means of car pooling, job sharing, Teleconferencing, flexible working hours, online training etc. Organisations following Green HR practices has the following advantages.

- Gaining reputation and goodwill
- Better utilization of resources
- Better power utility
- Cost effective
- Employee motivation and management through shared set of value.
- Improves health of workforce.

Now lets discuss in deep about Green HR practices in different departments

i. Recruitment

Talent acquisition is the key role of HRM. Recruitment is different from selection. Recruitment is the process of searching the candidates for employment and stimulating them to apply for the jobs in the organisation.

Companies are now focusing on environmental oriented workforce in creating environmental oriented workforce it requires eco-friendly workers. Here the company has two ways. First one the company has to teach every employee about eco-friendly practices. Providing training to every employee is difficult task. second way is recruiting the person who has the knowledge of environment, green practices helps the organisation.

ii. Selection

Selection involves the series of steps by which candidates are screened for choosing the most suitable persons for vacant posts. Green HRM focuses on the candidates who has the knowledge of environment concepts. Here the HR members pose questions related to environmental concepts. This helps to know about knowledge of person related to green environment.

iii. Training

Providing environmental education change the behaviour of employees providing knowledge about recycling ,wast management supporting flexible schedules, telecommuting, car pooling, reducing long distance business travel are very useful to reduce negative impact on environment.

iv. Performance appraisal

Appraising the performance of employees gives motivation to them to work hard. Previously employees are asked to appraise themselves by giving forms. Now, latest trend has been emerged. application forms of performance appraisal is sent to the employees mail account and they rate themselves.

Above is the example of paperless work. With the introduction of technology consumption of paper has been reduced. The cost of paper related actions including copying, printing and storing is also low. Jamie Garratt started idea rebel, a Vancouver-based digital agency in 2008, which is a complete paperless office. Organizations are also focusing on environment management information system(EMIS) and environmental audits.

v. Green reward management

With the increase of green business, reward systems also have to align with the new approach. In order to be effective rewards and incentives in green companies need to reflect the comprehensive sustainable approach embraced by the organization. While rewarding to the employee, some companies include environmental criteria into salary reviews.

Monsanto, Dow chemical, ICI America Inc. follow this green reward management system .

3. CONCLUSION

Green HRM not only increases efficiency ,lowers the cost but also attracts the attention of stakeholders, customers, suppliers, public. It increases the employee satisfaction and retention rate. Green HRM practices safeguard and enhance the workers well being.Green HR practices helps the society as a whole by reducing the waste,pollution. The Green HR practices act as a powerful tool in making organisations and their operations green.

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