# GREEN TRAINING AND DEVELOPMENT AND IT'S IMPACT ON EMPLOYEE PERFORMANCE

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## INTRODUCTION

Green training has been identified as key to addressing independent barriers to environmental protection and promoting their acceptance in the workplace. This produces positive results for both organizations and employee. GHRM is an important tool through which an effective development strategy on the implication of the organization's sustainable plans could be made. GHRM has now started gaining its due attention from researchers all over the world because it provides benefits for organizations/companies, such as but not limited to environmental performance and sustainable performance and also motivates individuals to come up with green innovations and green ideas. Creativity also has a positive effect on an employee's commitment towards working in the environment at the workplace.

GHRM incorporates environmental awareness within the entire HRM process of hiring, training, rewarding and building green employees who understand and value environmental values, practices, and programs. In addition, modern researchers who support the role of human resources in environmentally friendly work have focused on environmentally sound behavior as a key factor in the effective implementation of environmental policies in the workplace

## REVIEW OF LITERATURE

**Kumarasinghe** (2018)The effects of green training and development practices on employee performance. SMART Management towards Business Excellent.At: University of Jaffana, Sri Lanka. Environmental change is a disorder of the environment. Human influences and natural ecological processes are the main drivers of environmental changes. On the other hand, limited agencies that are dedicated to improving green practices can be identified in Sri Lanka. This study has presented new data on the impacts of green training and development practices on employee performance. The findings, development practices, it may negatively effect on employee performance. It requires longitudinal research to better understand the interrelationship of the situation and test the efficacy of green training interventions for the employees, organization and the external environment.

**Eiad**(2021**)** Impact of Green Training on Environmental Performance through Mediating Role of Competencies and Motivation**.** Research Gate 13(1)This work aims to examine the impact of green training on green environmental performance through the mediating role of green competencies and motivation on the adoption of green human resource management. It was revealed that green training has a significant impact on green environmental performance, and all six dimensions of green competencies, namely, skills, abilities, knowledge, behavior, attitude and awareness, were also green motivations. Both green competencies and motivations positively and significantly mediated the relationship between green training and environmental performance.

**Tariq** (2015) The Impact of Green Recruitment, Green Training And Green Learning on The Firm Performance. Research Gate. The main aim of this study is to collect existing literature of green training and development and its effect on performance of employees.

**Kavitha M** (2022)Perception about Blockchain Technology in Human Resource Management –with Reference to IT Companies in Chennai City. Neuroquantology. Volume 20. No.20.Blockchain Technology is a distinct discipline of science that has experienced a boom throughout this time. The primary goal of this research is to examine how employees feel about the use of block chain technology in human

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resources procedures. Online surveys and questionnaires were the tools employed in the data collection process. The study focuses on how participants perceive blockchain technology, but it also attempts to comprehend how this technology is now used in HR procedures.

**Kavitha M** (2022)Performance Appraisal And Its Impact On Employee's Perception. Neuroquantology. Volume 20. No.21. Performance appraisal has increasingly become part of a more strategic approach to integrating HR activities and business policies and may now be seen as a generic term covering a variety of activities through which organizations seek to assess employees and develop their competence, enhance performance and distribute rewards.The main aim of this study is to find the employee's perception towards performance appraisal and to analyze the impact on performance appraisal on staff productivity.Employees are having various perceptions about performance appraisal. There are develop skill, career growth, determine goal, determine growth, identify weakness, self-appraisal, evaluate strength of the employees. Finally, it concludes that performance appraisal shows the positive impact staff productivity.

