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Green HRM Practices in Google

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Abstract: ***The concept of green human resource management has recently combined with ecological management in business, urbanization, industrialization and so many so forth. It is mainly responsible for managing human resources work, and these work conditions are good. Green human resource management procedures are fundamentally used to reduce the carbon impression of each worker and the information capital of the holding association. It also plays 58 role in convincing workers to look after resources, and participate in waste management to control pollution. It is recommended that companies should be more aware of each of the capabilities that make human resources management green. The development needs of combining ecological manageability with human resource management. Organizations now recognize that while focusing on money-related benefits, they should think about the social and ecological effects to ensure their manageability. Therefore, this notion has lately taken into account, academic analysts and experts. This paper investigates GHRM practices in organizations based on the many current writings. The study found the importance of GHRM ideas, practices, strategies, and difficulties in the business and other organizations. The study uses documented strategies to observe, collect and dissipate contemporary surveys of green human resource management.***

Keywords: GHRM, human resources management, environment, sustainability, green creativity, professionals.

I. INTRODUCTION

Green HRM, also known as environmentally sustainable human resource management, is a relatively new concept that has gained momentum in recent years. This approach to HRM integrates sustainability principles into various HR functions, including recruitment, training and development, compensation and benefits, employee engagement, and performance management. Green HRM aims to enhance organizational sustainability by promoting employee awareness and commitment to environmental issues, reducing resource consumption, and improving the overall environmental performance of the organization (Deshwal, 2015). 78 Anam Salim, Nibedita Gogoi and Sumanta DuttaAs the world continues to face environmental challenges, the implementation of Green HRM practices has become increasingly important for organizations to demonstrate their commitment to sustainability and corporate social responsibility. This paper explores the concept of "Green HRM", which refers to the integration of environmentally sustainable practices into HRM policies and practices. Drawing on a review of relevant literature, the paper highlights the potential benefits of Green HRM, including improved environmental performance, enhanced employee engagement, and strengthened employer brand. The paper also examines the key components of Green HRM, including recruitment and selection, training and development, performance management, compensation and benefits, and employee engagement. Overall, the paper suggests that Green HRM has the potential to contribute to both organizational sustainability and employee well-being and calls for further research on this important topic.

II. LITERATURE REVIEW

Ahmad (2015) observed the increasing awareness of Indian Corporates for going green and adopting various environment management techniques. The paper focused on various Green HRM practices pursed by the organizations and explains the simplified meaning of Green HRM. Organization across the globe are incorporating and working towards implementing Green HRM which will indirectly help them to achieve a competitive advantage in this fast-moving corporate world. Complete adoption is not possible because it would require a changed approach towards the existing HR practices. Mishra (2017) studied the existing green HRM practices adopted by Indian Corporates but they found that these practices are neither formally organized nor they are being diligently followed. For the study, the author conducted the research in two phases, in the first phase archival research and in the second case study technique was employed. The author observed that organizations are making efforts to increase awareness through informal means rather than formal means which tends to be expensive. In the case of recruitment and selection organizations have not paid any consideration for accessing green personality and skills in the selection process. Overall, it was found that there is high scope for Indian manufacturing sector to improvise their Green HRM practices.

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A. Objectives Of The Study

1) Provide with a basic understanding of green HRM to the employees .
2) Highlight different significant works on green HRM by other employees, and
3) Elaborate on various green practices that can be incorporated for building a Green workplace.
4) Attempts to suggest some green initiatives for HR.

III. RESEARCH METHODOLOGY

The paper is theoretical in nature and is primarily based on secondary data collected from different databases, websites, journals, and other available sources. The study encompasses and assembles information regarding green HRM practices in general. Moreover, we have selected 10 companies belonging to different sectors to get a comprehensive overview of the Green HRM adoption by the various sectors in recent times.

