

# Role of Green HRM in Sustainable Development

Sujata Das <sup>1</sup>, Dr. Madhusmita Dash <sup>2</sup>

<sup>1</sup> *Research Scholar, Siksha 'O' Anusandhan (Deemed to be University),  
Bhubaneswar, Odisha, India.*

<sup>2</sup> *Associate Professor, Siksha 'O' Anusandhan (Deemed to be University),  
Bhubaneswar, Odisha, India.*

*Email: <sup>1</sup> d.sujata79@gmail.com, <sup>2</sup> madhusmitadash@soa.ac.in*

## Abstract

Green development through the domain has carried out the knowledge of Green HRM (Green Human Resource Management), which supports in sustainable development. Sustainable development has now turned out to be requirement of the period. Today's establishments have to stay aware and flexible to unexpected incidents, such as outward crises, which generate enlarged indecision between their staff and carriage instant dangers to the institutions' accomplishment and feasibility. However, with the current situation, institutions abruptly have to negotiate the exceptional and thereby discover fresh resolutions to provocation rising through many parts of their actions. The outstanding provocation in the present day is different, including a series of composite problems such as weather change, severe economic downward spiral and governmental uncertainty. This review offers a complete collected works analysis of Green HRM practices and put forward the implementation of supportable and environmentally friendly approaches by HRM sections in system of government in the form of Green HRM. A widespread collected works analysis was accepted out to collect perceptions on widespread Green human resource actions and their connection with sustainable institutional development. This study places attentiveness rank of Green human resource approaches like eco-friendly exercise, Green recruitment, performance appraisal, worker participation and reward. The discoveries recommend that there is additional opportunity to apply the widespread potential of Green Human resource Management approaches for stimulating environmentally safe enactment in the institutions. Trainings like this are more significant in emerging countries, which have shocking ecological apprehensions and sick executed government regulations.

**Keywords:** Green HRM, Green HRM practices, Sustainable development.

## I. INTRODUCTION

Transformation in environment is a true fact, ecological specialists and futuristic claim that the excellence of our environment is declining and great measure tidal wave and environment changes are an indication of global warming objective. Now a day's authoritative to correct our lifestyles and to extreme fly paper in cognizant exertions to discourse ecological problems on urgency source. The significance of ecological growth can be understood with the statement that United Nations assumed to be an

innovative guideline for all republics to confirm till 2030 i.e. sustainable development objectives. Brundt and Commission in 1987 stated that "Sustainable development imply, growth which unfavorably influence capitals with a manner that upcoming peers can feel pain and may not love the superfluity of a worthy atmosphere and their requirements may not fulfill".

Sustainable Development now a days becoming the need of the hour, administrations intend to completely think about at work out instruments with isolated division to flow out strategies

supporting and caring the atmosphere. The acceptance and assimilation of the knowledge of Green Accomplishes by Human Resource Management is the opportunity of this paper and this knowledge is fundamentally known as Green HRM. Stojanoska in 2016 stated that “Green HRM is an innovative perception & is measured an essential part of HRM. It is an innovative perception in the hypothetical domain as well as the everyday domain of HRM”. The term “Green HRM” was developed by Wehrm eyer in 1996. M. Mampra in 2013 stated that “Green HRM will analyst the carbon imprint by adopting Green initiatives like: electric filing, teleconferencing, reprocessing, and ride sharing, tele-commuting, virtual meetings, e-learning & paperless offices”.

Opatha in 2013; & Opatha & Arulrajah in 2014 stated that “Going green has four main inferences on the subject of HRM.1. Keeping the expected surroundings. 2. Conserving the regular situation. 3. Environmental contamination decline.4. Formation of usual culture. Institutions, industries have taken action to minimize waste, contamination by creating methods & system.” K.-L. Wong et al. in 2013 stated that “Environment Management likes: - Use minor polluted resources, product strategy, reduced wrapping & vitality proficient”. K.-L. Wong in 2013; C.J.C. Jabbour et al. in 2012 stated that “There were numerous lessons which have concentrated on HRM & Human capital on the way to ecological sustainability & ecological concerns”.

