

Research Article

An Empirical Study on Green-HRM Recent Trends and Their Effects in the Workplace with Special Reference to Pune Educational Institutions

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A B S T R A C T

Another concept, known as GHRM, is gaining popularity all around the globe at the moment. It has different meanings to different people depending on who you ask. The significance of GHRM is not yet completely understood. It means increasing efforts to enhance energy capacity or decrease the pollution created by our homes, businesses, and general living preferences in general. The most standard reason for being environmentally generous is a desire to mitigate the potentially damaging impact that pollution and energy use may have on the surrounding environment.

The developments in GHRM and their effects on educational institutions are the primary topics of discussion in this study. This research will be given further scope to make environmental friendliness consistent with current regulations.

Keywords: GHRM, Energy Efficiency, Consumption, Educational Institutions, Environmental Friendly

Introduction

The advancement of the subject of integrating common practices into the region of human resource technique, referred to as Green HRM, is motivated by the rising piece of reasonable unforeseen development and, more importantly, its ecological point, in the construction of a cutting edge association real edge. Maintainability methodologies are developing quickly inside thousands of organizations these days as a response to the challenges and catastrophes that environmental change has brought, and as a step to bring into our reality. This is being done as a result of the steps that are being taken to bring about these changes.

The expanding significance of unexpected sensible development and, above all, its ecological point, in the development of a cutting-edge organization's genuine edge,

prompts the development of the topic of incorporating common practices into the area of human resource procedure, which is referred to as Green HRM. This is because of the growing piece of sensible unforeseen development and, above all, its ecological point. An organization is a group of people that is formed and controlled for the purpose of accomplishing a certain goal, such as running a company or a government agency. The human resource, which consists of a collection of people working together in a coordinated group to create what is known as human resource management, runs the organization. The design of employee benefits, staff recruiting, training and development, performance evaluation, and incentive systems are all part of human resource management. In this article, we will be addressing green HRM, which refers to the use of HRM strategies to advance the efficient utilization of resources inside an organization and, more generally,

to advance the rationale behind the acceptability of the surrounding environment. The focus of this article is on the roles that HR measurements play in the process of developing an interpretation of green strategy into training.

Literature Review

The term "green HRM" refers to a collection of HR activities and practices that are friendly to the environment and are designed to make reasonable use of a company's resources, leading to increased productivity, a lower level of waste, better working conditions, and a more unified attitude (Margaretha and Saragih, 2013).

Marhatta and Adhikari (2013) defined green HRM as the activity of HRM strategies and practices for the reasonable use of resources within corporate associations and typically advances the root of environmentalism.

According to Opatha and Arulrajah (2014), green human resource management (HRM) is defined as the process of producing green workers via the implementation of green human asset strategy and practices. The purpose of green HRM is to aid individuals, societies, networks, and the whole planet.

The HRM work acts as a driver of acceptance by growing or catching up with its green HRM techniques and practices with the goal of increasing EPF (Cherian and Jacob, 2012; Mandip, 2012).

Green human resource management is now generating more significant concern among corporations, private regions, and public territories, which improves the ability of green HRM practices in maintaining and maybe driving EPF. A significant amount of duty for environmentally green practices will help with lowering the number of natural pollution activities and acquiring the climate for our existing population as well as the group of people who are yet to arrive (Jackson et al., 2011).

Green preparation and development (GTD), energy productive workspace (EEW), and rewards and acknowledgment are regarded as the primary components that should be implemented in an organization in order to advance the viability of green human resource management (HRM) (Govindarajulu and Daily, 2004). In the current analysis, these three variables speak to green human resources management as a whole, and we further examine the influence of green HRM on EPF via the lens of worker work-life balance.

Jabbour et al. (2010) distinguish the association that HRM plays in expanding green practices inside associations. They distinguish the significant human metrics, such as preparation and worker motivation, which have an important role in the use of environmentally green practices by the representative.

Fernandez et al. (2003) came to the conclusion that successful implementation of green practices calls for natural awareness and knowledge on cycle among the individual representatives, and that this can only be accomplished by synchronizing green practices with preparation and improvement.

In addition, the reasons why the association of representatives is the third most significant feature of GHRM are as follows: In addition to this, Masri and Jaaron (2017) state that the association of representatives has an effect on ecological performance; however, the positive impact was not as significant as that of green execution, the executives, green administration of the authoritative culture, and green enlistment and choice.

It is possible, in light of the research conducted by Gupta (2015) and Masri and Jaaron (2017), to suggest that worker association is a rather significant GHRM activity.

Teixeira A. (2018) acknowledge in their exploratory and corroborative examination five perspectives that might measure green contribution, one of which is the green' culture, which is also recognized as a significant factor in the writing focuses from Ahmad (2015) and Zhu, Q et al (2013). The previous discussion about writing lends credence to the idea that worker association is a useful tool for GHRM. This is a reasonable assumption to make. Despite this, it is not the primary tool used by GHRM.