A. Theoretical Overview Of Green Hrm Initiatives

Today corporates are acting mindful about the hazardous impacts of their work centers. Organizations are shifting to a resource effective construction technique that minimizes the negative impacts on the environment. Usage of solar power, recycled resources, proper sewage, water conservation, etc. In addition, organizations today are shifting towards adoption of paperless work environment. IT sector especially has been converting their official documents to digital format. This act reduces wastage and energy of natural resources. Firms also started practicing green recruitment and selection. By applying these methods, corporates these days are aiming to hire professionals who are sensitive and aware of environmental concerns. Individuals must possess a willingness to protect the environment and be aware of the green practices to carry out things. Wastage disposal and recycling reduces waste discarded, saves energy, and reduces the carbon footprint of organizations. The 3R's- Reduces, Recycle and Reuse is currently adopted by many corporates to save the environment and win competitive edge over others. Moving towards energy conservation, organizations these days are opting for 100% renewable energy, reducing carbon footprint, e-vehicles, to potentially reduce the negative environmental impacts. Corporates are striving to be ecofriendly for a sustainable future.

IV. SAMPLING METHOD

The sample size taken is 30 which has been selected by random sampling

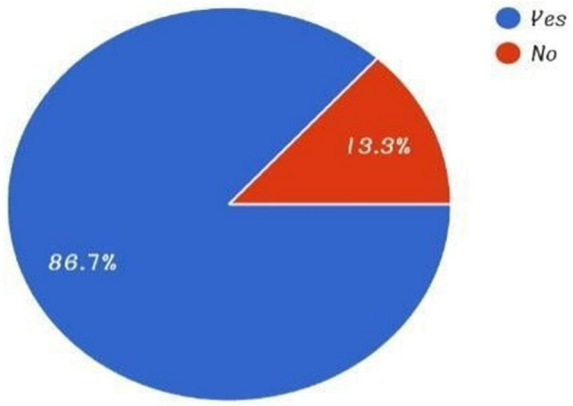
A. Tools for Data Collection

Questionnaire is the main tool for data collection

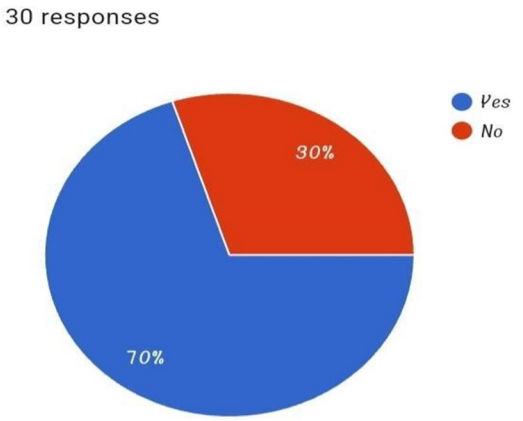
V. STATISTICAL TOOLS USED

The following are the statistical tools used in this project to get specific results.

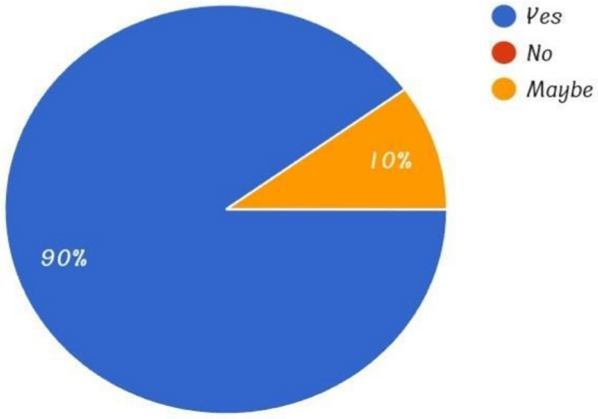
1) Do you know about green HRM?