Hussain in 2018 stated “Human Resource ground acting significantly in achieving Green practices, HR plays main part in recruiting experienced abilities who can implement and accept Green practices in the institution & can improve environmental sustainability”. Some of the descriptions assumed by the specialists of HRM are:- Wikhamn in 2019 indicated that “Green HRM is the acceptance of HRM practices and approaches which support in achievement of social, financial & ecological goals, with providing an optimistic effect to an institution over an elongated period horizon”.

## II. OBJECTIVES:

- To explain what is Green HRM.
- To explain the importance of Green HRM in sustainable development
- To explain the different practices that can be adopted by HRM wings for sustainable development.

## III. LITERATURE REVIEW:

Green HRM is talk about to entirely the accomplishments convoluted in sustainable development, execution and continuing preservation of an institution that targets at creating staffs of an institution Green. It is together with HRM which is related in the group of altering ordinary staffs towards Green staffs to obtained ecological objectives of the institute and lastly to make an important involvement to environmental sustainability. It denotes to the policies, practices and institutions that create staffs of the institution Green for the advantage of the single, society, regular atmosphere, and the corporate.

The persistence of Green HRM is to produce, boost as well as preserve Greening in the interior of individual worker of the institution with the purpose that he or she provides an extreme separate involvement of individual characters, i.e., preservationist, conservationist, non-polluter, and maker. We understand and listen to quick damage of normal resources. Normal assets are being recycled by governments and institutions excessively for manufacture of numerous things and facilities required by individuals who need to improve their average of existing. It appears that more or less individuals in definite fragments of the biosphere are too desirous and at no time get drenched ensuing in expansion which is agitated with reaching the infinite, several requirements of people at the expenditure of the capacity of forth coming age group to come across their personal desires, at smallest amount their important requirements.

It is normally noticeable that individuals acquire unnatural (and even pass away) unexpectedly breathing of toxic air and consuming polluted water. The water strained through bores that was clean formerly being

polluted and toxic in arrears to dropping numerous inhospitable surroundings of manufacture into the environment. Regular calamities like Acid rains, red rains, Tsunamis, flooding, hurricanes, droughts etc have been go through entirely over the domain and their degree and occurrence look to have augmented. Universal heating is in life. Environmentalists who learning the arrangement and sense of balance of relations among plants, animals, people, and their atmosphere admiration a regular equilibrium for existence of the globe. Auspiciously more or less administrations, more or less groups and more or less persons counting

Conservationists and atmosphere lovers originated progressively to provide a major care to protect, to protect the atmosphere and to diminish ecological contamination.

As a result an enlarged consideration was generated amongst executive committee, proprietors of the governments, executive personnel, regulars, and academics in reverence of environmental sustainability. Thus, Green or Greening is meant for our existence and improvement. It is probable not only to mark administrations Green but also to make each separate/worker Green. As a matter of detail, it is incredible to create an institution Green starving of creating its people Green. Accepting about why Green is specifies the significance of Green HRM.

If repeated in an additional form, Greening is important for the succeeding aspects:

- For the reduction of global warming up.
- To reduce natural calamities like Acid rains, red rains, Tsunamis, flooding, hurricanes, droughts etc related with casual, destructive practice of normal wealth for construction and ingestion.
- To reduce wellbeing sicknesses create toxic waste.
- To reduce damages to creatures and additional ordinary persons.
- To make sure proper sense of equilibrium of associations between plants, creatures, persons, and their surroundings.

- To confirm existence of creatures and corporate institutions for an extended retro of stage.

#### IV. GREEN HRM:

Sharma and Gupta in 2015 stated that “The acceptance and assimilation of the awareness of Green activities by Human Resource Management is fundamentally called Green HRM. “Greens” are mostly related with peace activities, ecological sustainability and pacifist actions .Green HRM is a novel thought & is considered an essential part of HRM”. Green Human Resources Management (Green HRM) is flattering identified as the HRM perception that inspires worker obligation and ecological features. Green HRM is an HR administration method appropriate for institutions which have an important environmental influence.

