

# Green Workplace: Linking HR with Environmental Management Practices

Paper Submission: 20/05/2020, Date of Acceptance: 29/05/2020, Date of Publication: 30/05/2020

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### Abstract

As the corporate world is going worldwide, the business is encountering a move from a regular budgetary structure to a new edge limit based economy that is prepared to investigate green economic features of the business. There is much increment in the adoption of environmental management frameworks by the corporate segment. Green management activities become a significant factor in looking ahead organizations around the globe. HR has noteworthy chances to add to the association's green development and assumes a significant job in enthusing, encouraging, and motivating workers for taking up green practices for greener business. This paper features the significance of green "HR" standards which an association ought to embrace during the execution of an environmental management program. Various ramifications can be shown up at for administrators and managers. The paper generally centres upon the different Green Human Resource Practices pursued by the associations and, clarifies the importance of Green HRM. The investigation additionally adds to the extant literature about the future course of some Green HRM functions.

**Keywords:** Green HRM, Environment, Management, Employees

### Introduction

Growing worldwide environmental concerns and the advancement of global environmental standards are making the requirement for organizations to receive formal environmental systems and projects. Today, Green Human Resource Management (GHRM) has become an essential business system for the critical associations where Human Resource Departments have a functioning impact in making strides toward environmental friendliness at the workplace. There is much increment in the degree of environmental contamination and waste rising out of enterprises which has brought about increment in the execution of approaches by the governmental and private sector with the motive of diminishing the swift destruction to the inexhaustible resources and a definitive negative effect it would have on societal outcomes (Martinez-Fernandez 2010).

There is an upgraded inculcation of environment frameworks by the corporate sector. This brought about the development of another critical move called green management. Green human resource is one that includes two essential components of environmentally friendly human resource techniques and the safeguarding of knowledge capital. Green HRM policies and practices that help protect and upgrade employee wellbeing and prosperity; and for scholars, they may uncover extra information to add a human resource management component to the information base on Green Management in general. Businesses are feasible as a result of their activities and culture, yet the employees make and execute those eco-policies and make that green corporate culture. The paper, to a great extent, centre upon the different Green Human Resource Practices pursued by the associations and, clarifies the streamlined importance of GHRM.

### Theoretical Framework

In environmental writing, the idea of green management for practical advancement has different definitions; all of which for the most part, try to clarify the requirement for balance between industrial growth for-profit and protecting the natural habitat so the future generations may flourish (Daily and Huang, 2001). As per Lee (2009), the methodology was viewed as very compelling and gainful since mid-2000. He characterized green management to be the system that is adjusted by an association to arrange the environmental management techniques for securing and

estimating environmental viewpoints. Huang (2001) prescribed that associations need to adjust the industrial growth and to guarantee that the environment where one lives is all around protected and advanced. The reception of these practices has been given various points of interest which would look at a decisive advantage the firm which has prompted the development of "green and competitive" mantra (Wagner, 2007; Molina-Azorin et al., 2009). From the above discussion, it is recognized that researchers offer significance to the incorporation of environmental practices as a critical target of organizational working and thus making it essential to identify with the help of human resource management practices (Jackson et al., 2011; Sarkaris et al., 2010). Green human resource management as the utilization of human resource management strategies, ways of thinking, and practices to advance sustainable use of business assets and ruin any untoward adverse emerging from environmental concerns in associations (Zoogah, 2011). Green activities inside HRM structure create extensive projects of corporate social obligation. The fundamental goal of green HRM is to make the workers aware of the complexities of environmental management, for example which activity is required, how it works, and how can it help the environment. The activity indeed spurs the employees and builds up a feeling of pride in them for being a part of the environmental awareness program.

#### **Objectives of the Study**

This study aims to achieve the following objectives:

1. To give a fundamental comprehension of green HRM to the readers
2. To feature distinctive critical works on green HRM by different researchers, and
3. To recognize different green practices that can be incorporated for building a Green working environment.

#### **Methodology**

The research is based on secondary data. For this paper, literature was identified from various databases, websites, and other accessible sources.

#### **Review of Literature**

Literature has offered significance to the reception of environmental practices as a critical target of organizational functioning, making it imperative to relate with the help of HRM practices. According to Daily and Huang (2001) organizations need to balance the industrial growth along with conservation of the environment as its been confirmed that companies have realized more profit compared to former, by endorsing green practices. Frank (2003) recognized that a large portion of the respondents in his review on ethical behaviour of an organization would like to pick an ethically and environmentally responsible company like American Cancer society rather than for one like Camel cigarette regardless of their marginally lesser wages.

Brekke and Nybord (2008) recognized how organizations pulled in responsible employees. Their investigation endorsed a theoretical approach and showed up at a model that demonstrated that when there is a balance between socially responsible and

socially nonresponsible companies, then motivation among fresher's to join the organizations would be higher towards green firms. Their investigation additionally recognizes that if similar wages introduced in the two firms, at that point, candidates who approach socially responsible firms will be a lot higher than the candidates who approach brown firms. Cherian & Jacob (2012) understood that the integration of environmental objectives and strategies alongside the strategic development objectives of a company brings about an effective environmental management system.