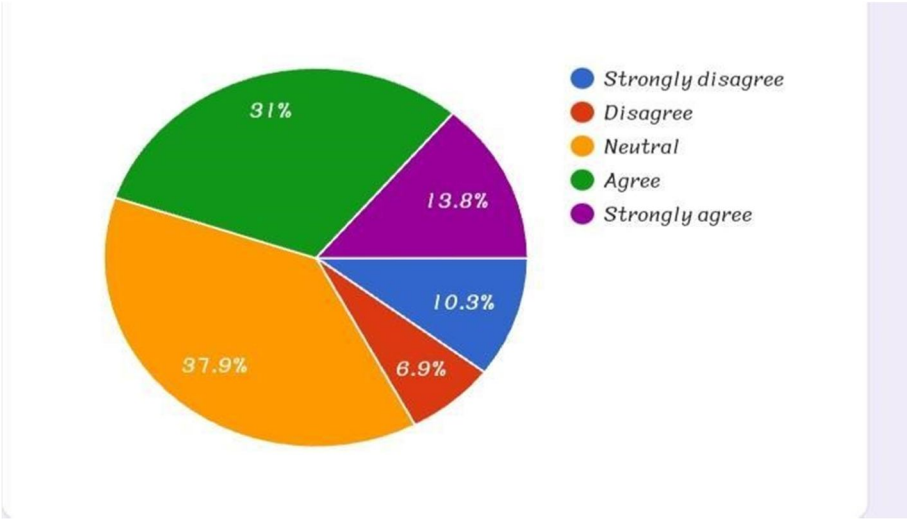
2) Is your company uses green HRM?



3) Are you interested in making organization green?

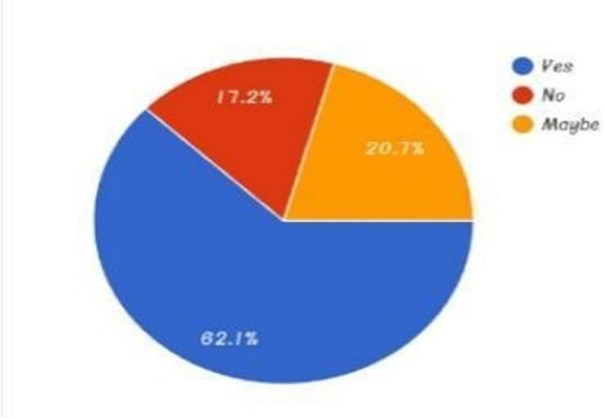


4) Do you think the concept of green HRM affect or can influence organization prestige

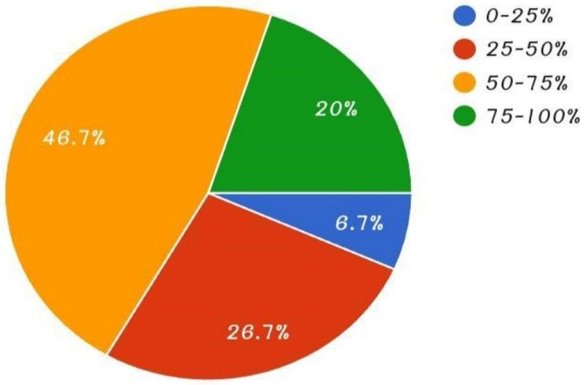


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5) Does the organization recruits employee that has environmental awareness?



6) Adoption of green recruitment process



VI. FINDINGS

1) It is difficult to change the behavior of workers within a limited time frame.
2) Not every employee is equally persuaded to be interested in the development of green human resource management practices in the organization.
3) It is an awkward and long process to develop a green human resource management lifestyle throughout the organization.
4) It requires high speculation at the bottom stage and a nearmedium rate of return. Purchasing and recruiting green employees with quality gifts is a difficult task.
5) It is difficult to evaluate the feasibility of green human resource management practices in the behavior of employees.
6) The problem that human resources experts face is that they must rely on them to provide basic green structures, green procedures, green tools and green reasoning to make the best choice and establish the organization's future green pioneers.

VII. SUGGESTIONS

1) Promote work from home or hybrid models to reduce office energy consumption
2) Use digital tools for the functions such as payroll, leave applications and performance reviews
3) Sustainable travelling policies
4) Eco-friendly procurement and environmental compliance
5) Engage employees in CSR initiatives focused on environmental conversation
6) Promote organizational efforts to enhance its employer brand.