Sharma and Gupta in 2015 stated that “Green HRM is a universal and broader solicitation of the idea of sustainability to institutions and its workers”. Green movements can be instructed into numerous phases or actions in an institute. Rani and Mishra, 2014 stated that Green HRM comprises practice of HRM to strengthen ecological practice of capitals in institutions. Mondy and Noe in 2005 stated that “The using the HRM activity” , the succeeding subdivision on the origin of collected works recommends dissimilar methods across which more or less feature of Green be reproduced in HRM activities of an institution”. Mondy and Noe in 2005 explained that “There are five tasks of Human Resource Management i.e. Recruitment, Selection, Training and Development, Performance Management & Compensation and Benefits”.

##### a) Importance of Green HRM :-

To provide a harmless and strong atmosphere to its staff is foremost obligation of any manager. The public for Human Resource Management in 2009 described that “A “Green workstation” as a “place of work that is environmentally intricate, resource disciplined and socially answerable””. Creation of a Green atmosphere at place of work shall support in refining fitness of staffs and may eventually assist in decrease

of health charges that an association supposed to sustain at some opinion due towards hazardous at work situations.

To know for which purpose Green is (mentioned above) mentioned the consequence of Green HRM, Greening is important for the following:

- For the minimization of global warming.
- For the minimization of regular calamities such by means of Acid rains, red rains, Tsunamis, flooding, hurricanes, droughts etc. due to familiar, destructive and grasping usage of regular assets aimed at manufacture plus feeding.
- For the minimization of health diseases owing to pollution.
- For the minimization of troubles to wildlife and other natural individuals.
- For the minimization of suitable steadiness of interactions amongst plants, animals, individuals, and their surroundings.
- For the minimization of survival of individuals and commercial institutions for a lengthy retro of period.

#### ***b) Green Human Resource Requirements:-***

For the sustainable development and for achieving environmental goals identification of Green human requirements are very essential. There are four types of Green human resource requirements,

- Green experiences.
- Green approach.
- Green manners.
- Green outcomes.

Although the above requirements are related to each other but they are treated individually. Worker should become Green blend of mind with skill of greening unless it's not possible to become a Green worker who is a part of environmental sustainability and sustainable development.

Definitely there is an enquiry space with respect to definite Green proficiencies to be acquired by the worker demanding experimental investigation readings to be accepted in this respect. Also the worker requires having accurate approach of Greening. Correct

approach implies suitable principles (cognitive), spirits (affective) and purpose to act (behavioral) by means of respect to Greening. It does not a problem all that the job or the area of concentration of the worker is, that troubles is something he or she ought to partake a correct attitude towards Greening. A dangerous Green human resource necessity is Green behavior one measurement of which is Green structural nationality performance specifically well-defined as the degree to which the worker involves in optimistic movements directed at serving the association as an entire for accomplish Greening. The well-known activities do not turn out to be a part of recognized work necessities.

They mostly characterize intentional Green movements. Samples of such movements are:

- To reduce electricity consumption we should use normal water on behalf of chilled water for consumption.
- To decrease power and save trees we should use dual part of the work when documenting or coping or photo-copying.
- To decrease fuel consumption and air pollution we should use bus or train.
- To minimize electricity and air pollution we should switch off PC when not at work as an alternative of take cover it and should use natural light when working.
- To absorb pollution we should plants no of trees in the working cubicles.
- We should buy biological nutrition for merrymakings and should work with a smallest number of bulbs which are on.
- Whenever it is identified that there is harms to the surroundings we should inform to a appropriate person on the subject of the issue.
- Additional measurement of Green behavior is Green personal residency performance that is distinct as the degree to which the worker involves in optimistic activities designed at serving precise co-staffs to perform their Green task.

- We should encourage peoples to develop Green& answer enquiries enquired by others about Green confidently.

