**GREEN HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL**

 **PERFORMANCE**

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**ABSTRACT**

Global industrialization is increasing company output, technological advancements, and other commercial activity. This has a positive impact on human convenience as well as level of living. On the other hand, it increases ecological risk, posing environmental hazards to individuals. As a result, now is the time for people to employ green methods to conserve the planet's most valuable resource, the environment. The environment has been greatly benefited by GHRM (green human resource management) practices. Green human resource management will play a important role in assisting businesses to handle environmental problems by incorporating it into management philosophies, HR policies and practices, training staff, and the implementation of environmental safety regulations.. This article focuses on the role of HR professionals, as well as the concerns and obstacles that organizations encounter while implementing Green HRM. The better chance is to support the green agenda of the organization as a whole because HR can never meaningfully affect a firm via the development of HR practices alone.

**Keywords:** GHRM, HR professional, Green environment, Issues & Challenges, organizational

 Performance, Green performance management

**INTRODUCTION**

Green HRM refers to the application of human resource management techniques to advance resource sustainability inside for-profit enterprises and, more broadly, to enhance environmental sustainability. The goal of becoming green is to employ items and practices that won't damage the environment by polluting it or causing it to become depleted of resources organic resources. In order to protect the environment from any potential negative effects of the organizations' policies and actions, on the one hand, it involves eco-friendly human resource policies and procedures that will help firms achieve their financial objectives through environmental branding.

The actual human resource programs, methods, and techniques used in an organization or business unit are referred to as human resource management practices (Gerhart et al, 2000; Huselid and Becker, 2000). The programs, methods, and strategies known as "green HRM practices" are the actual green HRM initiatives that organizations use to reduce their negative environmental consequences or boost their positive environmental benefits. According to Mampra (2013), GRM is the application of human resource management principles to advance environmental causes and encourage resource sustainability in commercial organizations while boosting employee morale and job satisfaction. Green human resource management according to Zoogah (2011), the application of human resource management methods, policies, and philosophies to encourage the long-term employment of corporate personnel while preventing any unexpected bad outcomes that may result from environmental problems, risks, or threats to organizations. An organization's human resources department should have the tools necessary to play a significant part in the creation of their sustainable culture. The usefulness and success of any management innovation and strategic tools are dependent on the quality and capability of its human resources, according to many experts, especially in the field of HRM. In order to encourage sustainable application and raise employee responsiveness and commitment to sustainability issues, "green HRM" refers to using every employee.

The need for green human resource management is evident in the twenty-first century, as it is regularly reported in the newspapers that industries and other commercial organizations are putting excessive pressure on the planet's natural resources by consuming too many of them as raw materials. Due to the seriousness of the situation, ecological imbalances are a topic of discussion among scientists and environmentalists. Green human resources refer to promoting environmentally friendly behaviors and fostering staff awareness of and dedication to the sustainability problem via all employee interactions. Initiatives for sustainable human resource management are a part of larger CSR initiatives. Employers may reduce their carbon footprints by using environmentally friendly human resource management strategies since they increase productivity, reduce costs, promote employee engagement, and increase staff retention. Examples include recycling, telecommuting, electronic filing, teleconferencing and virtual interviews, office spas that use less energy, online training, vehicle and job sharing, and electronic filing. The present generation of human resource managers has a responsibility to educate workers and the general public about green human resource management, the Green Movement, resource use, and how businesses may help protect the environment and natural resources for future generations.

**LITERATURE REVIEW**

Green human resource management is a wonderful notion that helps the preservation of our environment and, if applied, has a huge potential to benefit both individuals and society as large, as well as companies and the environment. Dr. kulshrestha S. Shweta and Srivastava Shruti (2018) did an study of the data on this topic. Investigating the significance of the green HRM and the reasons for becoming green are the goals of the study.

Dr. Nawaratne N.N. and Arulrojah Anton. A. (2015) examined green human resource management techniques. This paper's goal is to examine organizations' use of green human resource management strategies using the body of existing knowledge. Examine the breadth and depth of green HRM in achieving the organization's sustainable environmental performance.

Deepak Bangwal Analysis by Tiwari Prakash (2015) Green HRM is a strategy towards environmental sustainability. The research focuses on GHRM, different green human resource processes in turning green, and suggests similar societal implications for green organizations.

Dr. Mishra K. Rani Sushma (2014) studied the organization's strategic application of green HRM practices. An effort has been made to highlight the significance of "green HR," which includes two key components: the preservation of intellectual capital and environmentally friendly HR practices. This research focuses on Green HRM as a corporate strategy endeavor to support environmentally friendly business methods.

