



A STUDY ON DIMENSIONS OF GREEN HRM PRACTICES ON GANGES INTERNATIONAL INDUSTRY

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Abstract

The purpose of this study is to analyze the Green Human Resource Management practices on Ganges International Private Limited. For empirical investigation, instrument was adapted and distributed among 100 employees in Ganges International Private Limited. Descriptive statistics is used to describe the sample. Tools were used in this research. This study elucidates the dimensions of green HRM practices which helps to achieve higher grades of satisfaction when they are more involved in Green HRM practices. Moreover, this research proposes that organizations who want to increase their employee performance should put emphasis on training as it motivates them to achieve higher performance levels. This research will help managers to improve organizational performance and achieve the targeted goals. The limitation faced in this study was lack of information and awareness about the topic and restricted number of firms was applying Green HRM practices in its operations. This study concludes that the organization were somehow using the dimensions of green HRM practices and it was green recruitment and selection, performance appraisal and finally the employees are satisfied with green compensation and rewards.

Keywords: Green Human Resource Management, dimensions, Organizational Performance, Environmental Training, Performance appraisal. Employee satisfaction

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1. INTRODUCTION

In current scenario green human resource management has become a key business strategy which affected corporate environment, green human resource management has emerged as a critical business approach. The human resources department has been instrumental in making the workplace as environmentally friendly as possible. It discuss the dimensions of green HRM practices. The dimension of green human resource practices are the main topic of this study. Susananto, P. (2023).stated that employee performance is closely related to e-HRM, green employee motivation, and person-job fit

Green HRM

Green HRM is referred to all the activities involved for development, implement and maintenance of a system that aims to making the employees for green organization. From the human resource management point, green is concerned with transforming normal employees into green employees in order to achieve environmental goals of the organization and provide significant contribution to environmental sustainability. It refers to the policies, practices and systems that make employees of the organization green for the benefit of the individual, society, natural environment and the business (Parul Deshwal, 2015). Greening is essential to avoid or minimize global warming, natural disasters such as Acid rains, red rains, Tsunamis, flooding, hurricanes, droughts etc owing to informal, harmful and greedy usage of natural resources for production and consumption, health diseases owing to pollution and harms to animals and other natural creatures, green ensure the appropriate balance of relationships among plants, animals, people, and their environment. It is essential for the survival of humans and business organizations for a prolonged period of time. Certo and Certo (2008) stated that corporate social responsibility is the managerial obligation to take action that protects and improves both the welfare of society and the organization.

Objectives of the Study

1. To know the Dimensions of green HRM practices
2. To analyze the employee perception towards green HRM practices.
3. To examine the employee satisfaction on green HRM practices.

Scope of the Study

This article aims to educate readers on the dimensions Green HRM practices has on workplace policies, employee behaviour, and the environment. This study

will be able analyses the dimensions of green hrm practices and it will be reduce the problems inside the organization. This study will give the controlling of the employees performance. Green performance evaluation and business performance might be compared. Future research might provide insight.

2. RESEARCH REVIEW

The researcher has adequately reviewed the existing literature and broadly categorized into thefollowing sections: (Susananto, P. H. 2023).The results show that employee performance is closely related to e-HRM, green employee motivation, and person-job fit. Dynamic business conditions are a challenge for companies to be able to achieve productivity, and efficiency and always pay attention to the impact of safety, health & environment (SHE). (Tanova, C., & Bayighomog, S. W. 2022). Have identified the nomological network covering how Green HRM is positioned concerning its antecedents, outcomes, and mediators or moderators. Rubel, M. R. B., Kee, D. M. H., & Rimi, N. N. (2021). have studied the significant positive direct influence of GHRM on green in-role, extra-role service behavior and green knowledge sharing. Green knowledge sharing is also found to have a significant mediating effect between GHRM and green service behaviors. (Pereira, & Campos, 2021) have identified the perceptions of employees towards green hrm practices of the private commercial banking organizations, and thereby, its findings cannot be generalized for all other service organizations (Amrutha, V. N., & Geetha, S. N. 2020). Have identifies current progressions and research gaps in Green Human Resource Management literature and investigates the future of green practices in social sustainability requirements of an organization. Considering the growing awareness on greening and sustainability. The researcher focus on the dimensions of green hrm practices even the managers on human attributes that contribute to firms' sustainability (Macke & Genari, 2019).The central role of green HRM is in the search for sustainable organizations. organization and societal pressures, evolutionary processes, regeneration, organizational competitiveness will sustain the employee perception (Bombiak & Marciniuk- Kluska, 2018).The dimensions green HRM literature is largely dominated by western research studies, so it is quite significant for future research studies to fill the gap by investigating green hrm practices O'Donohue and Torugsa, 2016) This study definition quite similar to the definition provided by auther "Green HRM is concerned with the 'systemic, planned alignment of typical human resource management practices with

