

Green Human Resource Management Practices Implemented in Corporate Sector at Noida, NCR Region

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Abstract

Green Human Resource Management is a new trend in business organizations. This topic is to draw attention to environmental pollution and global warming. The study tracks organizations that practice Green Human Resource Management, which helps prevent environmental pollution and global warming. Green Human Resource Management is considered one of the corporate social responsibilities of business concerns. The research is based on both primary and secondary data. The study concludes that green HR practices have been implemented well but some practices are not very impressive in Noida, NCR region.

Key words: Green Human Resource Management, (GHRM), Green HR Practices, Green HRM

Introduction

Green human resource management as a process is a combination of environmental management and human resource management. Today's organizations are more focused on implementing green human resource management as it is a growing concern of the company and all stakeholders. It can create a positive image and bring competitive advantages to the organization that will help the organization survive in the long term and fruitfully. It can also develop an organization's ability to achieve its missions and visions in an effective and efficient manner. Green initiatives in the framework of human resource management are part of the broader programmers of corporate social responsibility.

Implementing green technologies as a business plan will support business success in an ever-evolving world. It is inevitable that organizations will play a key role in the fight against global warming. Human resource management fulfills the company's commitment to green practices with the help of management and its employees. Green HRM can become an operator of sustainability goals, helping to achieve your company's goals.

Definition of Green HRM

Green Human Resource Management as a term is used for all possible HR policies that could contribute to the environmental agenda of the organization. Green Human Resource is the application of human resource management principles to promote the sustainable use of resources within business organizations.

Green HRM is expanding its role in supporting and achieving sustainable goals within the company. The word green HRM mainly refers to the contribution of HRM policies and activities. This is commonly known as green human resource management or GHRM.

Involves all employees in adopting sustainable practices and improving awareness of environmentally friendly lifestyles. These include promoting energy savings.

Objectives

- Study the concept of Green Human Resource Management.
- Determine the level of implementation of green human resource management procedures
- To analyze Green Human Resource Management practices implemented in the workplace.
- To propose some new practices of green human resource management.
- To assess the challenges faced by employees in practicing Green HRM.

Statement of the Problems

The study focuses only on Green Human Resource Practices of organizations that are implemented and followed by workers and identifies the effectiveness of Green HR Practices in the workplace. The study helps to find out how Green HR practices develop the reputation of organizations.

Hypothesis

1. There is no significant difference between Green HR practices and employees' work skills
2. The implementation of Green HR procedures is not difficult for employees.

Research Methodology

Data Collection:

A research paper contains both primary and secondary data. Primary data was collected from employees using a structured questionnaire. Secondary data was collected from published journals and websites.

Construction of the questionnaire:

A five-point Likert scale with scales ranging from "Strongly Agree, Agree, Neutral, Disagree, and Strongly Disagree" is used to assess the green HRM practiced by employees.

Sample size:

Convenient Sampling method was used in the study for sample selection and the sample size for the study was twenty five.

Framework Analysis:

With regard to data analysis, percentage analysis and Pearson's chi-square test were used. A master table was prepared to enter the answers of each respondent and small cross-tabulations were made from the master table for analysis.

Study period:

The research took place between May 2022 and July 2022.

Limitations of the study :

1. The selected sample size is too small when comparing to the population.
2. The research period is very less so, we have taken very important factor for the study.

Review of Literature

Mohammad Main Uddin and Md. Rabiul Islam (2015) in his research paper titled "Green HRM: Achieving Objective through Environmental Sustainability". The Journal of Nepalese Business Studies conducted a research study on the process model of green human resource management from input to output. The researcher collected reviews from articles published on Green Human Resource Management between 1996 and 2013. The study recommended that future researchers fill the gap in the existing literature by conducting empirical studies such as Green Human Resource Management practices in manufacturing or service organizations. .

Jie Shan, Jenny Dumont, Xin Deng (2016) in their paper entitled "Employee Perceptions of Green HRM and Employees' Non-Green Work Coming: Social Identity and Stakeholder Perspectives" conducted a study Multi-source data analyzes reveal that perceptions of green HRM human resources affects these three non-ecological outcomes in the workplace of employees through a motivational social and psychological process.

Aparna Jain (2016), in her research paper titled concept of Green Human Resource Management in Indian Industries – Current Scenario. The aim of this magazine is to develop various green practices that can be incorporated into building a green workplace. The researcher concluded that green performance, green behavior, green attitude and green competence of human resources can be shaped and reshaped through the adaptation of green HRM practices.

Shamima Kamili (2018) in her research paper titled “Green HRM: Origin, Practices and Implications”. The aim of this article is to find green HRM practices and the role of green HRM practices in the transition to ecology. The researcher proposed some social implications of green HRM practices for green organizations.