Sami (2021) conducted study on the effect of HR practices on employee performance from a variety of perspectives. The archival method was used to perform the literature review. The results of this study showed that green HRM practices generally have a positive influence on worker performance and behavior. According to this study, there is a vacuum in the literature that needs to be filled, and this relationship should be investigated in light of the pertinent internal and external contextual elements.

In order to determine the effect of green human resources management practices (GHRM) on the competitive advantage of Jordanian educational firms, Muna (2019) conducted study. The goal of the study was to determine how the GHRM and a company's competitive advantage related to green recruiting, training, and development, and incentives systems at Jordanian educational institutions. In order to collect the information needed to complete the study's goals, a questionnaire was developed. Nine school organizations in Jordan received the questionnaire between August and October 2018. According to the report, employing green human resource management strategies improved Jordan's educational firms' competitive edge.

**OBJECTIVES**

* To study the notion of Green HRM in further depth.
* To analyze the concerns and obstacles associated with implementing Green HRM in the organization.
* Examine how human resource specialists may contribute to environmental management

**RESEARCH METHODOLOGY**

The secondary data was derived from various of publications and private conversations. The additional sources of secondary material were books articles, magazines and newspapers on the topic, research investigations carried out in this and similar fields at other institutions, and research studies.

**GREEN HRM**

Green HRM is the practice of implementing HR policies to support organizations' efficient use of resources, which often contributes to environmental sustainability. The emphasis that people management practices and policies place on the entire corporate environmental goal is referred to as "green HRM" most commonly. In order to reduce the need for travel, typical green activities may include video recruiting or the usage of online and video interviews. Green incentives might involve the use of workplace and lifestyle benefits, ranging from free bicycles to compensation for carbon emissions, in order to keep people in the program and continue to recognize their effort. Although many workers believe it is not their obligation to protect the environment when they are at work, millennials are citing environmental knowledge as a reason they support their employer.

As more people look to their jobs for significance and self-actualization, there is also a greater opportunity to link the workforce. Other simple green measures include minimizing the amount of printed paper used in performance evaluations, pay reviews, and so on. While there is some "green washing" in waste reduction, there are also various opportunities. However, HR will always be able to significantly impact a business through the creation of HR practices; thus, including the organization's overall green program has a greater chance of success.

**SIGNIFICANCE OF GREEN HRM**

As a result, corporate ecology or "green management" emerged as a new strategic issue in the 1990s and gained global acceptance in the 2000s (Lee, 2009). According to Lee (2009), "green management" is the process through which businesses create environmental management plans to control their impact on the environment. This concept has evolved into a strategic major concern for corporations, particularly multinational enterprises that conduct business internationally (Banerjee, 2001). Green management, to sum up, is the management of an organization's interactions with and impacts on the environment (Lee and Ball, 2003). It goes beyond the mere fulfillment of legal requirements and must now incorporate theoretical tools like pollution prevention, product stewardship, and corporate social responsibility.

**MODEL OF GREEN HRM:**

Green printing, going paperless, lowering commuting, fostering eco-friendly talent, performing green audits, recycling items, minimizing business travel for various business agreements, adopting green policies, and lastly offering a green award to someone who has excelled everyone else in the community are just a few of the efforts the HRM has made to become more ecologically friendly.. As a prototype for green HRM, the GHRMA process model was developed, with employees taking the initial action. Employees can take action to make some changes at work to help preserve the environment in some little way since they are noticing a lot of issues and imbalances in the environment. Therefore, in order to maintain the status quo, the HR Department has made improvements to the HR functions, including the following: recruiting via Skype video calls, telephone calls, or both. Training and development: By offering online training, a firm can cut costs while also getting a deeper understanding of its employees. Giving the best employee who accomplished the same at work the known acknowledgment as a green reward serves as an appraisal for the employee's performance employee. Emailing the employees for e-birthday greetings and for all holidays allows employee relations to stay in touch with the staff. Pay and incentives - In GHRM, the management usually pays the employee's salary straight into their account, and ongoing prizes are delivered on a regular basis online, saving the workers' time and effort.

**ROLE OF HR PROFESSIONAL**

Companies that strive to be more environmentally conscious must make sure that current employees support the objectives. This might be accomplished through educating and communicating with HR professionals.