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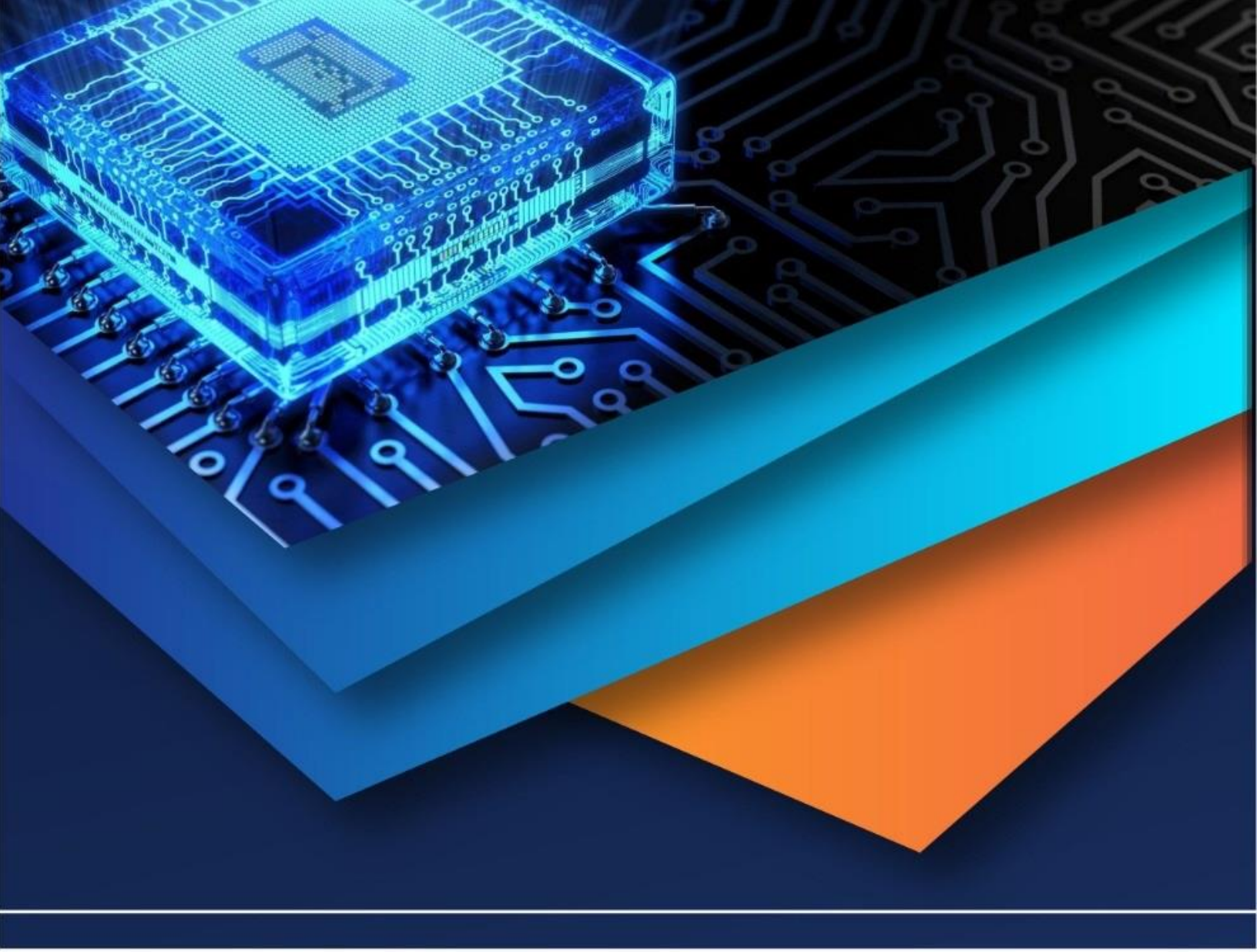
VIII. CONCLUSION

It is not unknown to us that human resource is nothing but oxygen to any organization. Currently, corporates are focusing on green human resource management. Environmental initiatives are being taken up by companies to gain competitive advantage over others. Green practices in various aspects are vital for a corporate to win over its competitors. HR managers, however, are facing immense challenges as corporates are shifting to incorporate environmental concerns to its mission and vision statements. Nonetheless, corporates can cope up and achieve sustainability. Green HRM improves the working conditions and improves the mindset of the workforce making it more inclined towards environment and sustainability. Ultimately, green HRM practices would bridge the gap between sustainable development of an organization and the potential human capital.

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