Green Human Resource Management Practices

- Car sharing
- Donating / discounting office furniture to employees or local charity.
- Electronic Filing
- Energy efficient bulbs at work place
- Explore opportunities for implementing alternative energy sources
- Go paperless
- Job sharing
- Making double sided photocopies
- Online Training
- Recycling
- Reduce business travel - Teleconference instead of travelling
- Telecommuting
- Virtual (Video) interview

Challenges to Green HRM

The following are the challenges or limitations of practicing Green HRM in organizations

- It is challenging to measure the effectiveness of Green HR practices in employee activities.
- The emergence of a Green HRM culture throughout the concern is an uncontrollable and long process.
- It is difficult to change the behavior of employees in a very short time.
- Initially, it may be costly for an organization to go green.

Analysis and Interpretation

The analysis is carried out as follows.

1. Related Green HRM practices implemented with employee job skills
2. Linking Green HRM practices implemented with challenges faced by employees.

A. Percentage analysis of socio-demographic variables

Demographic variables Viz., Gender, Age, Education and Annual Income of respondents were used for analysis and simple average method was adopted. From Table 1, it can be concluded that the vast majority of employees are in the age group of 25-35 years. The maximum number of respondents (64%) are men - employees who practice Green HRM in their organization. Green HRM practices are mostly carried out by UG (52%) and PG degree holders who contribute (36%). The study reveals that Annual Income employees practice Green HRM (48%) highly.

Table 1
Socio-Demographic Profile of the Respondents

S.No	Particulars	No. of Respondents	Percentage	S.no	Particulars	No. of Respondents	Percentage
	a)Age				b)Gender		
1	Below-25	4	16	1	Male	16	64
2	25-35	11	44	2	Female	9	36
3	35-45	6	24		Total	25	100
4	Above-45	4	16				
	Total	25	100				
S.No	Particulars	No. of Respondents	Percentage	S.no	Particulars	No. of Respondents	Percentage
	c)Educational qualification				d)Annual Income		
1	UG	13	52	1	Below Rs 50,000	4	16
2	PG	9	36	2	Rs.1,50,000 – 3,00,000	7	28
3	Professional	2	8	3	Rs.3,00,000 – 5,00,000	12	48
4	Others	1	4	4	Above 5,00,000	2	8
	Total	25	100		Total	25	100

B. Relating green human resource management practices implemented with the employee's job skills

To measure green human resource management practices, respondents (employees) use the scales "Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree". GHRM Practicing employees were asked to select the Green practices implemented in their organization at work. Most organizations in Chennai currently use nine green HRM practices, namely e-reporting, car sharing, job sharing, teleconferencing, virtual (video) interviewing, recycling, working from home, online training and donating/discounting office furniture to employees. The results of the same are presented in Table 3 which accepts the hypothesis "There is a significant relationship between Green HRM practices and the job skills of the employees of the organization".

Table-2
Chi – Square Test Results – Green HRM Practices Implemented with Working Skill of the Employee

	Table Value	d.f	Calculated Value	Level of Significance	Result
Pearson Chi-square	32.67	21	54.46	5 %	Significant

C. Relating Green HRM Practices Implemented with Challenges Faced by the Employees.

The hypothesis proposed to find the relationship is: "There is no significant relationship between the challenges faced by employees in practicing Green HRM" divided into three factors. Chi-square test is used to identify the relationship of challenges with employees practicing GHRM. The consolidated result of chi-square test is given in table-3

Table-3
Consolidated Results of Chi-Square Test

S.No.		Table Value	d.f	Calculated Value	Level of Significance	Result
1	Extra training to use electronic device	41.34	28	31.54	5 per cent	Not Significant
2	Online training may not be effective	41.34	28	54.27	5 per cent	Significant
3	Without power supply Green practices is not possible	23.68	14	37.69	5 per cent	Significant

Results of the relationship between "challenges faced by employees in practicing Green HRM" divided into three factors" are presented in Table 3, which reveals the rejection of the hypothesis "H₀: There is no significant relationship between implemented green HRM practices and challenges faced by employees", except for the first call for additional training of employees on the use of electronic devices.

In contrast, the calculated value of the challenges "Without power, Green practices are not possible" is lower than the table value at the 5% significance level. Therefore, the null hypothesis is accepted and it is concluded that the problem, because without power Green practices are not possible, is not significantly related to employees' Green HRM practices.

Suggestions:

The researcher suggested the following:

- Trained Green employees who will be appointed specially in each organization to get better job skills.
- Try to use another source of energy, practice Green HRM in organizations. (Solar energy, etc.)
- Create awareness and motivation of employees regarding green practices.

Conclusion:

The study evaluated Green HRM practices of employees in relation to their employees' work skills, challenges in practicing the functions of Green HR practices. The analytical part of the study revealed that employee challenges and work skills are significantly related to Green HR practices except for the case of extraordinary training in the use of electrical equipment, where it is insignificant. From the point of view of the green HR practices of the employee, the work skills and challenges of the employees are important. A number of proposals were made based on work skills and reducing the demands of employees and increasing interest in practicing Green HR. Creating Environment Eco-friendly and Green HR practice as a corporate social responsibility. Thus, the study concludes that green HR practices are well established but some practices are not very impressive in Noida, NCR region.

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