## OBJECTIVES OF THE STUDY

1. To find the factors determining Green training and development for the employees
2. To analyse the impact on Green training and development on employee performance

## HYPOTHESES OF THE STUDY

1. There is no difference among the factors determining Green training and development for the employees
2. There is no significant impact on Green training and development on employee performance

## FACTORS DETERMINING GREEN TRAINING AND DEVELOPMENT

In the case of Green training and development the researcher identifies that the following order is perceived very important for the reliability measure

| Table 1 T-test for Green training and development | N | Mean | Std. Deviation | Std. Error Mean | t-value | Sig | Ranking |
|---|---|---|---|---|---|---|---|
| Green Spaces | 489 | 3.99 | .947 | .043 | 93.178 | .000 | 5 |
| Reduce waste | 489 | 4.18 | .765 | .035 | 120.978 | .000 | 1 |
| Resource Utilization | 489 | 4.11 | .873 | .039 | 104.102 | .000 | 2 |
| Environmental degradation | 489 | 4.05 | 1.042 | .047 | 85.881 | .000 | 6 |
| Energy conservation | 489 | 4.13 | .882 | .040 | 103.569 | .000 | 3 |
| Water efficient fixtures | 489 | 3.97 | .926 | .042 | 94.779 | .000 | 4 |

Source-Computed data

From the above table it is found that the mean values range from 3.97 to 4.18 with the respective standard deviation and standard error. The t values 93.178, 120.978, 104.102, 85.881, 103.569, 94.779 are significant at the 5 % level. Therefore, it can be concluded, among the six factors reduce waste, and utilization resources in proper way is the main factors that determining Green training and development for the employees.

**IMPACT ON GREEN TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE**

The Green training and development consist of six variables and it subsequent influence over Employee performance is measured through linear multiple regression analysis. The results are presented below

| Table 2 Model Summary for Green training and development | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .958[a] | .918 | .917 | 1.87850 |
| a. Predictors: (Constant), F6,F2, F5, F3,F4, F1 | | | | |

Source –Computed data

From the above table it is found that R=.958 R square = .918 and adjusted R square .917. This implies the Green training and development variable create 91% variance over the Employee performance. The cumulative influence of six variables over Employee performance is ascertained through the following one way analysis of variance.

| Table 3 ANOVA(b) | | | | | | |
|---|---|---|---|---|---|---|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 19068.099 | 6 | 3178.017 | 900.602 | .000[b] |
| | Residual | 1700.867 | 482 | 3.529 | | |
| | Total | 20768.966 | 488 | | | |
| a. Dependent Variable: Employee performance | | | | | | |
| b. Predictors: (Constant), F6,F2, F5, F3,F4, F1 | | | | | | |

Source –Computed data

Table 5.2 presents that f=900.602 p=.000 are statistically significant at 5% level. This indicates all the six variables cumulatively responsible for Employee performance. The individual influence of all this six variables is clearly presented in the following co-efficient table.

| Table 4Coefficients(a) | | | | | | |
|---|---|---|---|---|---|---|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -1.535 | .503 | | -3.050 | .002 |
| | Green Spaces | 2.602 | .313 | .378 | 8.309 | .000 |
| | Reduce waste | .505 | .314 | .059 | 1.608 | .108 |
| | Resource Utilization | 1.581 | .284 | .212 | 5.557 | .000 |
| | Environmental degradation | 1.182 | .259 | .189 | 4.565 | .000 |
| | Energy conservation | 1.254 | .310 | .170 | 4.045 | .000 |
| | Water efficient fixtures | -.058 | .329 | -.008 | -.176 | .861 |
| a. Dependent Variable: Employee performance | | | | | | |

Source –Computed data

From the above table it shows that Green Spaces(Beta=.378, t=8.309, p=.000),Resource Utilization(Beta=.212, t=5.557, p=.000),Environmental degradation(Beta=.189, t=4.565, p=.000), Energy conservation (Beta=.170, t=4.045, p=.000) are statistically significant at 5% level. This indicates that Green spaces and utilization resources are the main factors inducing employee performance.

## FINDINGS AND CONCLUSIONS

Green training and development practice is an important component of green human resource management and it is a process of designing education and creating awareness among employees and achieving environmental sustainability goals into the organization's goal. There are various factors determining Green Training and Development for the employees such as Green spaces, reduce waste, resource utilization, environmental degradation, energy conservation and water efficient fixtures. This indicates that Green spaces and utilization resources are the main factors inducing employee performance. Finally, it concludes that there is a positive relationship between Green training and development and employee performance.

## REFERENCES

**Eiad**(2021**)** Impact of Green Training on Environmental Performance through Mediating Role of Competencies and Motivation**.**Research Gate 13(1)

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