#### ***c) How to make HRM Functions Green:***

To mark assured that the institute acquires accurate worker Green contributions and accurate worker Green task, it is essential that HRM roles are accepted or improved to be Green. Constructing a HRM function Green comprises attachment of guidelines, measures, and practices which make sure accurate worker Green contributions plus accurate worker Green activities of job. Preferably it is probable to create individual task Green.

### **V. GREENHRM PRACTICES:**

#### ***a) Green Recruitment and Selection:***

Recruitment implies to obtain a suitable candidate from a large pool of applicants by adopting certain process. It implies the method of recruiting entities having awareness, talents, attitudes, and manners that recognize with ecofriendly administration structures inside an institution. Recruiting applicants with Green bend of mind create it easy for institutions to welcome specialists who are conscious with supportable methods and are already acquainted with essentials for reprocessing and preservation. In Green recruitment institutions can have two choices i.e. such an employment policy be intended that invites applicants that are having Green bend of mind to achieve environmental.

Next decision is that institutions may proof themselves as “Green employers.” Clarke in 2006 stated that “As individuals corresponding to effort for an institution that identifies the significance of caring the atmosphere”. A Green association is different as a place of work that is well scheduled, atmosphere significant, and publically responsible. Subsequent employment, an essential task of HRM is that of Collection. Mondy and Noe, 2005 states that “It comprises sequences of phases that guide to signing of the greatest appropriate applicant for a situation below deliberation”. Revill in 2000 stated that “A Green assortment procedure may

include calculating applicants on the base of atmosphere associated queries”. This shall assistance board in evaluating an individual’s approach on the way to an institutions goal for greener attitude.

#### ***b) Green Training and Development:***

Training and Development is a significant movement when a worker has converted a part of an Institution. Zubair and Khan, 2015 in their study stated that “It is nowadays the responsibility of the association to capitalize in its labor force and grow parallel with its institutional purposes and this speculation attitude can provide knowledge as to by what means far an institution beliefs Training and Development”. The Green training and development is an exercise that emphasizes on growth of worker’s information, abilities and approach. The Green training and development teach workers approximately environmental activity and enlargement and similarly teach workers approximately dynamism consciousness in the association and diminish surplus, and resolve ecological issues in the institution. Physical activity is a key apparatus for the workers for monitoring wear and tear in the institution. It insignificant for institution to inculcate worthy working out to workers and monitor them and also inform them nearby the Green performs, strategies and technique.

Training and Development agendas should be directed at growth of information abilities and capacities of staffs on the way to environmental issues resolving and permit workers turn out to be responsible inhabitants. Liebowitz in 2010 explains that “HRM should focus on progress of a justifiable values in institutions for consuming a long-term impression”.

#### ***c) Green Performance Appraisal:***

A performance appraisal is a systematic analysis of a worker’s work presentation and involvement to an institution it also referred to as a performance analysis, performance valuation, development & discussion. Institution use performance appraisals to define which worker have contributed the most to the

company's growth including environmental sustainability, review process and reward high – achieving workers. However, performance appraisal technique should also comprise Green objective one of the key arrangement region of worker. When the appraisal of the worker originates into account in the institution it is significant to consider about Green Objectives, persistence, Green inductees and accountability occupied by workers and decision of Green outcomes.

Performance Super vision task of HRM is intended at appraising a person's act in the graceful of institutions objectives. Green HRM needs attachment of estimate of individual's contribution in accomplishment of institutions ecological objectives. Opatha (2013) claims in kindness of attachment of a distinct element in performance appraisal practices.

#### ***d) Green Compensation and Reward System:***

Compensation and reward is the most important Green HRM practices over and done with which workers are rewarded for their performance. Compensation is a major significant fundamentals of HRM thus is measured to be the supreme problematic and stimulating part of HR. Compensation is the over-all of all wages given to a worker in arrival for facility a specific provides. Mondy and Noe in 2005 stated that "Simple motivation of offering payment is to attract, retain, and motivate workers". With respect of green, on situations can tie some rewards to contentment or Green objectives recognized throughout performance appraisal procedure. Flexible remuneration scheme added in compensation system by connection it by eco performance.