Objectives

- To study research on contemporary developments in the workplace about GHRM practices and their implications on educational institutions
- To get familiar with a variety of GHRM practices for fostering a strong environmental consciousness among both teaching and non-teaching staff members
- To provide the results and recommendations made by GHRM practices

Table 1. Demographics Respondents of the Sample

Variable	Categories	Responses %
Gender	Male	44
	Female	56
Age group	25-35	32
	35-45	47
	45 and above	21
Job profile	Permanent	62
	Temporary	38

Research Methodology

This study was compiled from a number of different papers in order to get an understanding of the most recent GHRM developments regarding educational institutions. Through the use of the internet, the questionnaire was sent to both

teaching and non-teaching staff staffs (Google form).

- Sample size is 5 Educational institutions
- Type of research is Descriptive Research
- Scale Technique: Likert Scale

Data Analysis

The categories of the demographic variables that were focused on GHRM are shown in the table that can be seen above. The overall survey found that female respondents made up 56% of the total, while male respondents accounted for 44% of the total. It was discovered that respondents in the age bracket of 35-45 years made up 47% of the total, while respondents in the age bracket of 25-35 years made up 32% of the total for GHRM activities. 62% of respondents fall into the group of people who have permanent jobs, followed by 38% who are employed in temporary positions.

Table 2. ANOVA Test on Environmental Performance on Various Factors

Anova-Between Groups	Job Profile	
	F	Sig.
Factor	.678	.601
c	1.567	.174
Positive outcomes of GHM	2.239	.108

Positive outcomes of GHM

The results of the one-way ANOVA test, which are shown in the preceding table, indicate that there is no relationship between the significance of the main drivers and the benefits of GHRM, where the P value is more than 0.05 for the dependent components. In addition, there is a significant gap between the importance of the essential obstacles that GHRM drills provide and the significance of these differences.

Table 2. Correlation Coefficient between GHRM Practises and Inclusion

GHRM Prac-tices	Pearson’s Correlation	Involvement	Type of correlation
Type of Correlation	Correlation Coefficient	.741**	Positive
	P-Value (Sig)	.000	
Orientation	Correlation Coefficient	.673**	Positive
	P-Value (Sig)	.000	
Learning and development	Correlation Coefficient	.629**	Positive
	P-Value (Sig)	.000	

Green Employee relations	Correlation Coefficient	.574**	Positive
	P-Value (Sig)	.000	
Green compensation and reward management	Correlation Coefficient	.528**	Positive
	P-Value (Sig)	.000	

Involvement is shown to be jointly affected by Green recruitment and selection, Orientation, Learning and development, Green employee relations, Green compensation and reward management, and the participation, according to the Pearson correlation test of hypotheses, which can be deduced from the table that was just presented because all of the P values are less than 0.05.

These variables link with involvement, as described below by Green recruitment and selection ($\rho=.741$), Orientation ($\rho=.673$), Learning and development ($\rho=.629$), Green employee relations ($\rho=.574$), and Green compensation and reward management ($\rho=.528$). These correlations may be explained by the fact that the Pearson correlation coefficient is more than 0.05, which indicates that they have a positive approach. In most cases, the significance of GHRM practices and involvement may be inferred from the correlation coefficient that is presented for sets of correlations.

Research Contribution

This study identifies and explains GHRM practices in Educational Institutions based on previous research and literature. The findings of this research help by providing an insight of the current level of GHRM to improve environmental performance by maximizing their benefits and addressing their difficulties. As a result of this, it is recommended that environmental strategies be developed in order to create ongoing gains in both internal and external environmental advancement.

Creating a green establishment by doing research on environmentally friendly processes, such as enrollment and decision-making online, and motivating employees to work toward a greener atmosphere via performance reviews. These practices are not separate from one another; rather, they are interconnected and have an effect on one another. If a company wants to gain an advantage via the establishment of GHRM practices, it must keep in mind that there will be ongoing work.

Conclusion

This organization presents a literature study on environmental management in organizations, the revolution in

making the environment eco-friendly by adopting the green movement, and the elimination of environmental discreteness. As a result of this study, we have come to the following conclusions: green printing eliminates a significant amount of paperwork and harmful printing chemicals; green manufacturing control lessens the amount of industrial pollution; green building will be completely cost-free while delivering excellent energy performance. Now, the HR Environmental executive of the organization needs to include the implementation of environmental policies, campaigns to turn off computers, TVs, and lights to use renewable energy, the introduction of solar lights, and the promotion of car sharing and public transportation, as well as pay and reward systems, and performance related pay.

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