GREEN HUMAN RESOURCE MANAGEMENT
(GHRM)

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Abstract

Green revolution, going green, environmental protection, sustainable lifestyle, protecting our earth and many more has become a natural phenomenon in our everyday life. Green Human Resource Management (GHRM) has become a key business strategy for the significant organisations where Human Resource Departments play a crucial role in going green. The term Green Human Resource refer to the promotion of sustainable employee practices with the help of interface of every employee, It’s aims to increase the awareness among the employees on the issue of sustainability. GHRM deals with the Human Resource activities which are environmental friendly and promote the sustainable use of natural resource in the organisation. Today, some GHRM activities that have become typical, for example: avoiding unnecessary printing, recycling printed papers, use of telephone or video interviewing and conference in order to avoid the environmental impact of travel etc., This paper largely focuses on significant works of GHRM globally practices pursed by the organisations across the world and explores the comprehensive meaning of GHRM. The study elaborates on various practices that can be incorporated for building a Green workplace.

Introduction

“What we are doing to the nature is a mirror reflection of what we are doing to ourselves and to one another” – Mahatma Gandhi. Business organizations are nowadays realizing that, in additional to focusing on financial profits, they must consider all social and environmental impacts for their long term sustainability. Sustainability is “the ability to meet the needs of present without compromising the ability of future generations to meet their needs”. Organizations need to understand their responsibility towards social and environmental risks and opportunities for all business decisions taken by them and simultaneous approach of delivering positive result for 3P’s –People, Planet and Profit is refer to as a “ triple top line” of an organisation.
Green Human Resource Management

Green Human Resource Management is emerging as an important thrust area for management which can have an enormous impact on people issues in an organization. The term GHRM is often used to refer to the contribution of HR policies and practices towards the broader corporate environmental agenda of protection and prevention of natural resource. Green HR can become an active partner in achieving this objective by creating a Green HR platform where the workforce experience high job satisfaction and being better engaged, which will result in higher productivity.

What is GHRM?

GHRM - Green Human Resource Management is most often used to refer to the contribution of people management policies and practices towards the broader corporate environmental agenda. Typical green activities include video Conference, and the use of online and video interviews to minimize travel requirements. Green reward can include the use of workplace and lifestyle benefits, ranging from carbon credit offsets to free bicycles, to engage people in the green agenda, while continuing to recognize their contribution. While many employees often feel it is not their responsibilities to protect the environment while they are at work, the new workforces of millennial are emphasizing environmental consciousness as they chose their employers.

Definition of GHRM

According to Gill man dip, “It involves reducing carbon footprints via less printing of paper, car sharing, job sharing, telecommuting and videoconferencing and interviews etc.” Hence GHRM involve two essential elements. HR practices which are friendly to environment and the conservation of knowledge capital.

Review of Literature

Aravamudhan (2016) Green HRM involves addressing the company carbon footprint by cutting down on usage of papers, reducing unwanted travel. Green HRM is about the holistic application of the concept of sustainability to organization and its workforce. Sustainability and Green Business practices as a way to improve their operations and enhance their competitiveness.

The studies by Jabbar et al., (2017) identified the impact of human resource management on principles of environmental management implementation in company and identify the link to operational performance. The study adopted a primary empirical approach and identified that HRM practices including recruitment,
feedback and compensation were found to have an impact on environmental management practices of the company.

**Objectives of the study**

- GHRM helps to develop Green learning environment in the organisation.
- It educates a working environment to Green Practices to be utilized in their professional as well as personal lives.

**Need for GHRM**

- Reduction in ecological footprints.
- Concentrate on social and environmental factors.
- A positive joint effort by everyone.
- Employees are more committed and satisfied.
- Helps to understand the environmental related issues.
- Identify how to develop human resource policies for promoting environment management initiatives.

**GHRM Functions and Environmental solutions**

The following are some of the latest environmental friendly solutions to stay green in the HR functions:

**Paperless Office:** Paperless office is a work place where the use of paper is either restricted or eliminated by converting important official documents and other papers into automated workflows example: applications are invited through online mediums like online application forms, emails etc., and more printing of paper leads to increase in paper toner wastage it cause carbon dioxide emission. Preton Software is software which can reduce paper demand by up to 50% without degrading the output image quality. According to the actual case reference, a company with 1000 employees may reduce its toner consumption by around 350 cartridges per year and will reduce its carbon foot prints by around 1.68 tons of $CO_2$ annually.

**Green Manufacturing and Disposal of Staff I.D. Card:** I.D. card issued by HR department are made of PVC and hard to be recycled. PETG is better material to produce plastic cards in terms of ecology, it is 100% recyclable, does not produce noxious fume and creates less water and air pollution. Moreover when such cards that contain personal information need to be disposed use of disposal service can be made which enables the waste plastic cards to be securely transferred for recycling. Recycling reduce the amount of waste that is thrown into the dustbins, thereby making the environment cleaner and the air fresher.
Conservation of Energy: Conservation of energy in the office has the potential for a great environmental impact, like turning off the P.C’s, Tube lights and fans after using them. Nowadays, companies started to use RE-NEWABLE ENERGY and even started to use of solar energy. Organisations are also promoting the extensive use of energy star-rated light bulbs and fixtures which undoubtedly consumes at least two-third less energy than regular ones this is also called green building such as energy efficiency, renewable energy. Green building also serves as platform for financial savings for organisations.

Advantages of GHRM

- Healthy Work Environment
- Increase employee morale
- Less Cost
- Ecological Balance
- Flexibility

Conclusion

The employees and practitioners can establish the usefulness of linking employee’s involvement and participation in environment management programs to improve organizational environmental performance, like with a specific focus on waste management recycling, creating green products, etc., Employers can help employees to adopt Green HRM policies and practices. The nature of their work involves high level autonomy and they will show a strong commitment to their jobs. In the current scenario, most of the employees now realize the value sustainability has on their competitiveness, reputation, ability to attract and retain top talent. The employees have to adopt green HRM policies and practices that help to safeguard and enhance worker health and well-being. Management can improve their environmental performance in a more sustainable manner than before.

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