In their Greening of HR Survey, respondents to Buck Consultants, a human resources and benefits consulting firm, reported integrating environmental management into their corporate operations in a rate of 54%. This survey received responses from 93 American organizations representing a wide range of industries, which were then reviewed. The survey, conducted in the fourth quarter of 2008, examines the different "green" practices that companies are implementing in their workforce management and human resources practices. Common green human resources strategies include reducing travel by using online or teleconferencing (78 percent), promoting the use of less paper (76 percent), and implementing wellness programs to promote employees' good diet, exercise, and healthy living (68 percent). Green workplace policies might promote social responsibility among staff members and help organizations retain top talent, which is something that is increasingly recognized by businesses. More than 60% of survey respondents have included environmental responsibility in their company's goal statement. "study revealed that when firms designate a specific person to head up the initiatives, employee engagement in green programs greatly rises. Employees are participate in green initiatives in numerous firms. 77% of businesses that offer incentives to promote eco-friendly conduct also offer unique employee appreciation. 14 percent offer a monetary reward, while 36% offer incentives in the form of rewards. The Company Green training programs, environmentally responsible investing alternatives, and hiring people with green talents are expected to rise in the future, according to executives. Many businesses increasingly understand that green initiatives in the workplace may encourage social responsibility among employees while also assisting in the retention of top talent.

ASPECTS AND DIFFICULTIES OF GREEN HRM ADOPTION IN THE ORGANIZATION

* Carrying out an energy audit - The majority of regional utilities offer free on-site guidance to businesses on how to reduce consumption and save money. Increase insulation, use energy-efficient light bulbs, establish timers to turn off lights automatically, and maintain temperatures that are neither too hot in the summer or too cold in the winter.
* Going paperless - Promote e-mailing.
* Engage employees - Form a team to oversee the company's environmental activities.
* Recycle - Materials left over from production processes, including glass, paper, plastic, and metal trash, may all be recycled. Search through your trash. You'll see how expensive it is to buy, store, and discard things from a new angle. Do not reuse delivery packaging or make unnecessary photocopies.
* Reduce commute (for example, by providing priority parking for carpoolers). Employees who take the bus or metro can get transit passes, while bikers can get bike racks.
* Buying green entails informing vendors of your interest in sustainable items and setting explicit targets for purchasing recycled, reconditioned, or used goods. When making a purchase, consider the environment as well as the price.
* Detoxify - Many offices have harmful items on hand, such as discarded batteries and copiers toner. Talk to suppliers about toxic-free options, and be sure you properly dispose of any toxics you must use.
* Consider the amount of petroleum required to ship and receive items. Evaluate the environmental effect of the items you buy or sell and look for solutions to offset such consequences. Purchase or lease energy-efficient automobiles and trucks for your workers' business use and product delivery.
* Provide greening leadership and resources - Assign a recognized executive-level individual to lead going green/organizational sustainability activities. Including "going green" in the mission statement and business goals of the organization.
* Involve employees - Form a team to oversee the company's environmental activities.
* Communicating about environmental concerns - Inform your suppliers and clients about your efforts. Also, contact local regulatory bodies, since many of them provide cash incentives to enterprises who implement green projects. Keep workers and shareholders/investors up to date on the process of turning green.
* Conserve water by checking sinks and toilets for leaks that waste water. Reduce water waste in production operations and on the company's lawns.
* Investigate options for integrating alternate energy sources.- Assess the viability of employing solar energy, biofuels, wind power, and other alternative energy sources.
* Green manufacturing techniques should be adopted by employing energy-efficient equipment and optimizing operations so that fewer stages, materials, and packaging are required.

**CONCLUSION**

Green ideas and concepts are gaining traction in the HR area, and they are offering genuine advantages to the organization rather than merely glossing over brand and image. These new procedures, rules, products, and technologies are assisting in ensuring compliance while also improving efficiency. Here are various areas where businesses may implement more environmentally responsible techniques, such as using the internet or teleconferencing to decrease business travel, or posting staff manuals, rules, and other firm information online to save printing. By providing recycling trash containers for paper throughout the office and for bottles and cans in the break area, businesses can encourage paper reduction and the storing of paperwork in electronic form. Work-from-home and telecommuting initiatives are prioritized by businesses. Institute Ride/Share initiatives have also been successful in establishing company greening. Most businesses incorporate environmentally friendly benefits as part of a larger effort to green the firm. Businesses should consider the benefits to the environment while recycling, replacing inefficient heating and cooling systems, and looking for methods to increase production. It is past time for businesses to include environmental management into how they operate so that HR professionals can keep a continuous calendar of events. Going green also benefits firms' public relations, because strong PR and a positive public image may have a big impact on revenue.

**SUGGESTION**

* Expertise in GHRM must be considered during the recruiting process by human resource management. The organization's resources will be better protected, conserved, and used properly by the workforce, and tasks will be appropriately carried out.
* Human resource management should evaluate employee performance based on whether or not the individual has participated in green human resource management training and is actively involved in environmental initiatives. so that staff members are motivated to uphold environmental protection while performing their duties.
* To achieve long-term sustainability, organizations must improve their system for evaluating employee performance and train all staff on how to utilize company resources in an environmentally friendly way.
* To raise employee knowledge of sustainable development, organizations should implement CSR initiatives that encourage the sustainable use of environmental and natural resources.

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