

Influence of Green HRM Practices on Employees Performance Level – A study with reference to literature review

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Abstract

Green HRM practice is playing a predominant role in the present business scenario for making better profit by adopting ecological practices. The success of the application of green HRM depends on the employees' adoption and commitment towards the green practices. This paper observes the importance of green HRM practices among the organization and its influence on employees performance level. Based on the secondary data, the study concludes that by adopting green HRM helps in improving environmental performance as well as improving the financial performance of the organisation.

Keywords: Green HRM, Employee commitment, Environment Sustainability

Introduction

An understanding of employee performance has become more critical due to the rapidly changing nature of organizations. Organizations are becoming global and are shifting from traditional structures to decentralized structures, and implementing the concept of teams (Erez and Den, 2001). These changes, along with the trend of downsizing and a shift away from lifetime employment, have resulted in employees labouring higher levels of anxiety.

In the present scenario, many companies are following a greener approach inside their organization. They are experiencing a positive and friendly effect on the patterns of employee relations in the organization. This also has a positive influence on the mind set of employees. They feel that apart from their functional contribution on the job, they have greater responsibility in preserving the environment. Green HR Practices encourages employees to work environmental friendly (Saba Jafri, 2012).

In India, with a large population, have adopted the concept of 'go green' practices with the view of the importance of the environmental sustainability. The Green HR practices educate the employees in the organisation to promote the sustainable practices and increase awareness to the employees on the issues of

sustainability. The green HRM practices will help the employees in by creating awareness and new ideas about the eco-friendly practices in the organisation (Dr. Chandrajeet, 2017).

Objectives of the Study

- To understand the concept of Green HRM
- To study the influence of Green HR practices in motivating employees' performance level in the organisations.

Methodology

To obtain the above objectives, the study applied a systematic review of literature review from various research articles. Hence this study is a desk research rather than a survey researching.

Understanding Green HRM

Green HRM has been understood with different meaning by different people (Sushma Rani. 2014). Green HRM is the use of HRM policies to adopt the sustainable use of resources within organizations and helps the reasons of environment sustainability. The term "Green HRM" is used to refer to the concern of people management policies and practices towards the wider corporate environmental practices. The practice of green HR includes, recruitment, selection and compensation, performance management, training and development, employee involvement and participation.

Green HR Practises consists of two essential fundamentals which are Environmentally-friendly HR practices and the preservation of knowledge capital. It demands undertaking environment friendly wits, resulting in greater efficiency, lower costs, and better employee engagement and retention. This helps the organization to reduce carbon footprints. Green HR practices can be effectively implemented only if the companies have the right people with the right skills and competencies (Daily and Huang, 2001). The Green HRM practices are the GHRM programs, processes and techniques that are applied in the organisation to reduce negative environmental impacts and to enhance the positive environmental impacts of the organisations (Anton Arulrajahan, A 2015). Organisations can enhance their environmental performance in more sustainable manner than earlier by understanding and increasing the scope of GHRM

Green HR Practices and Employees Performance level

Green HR Practices results in different outcomes like improved employee morale, stronger public image, increased employee loyalty, increased brand recognition, gained competitive advantage, increased workforce productivity and increased employee retention (Saba Jafir, 2012). Green HRM practices influence the behaviour of the supervisors towards employee engagement and finds a possible solutions for environmental problems (Chandarjeet, 2017). Green HRM is a system that motivates the employees and helps to understand the green culture in the organization. The employees performance level, employee attitude, behaviour and competencies can be shaped and reshaped by applying green HRM practices (Aparna Jain, 2016). High level of management and technical skills are required among the employees for the purpose of implementing the green HR practices to have a powerful impact on the sustainable competitiveness among the organisations. Employees in the present scenario understand the environmental consciousness and follow the green values and practices in the organization. Wider level of employee participation in green practice will pay way for the successful outcome for the organisations (Hanna, 2000)

Conclusion

The main issues in front of HR professionals are to understand the scope and depth of green HRM in altering their organizations into green entities. The organisations are facing difficulties in motivating the employees to adopt to the green practices, to develop green culture and change the behaviour of the employees in short span. Adopting green practices would increase the morale and performance level of the employees, which in turn would be beneficial to both the organisation and the employees. Adopting green HRM helps in improving environmental performance as well as improving the financial performance of the organisation. Green HRM practice improves the well-behaviour of the employees in the organisation.

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