The HR practices are the supreme influential technique which links together an character's attention to that of the institutions. In the contest of Green HRM rewards and compensation can be expected as prospective tool for associate ecological actions in institution. Phillips in 2007 stated that "According to an investigation directed in the UK it was found that approximately 8% of UK firms remunerated Green behaviors"

.Additionally, institutions may recompense for extraordinary achievement of Green physical activity or ability getting credentials from different document presenting organizations.

#### ***e) Green management and worker behavior:***

Abbaspour, et al. in 2006 stated that "The "Green management system" is an energetic and stable managing preparation of training and actions to screen, escape and regulate noxious waste of environment". Molina-Azorin et al. in 2009 stated that "In the meantime Green management have an effect on as a source of economical benefit through providing planned and cost-effective benefits, the institution should agree to take it as an ethical concern, not as a quick to respond system". Haden et al. in 2009 stated that "Throughout the former period, "environmental consciousness" is offered in the executive' outlines as a technique for control situation over and done with planned actions". Ilic and Unnu in 2012 stated that "In such a way, administrator fixed up usual management structures and strategy to perform and communicate their guarantee on the way to "being green"".

Haden et al. in 2009 describe "Green management as the firm-wide process of spread over improvement to achieve economical benefit, waste decrease, sustainability, and collective accountability". Norton et al in 2015 stated that "Appropriate aspects are very essential in determining up the person performance including institutional, institutional manager and group as these shape up the performance-based activities of an individual inside the stream of these elements". It all finishes with the worker intention on the way to career development in a progressive way.

## **VI. SUSTAINABLE DEVELOPMENT:**

Brundtl and Commission in 1987 stated that "Sustainable development means, improvement that does not unpleasantly have an effect on properties in such a manner that upcoming generation may undergo and cannot admire the extravagance of a good surroundings and their requirements are not meet".

Sustainable Development has in present day converted need of the hour, government might extremely ruminate functioning out mechanism to breeze out strategies preferring and caring the surroundings with collaborating with private sector. The significance of sustainable development can be seen from the reality that United Nations specified an innovative way for entirely nations to accomplish till 2030 i.e. sustainable development objectives (SDG's).

Mandip in 2012 stated that "Institution lower than the title of Corporate Social Responsibility (CSR) right to pay-back to the surroundings, but they require to go outside standard actions and accept more put into practice in predictable for the improved execution of their Green initiative and these Green creativities can be a fragment of the larger CSR as well, which results in sustainable development".

## VII. CONCLUSION AND RESEARCH IMPLICATIONS:

Institute through the domain are functioning in the direction of executing Green HRM practices to achieve economical rewards between the community biospheres and counter the growing global warming issues. Green HRM may extensively productive if it is accepted by the society as portion of the wider sustainable development or Green management attitude on behalf of just a time assured minor distant phase.

Ahmad in 2015 said that "Green HRM hard works have brought about in "increased efficiencies, cost reduction, worker retention, and improved productivity, besides other tangible benefits"". Society require to grow into practical and go for live out that can assist them develop plus at the similar interval allow society for recompensing towards the society. The Green HRM outline is not composite and cannot have need of a necessary shift in the arrangement of HRM roles but at the similar period have an optimistic influence in the elongated path.

Ample acceptance and incorporation of Green HRM in professional is not difficult but needs improved method on the way to the current HR practices on part of mutually the administration

as well as staffs concurrently. In the procedure, numerous HR professionals determined that Green creativities were essential feature of global commercial communal accountability. Corporations are flattering additional conscious around their everyday jobs in the direction of surroundings.

Green HRM can be one small but successful approach as a part of the wider operation. Regardless of numerous developments on the topic Hosain and Rahman in 2016 stated that "There are silent gaps in the Green HRM idea with recommendation to its hypothetical as well as applied improvements". From the investigation inferences, additional study requires to be accompanied in direction to test experimentally present use of this idea beside with documentation of factor that may simplify or hinder execution of Green HRM as an essential policy by unlike society.

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