Marcus Wagner (2009) introduced an exact examination of environmental management exercises in the manufacturing division. This article starts by giving readers a brief survey of research and hypothesis that address the connection between environmental sustainability and HRM, including a conversation of the determinants of environmental activities and theory about the presentation results that may be affected by connecting HRM and environmental activities. The outcomes demonstrated that managers hired by firms that were more effectively occupied with environmental activities additionally were bound to report that such exercises had positive ramifications for employee satisfaction. Cherian and Jacob (2012) understood that the linking of ecological targets and techniques alongside the vital strategies of an organization brings about a successful environmental management framework.

Viola Muster and Ulf Schrader (2013) introduced a structure to clarify how work-life balance could advance a more environmentally friendly society, encouraging naturally agreeable conduct in both domains. Among the advantages of this methodology are improved employee inspiration, responsibility, and employment retention. In this way, green work-life equalization could be necessary for the two organizations and employees. Besides, the article shows how the work and private life measurements could connect to advance a more extensive and foundational greening of HRM. The achievement of a green work-life balance methodology relies upon how associations can persuade employees to be green purchasers outside organizations and how they will have the option to propel employees to bring green thoughts, encounters, and advancements to the work environment.

#### **Green HRM Practices**

HRM practices can bolster the accomplishment of sustainability objectives and help direct employees' consideration and conduct toward the environmental strategy and objectives of an association.

#### **Employee Life Cycle**

People focused on the environment ought to at first be chosen into the association, and employees ought to be assessed based on environment-related measures. With an expanding number of 'green employments' and green undertakings being added to existing jobs (Schmit, 2011), underlining environmental aspects beneath responsibilities and individual specifications has been another technique

for green hiring as well as utilizing interviews to draw out candidate's environmental information, values and convictions.

#### **Training and learning**

Development of a compelling green management framework is straightforwardly reliant on environmental training. It is imperative to advance environmental training in as it presents necessary information for advancing green groups in an association. Through the arrangement of instruction and training, employees can get the awareness of the requirement for pro-environmental action, in any case, to become furnished with the vital information and abilities expected to complete natural practices and become engaged and spurred to take an interest in the environmental initiative. Training is a crucial step to manage waste regarding both prevention and reduction and happens through hierarchical groups of forefront employees to create a waste analysis of their work zones.

#### **Rewards and Compensation**

It was seen that when organizations offered a motivation as far as a green award, employees were progressively disposed to follow standards of green management. (Taylor et al. 1992) The investigation by Ramus (2001) recognized the significance of nonfinancial related impetuses on affecting environmental policy execution. This examination is empirical and directed a study among employees of European organizations. It was recognized that when there was seen perceived supervisory support and better affirmation regarding acclaim letters and plaques, there was an expanded responsibility from employees towards maintaining environmental policies. Green prizes can incorporate the utilization of working environment and way of life benefits, running from carbon credit balances to free bikes, to connect with individuals in the green motivation while proceeding to perceive their commitment (Pillai and Sivathanu, 2014).

#### **Employee Relation**

Employee Relations are one of the most significant aspects of setting up genial manager and employee connections. Employee support in Green activities builds the probability of better green administration as it adjusts employees' objectives, abilities, inspirations, and perceptions with green management practices and frameworks. The act of GHRM will help in making mindfulness and new thoughts regarding the eco inviting practices in an association. This offers awards to empower employees and their families to get concerned in confined ecological ventures. The association empowers all sorts of employees to create incomes and decrease contamination through their Pollution Prevention Pay. Bolster employees to create potential answers for ecological issues that relate to wellbeing and security.

#### **Conclusions**

The human asset is the most significant resource of an association that assumes a significant job in dealing with the employees. Green management activities become a significant factor in looking ahead organizations around the globe.

Analysts contended that employees must be enlivened, engaged, and environmentally aware of greening to do green management activities. Green human asset endeavours have brought about expanded efficiencies, cost decrease, employee retention, and improved profitability and other tangible advantages. The green human resource arrangements and practices are associated with environment, social, and financial balance. Green HRM may give fascinating outcomes to all partners with regards to HRM. For bosses and specialists, these might be to build up the value of connecting employee contribution and investment in Environmental Management program to improved hierarchical environmental execution, and they may assist them with campaigning businesses to embrace Green HRM approaches and practices that help defend and upgrade employee wellbeing and prosperity. For academics, they may uncover extra information to add an HRM component to the information base on Green Management by and large. Research has indicated that employee involvement in green projects drastically increases when associations select one employee to lead the endeavours. At most associations, earth-friendly advantages rise out of a general exertion to green the business. Incorporating environmental practices assists organizations with setting aside cash, find new wellsprings of business, and maintain a strategic distance from the inconvenience. Green organizations accept that it is more efficient to become environmentally friendly than it is to keep adding destructive synthetic compounds to the air and the environment by and large. Practising environmental awareness likewise assists organizations with upgrading their PR, and improved PR image and positive open recognition can strongly affect organization benefit.

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