the organization's environmental goals" (Jabbour, 2013; Jabbour et al., 2016). The researcher have defined green HRM on the basic sustainability and environmental aspects. The prominent author in the area of GHRM is Renwick et al., (2013).

This study have been discussed by the author in the Organizations are using green employer as an effective tool to build a green image and attract new talent (Stringer, 2010). The researcher highlighted the growing importance of green resources as sources of competitive advantage and, of people in particular, as internal resources that are strategically important to a firm's success and sustainability (Wright et al., 2001) Dimensions of green hrm practices included by the Green training employees about environmental issues, eco-initiatives and develops their soft and hard skills to enhance the environmental performance of the firm (Liebowitz, 2010; Teixeira et al., 2012; Kola-Olusanya, 2013)

Significance of the Study

In current scenario the need for green human resource management is important for all over the world. The general employees are interested in green human resource management because of its important and need in the current workplace. Our personal and professional lifestyle is affected due to many consequences. The corporate world is the most significant in enhancing the environment issues and

the corporate has to give solution to this hazards. But now the concept of "Green HRM Practices" has evolved and the composition of the policy priorities has changed. Today, work is still a necessity but it is also a basis of personal satisfaction. This Green HRM Practices is in existence as a result of a social responsibility to employees and also to provide a competitive advantage to employers.

Research design:

This research design is a descriptive research. A qualitative research was conducted for analyzing the dimensions of green hrm practices at Ganges international private limited. The primary data was collected through structured questionnaire which contained closed ended question. The sample size of this research is 100 respondents.SPSS was used for the data analysis and interpretation. The various statistical tools and techniques used for analysis of data and hypotheses - testing. Descriptive statistics is used to describe the sample.

Hypothesis tested:

H1: To study the Dimensions of green HRM practices
H2: To analyze the employee perception towards green HRM practices.

H3: To examine the employee satisfaction on green HRM practices.

Table 2. Employee satisfaction about dimensions of green hrm practices of the firm based on their profile

Profile		Environmental performance			χ^2 - value	P-value
		Poor	Good	Excellent		
Gender	Male	32.3%	24.3%	46.2%	53.680	0.001
	Female	11.2%	26.4%	65.3%		
AGE	18-29 year	9.4%	12.4%	79.3%	3.453	0.001
	30-39 years	33.2%	15.2%	51.3%		
	40-49 years	28.3%	63.9%	7.2%		
Marital status	Married	37.4%	21.4%	43.3%	59.74	0.001
	Unmarried	4.3%	25.3%	69.5%		
Educational qualification	Diploma	41.4%	36.3%	21.4%	1.654	0.001
	UG	16.4%	10.1%	72.3%		
	PG	32.2%	61.2%	5.4%		
Experience	<5	16.4%	21.4%	50.3%	8.284	0.001
	5-10	28.3%	24.5%	47.2%		
	11-15	27.2%	26.3%	45.2%		
	>15					
Designation	Supervisor	17.4%	14.4%	66.2%	95.04	0.001
	Manager	27.7%	14.2%	54.4%		
	Employees	34.3%	59.2%	5.4%		

Source: Primary data

From the table environmental green performance is classified as poor, good and excellent. Further chi square test was applied to the association difference between employees profile and firms

H_0 : Employees Employee satisfaction about dimensions of green hrn practices of the firm based on their profile

To the above test, chi-square test is applied for gender and the calculated chi-square value is 53.680 and the P-value is 0.001. The P- Value is significant at one percent level hence it stated hypothesis is rejected. age and the calculated chi-square value is 3.453 and the P-value is 0.001. The P- Value is significant at one percent level hence it stated hypothesis is rejected. Status of the employees is calculated chi-square value

is 59.74 and the P-value is 0.001. The P- Value is significant at one percent level hence it stated hypothesis is rejected. Educational qualification of the employees are calculated chi-square value is 1.654 and the P-value is 0.001. The P- Value is significant at one percent level hence it stated hypothesis is rejected. Experience of the employees is calculated chi-square value is 8.284 and the P-value is 0.001. The P- Value is significant at one percent level hence it stated hypothesis is rejected. Designation of the employees are calculated chi-square value is 95.04 and the P-value is 0.001. The P- Value is significant at one percent level hence it stated hypothesis is rejected.

Table 2. Employee's perception about dimensions of green human resources management

Sl.No	Variables	Mean	Std.Deviation	t-value	P- Value
1	Green Recruitment	8.47	1.50	153.134	0.001
2	Green HRM planning	8.24	1.83	181.322	0.001
3	Green Selection	8.24	1.77	154.468	0.001
4	Green Job Design and analysis	8.38	1.70	129.093	0.001
5	Green Induction	8.37	1.75	115.264	0.001
6	Green employee discipline	8.45	1.66	102.614	0.001
7	Green employee training and development	8.41	2.14	99.383	0.001
8	Green performance evaluation	8.52	1.88	126.213	0.001
9	Green rewards management	8.21	1.72	151.123	0.001
10	Green employee relations	8.23	1.64	169.134	0.001

Sources: Primary data

Employee perception towards the dimensions of green human resources management practices is examined. The result shown in the table 2 is that the calculated p vales for dimensions of green HRM practices are found to be significant 0.001 at one percent level.

Findings

The following findings answered to this objective. Employees have agreed that the Ganges industry has well planned about the environmental management. The Ganges international private limited effectively implemented the cleaner production, responsible care to manage their environmental issues. However, the

Hence it is stated hypothesis is rejected. It is inferred that the employee's perception towards the dimension of green hrn practices effectively implementing and the employees need for the improvement of green hrn practices.

employees felt that the company is not effectively doing environmental audits. Employees have agreed that the industry is having excellent green recruitment practices.

This study finds that company does not making any green recruitment and selection process so that the employees are not getting involvement to their work

process and hence the recruitment were rarely by highly influenced not by observing the talents .

The industry has not given much importance towards green competencies as special components in training and development. The industry selected the candidates who have interest in the environmental concern and sufficiently aware of green concept. But, the industry has not taken much series about the candidates who have been engaged in greening under their private life. Employees have agreed that the industry is doing well about the green compensation and rewards But, it is not making the employees to get the rewards because the organization does not makes effective process on performance management and appraisal.

These study shows that the employees do not maintain the job description which makes the employee involvement to their work procedure and they might be know their roles to perform.

Finally this study has analyzed that the employees are involved in green decision making to solve some of problems raised inside the organization.

Suggestion

With the help of this study, Organization will learn the significance of Green HRM practices by knowing the dimensions green HRM . The employers and practitioners can establish the usefulness of linking employee involvement and participation in environmental management programs to improve organizational environmental performance, like with a specific emphasis on waste management recycling, creating and offering eco-friendly products and services. When the organization aims to reduce the adverse effects of its operations on the environment and hires employees to work for the improvement of the environment, then it should keep reliance on its workforce. This study will benefit managers and employees to be more involved to perform and take up tasks and resolve environment related issues and will experience the various advantages of this initiative. This study also provides novel areas of research for researchers in Green HRM who want to work in context of under developed countries.

3. CONCLUSION

This study has analyzed the green HRM practices in Ganges international private limited are mainly based on the dimensions of green HRM. It is found that green HR practices have been with environmental performance. This study found that green HR can adopt various green dimensions and practices in different Human Resource concerns like green HR planning, induction, training, performance management, reward management and better industry

relations which will have overall achievement of organizational goal. HR professionals face a lot of challenges regarding green HRM. However, it is clear from the study that the HR professionals has addressed the environmental needs in crafting HR strategies and implementing the HR policies. The study conclude that employees have shown commitment in applying green human resource management practices to achieve organizational effectiveness in ganges international. During recruitment and selection, the management seeks to employ and recruit staff and personnel who are conversant and who are ready to apply their skills and expertise for a better green environment. It is also concluded that the ganges Industry employees are well oriented with green human resources management appraisal on the employees' environmental target. For the gnages Industry to achieve such a mission and vision of eco-friendly approach to the management, the employees recruited are not only left on their own to work out the plan, but they are also coached and trained on the specific matters and issues related to the environment. Hence, the organization motivates the employees towards green environment.

4. REFERRANCE

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