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Green HRM in India: An Initiative for Environmental protection

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ABSTRACT

Green HRM is the newest buzzword in the business world today. Green practices are being implemented, and companies are creating human resource strategies to promote environmental management programs, thanks to the emphasis and commitment of top management on sustainability. Previously, a company's success was heavily reliant on the promotion of economic value. However, today's companies must take into account the reduction of ecological footprints and give equal weight to social and environmental factors, as well as economic and financial factors, in order to be competitive in the corporate sector and allow shareholders to benefit. This paper attempts to investigate some of these practices in today's Indian organizations. The paper also emphasizes the influence Green HR has had and the competitive advantage these businesses have gained as a result of these activities. This study is timely because there has been a significant increase in the level of environmental pollution and waste generated by factories, resulting in an increase in the implementation of policies by both the public and private sectors with the goal of reducing the rapid depletion of nonrenewable resources and the resulting negative societal consequences.

INTRODUCTION:

In today's world of depleting natural capital, the "green way" of doing business is poised to become the next competitive advantage. Companies have begun to recognize the importance of going green as part of their innovation strategy. Green management, according to Lee (2009), is the mechanism by which businesses control the environment by developing environmental management strategies. Companies must strike a balance between unavoidable economic development and environmental protection in order to preserve the environment for future generations (Daily and Huang, 2001). Since the human resource (HR)

department plays such an important role in a company's activity, there is an increasing need to incorporate green principles into HRM practices. Organizations' top priority when implementing creative practices is to make the best use of resources while consuming the least amount of time possible, resulting in cost-effectiveness. Ignoring the green factor increases running costs and has a negative impact on the company's name. In a nutshell, green management in businesses guarantees cost efficiency and serves as a creative tool for businesses focused on the environment. Despite the fact that most businesses have focused on product innovation for environmental sustainability, there is a lot of room for researchers to focus on process improvements that contribute to environmental sustainability. The field of green human resource management (GHRM) is less explored, and while some Indian companies have taken steps to incorporate green management, the idea of GHRM as a concept is still in its infancy. The aim of this paper is to define the need for GHRM practices to be implemented in India's CPSEs. GHRM entails people-related technological innovations, such as carpooling, job-sharing, teleconferencing and video interviews, recycling, telecommuting, online training, and maximizing the use of energy-efficient office spaces, among other things. GHRM is a method that focuses on greening organizations (an old concept) by identifying new ways and strategies that include 'people' in order to have a greater greener effect. Green activities are difficult to start because they require changes, and any new change must be introduced, enforced, and approved by 'people,' which GHRM ensures.

The phrase "green HRM" has recently become a buzzword in the business world, and its importance is growing exponentially with the passing of time. This word has also established itself as a hot topic in recent research studies, as public understanding of environmental sustainability and sustainable development has grown steadily around the world. Green HRM now encompasses not only environmental consciousness, but also the social and economic well-being of both the company and its workers in a wider context.

Before we go any further, let's answer the question, "What is Green HRM?" "Green HRM is the use of HRM policies to encourage the sustainable use of resources within organizations and, more broadly, supports the causes of environmental sustainability," according to various scholars (Marhatta & Adhikari, 2013, p. 2). Throughout the HRM phase of recruiting, hiring, educating, compensating, improving, and advancing the firm's human resources, GHRM is directly responsible for building a green workforce that recognizes, appreciates, and practices green initiatives and supports its green objectives (Mathapati, 2013, p. 2). It refers to the policies, procedures, and systems in place to make employees of a company green for the good of the worker, community, the world, and the company (Opatha & Arulrajah, 2014, p. 104).

1.4. The Need of GHRM

The last two decades of this century have seen a worldwide consensus on the need for a practical environmental management strategy. This initiative was undertaken because the harmful effects of various chemicals, with industrial wastes being the main culprit, have been evident in the rapid deterioration and depletion of our natural resources. The first United Nations (International) Conference on Human Environment, held in Stockholm in June 1972, announced that defending and

improving the human environment for present and future generations has become an imperative goal for mankind (Shaikh, 2010, p. 122). Given the importance of Asian economic growth for environmental management, there is a significant gap in the Green HRM literature that needs to be filled in future studies (Renwick, Redman, & Maguire, 2013, p. 3). Scholars in management from all over the world are currently examining different managerial strategies that can help organizations achieve the GHRM goals while also having a positive effect on their environmental competitiveness.

Green HRM entails implementing eco-friendly HR programmes that result in increased productivity, reduced prices, and improved employee engagement and retention, all of which help companies minimize employee carbon footprints through electronic filing, car sharing, work sharing, teleconferencing, and virtual interviews, recycling, telecommuting, online recruiting and training, and energy efficiency, among other things. In the sector, Green Human Resource Management plays an important role in promoting environmental issues. HR policies and practices must be created, people must be trained to raise environmental awareness, and environmental laws must be implemented. Employers and manufacturers can benefit from Green HRM in terms of brand image and reputation. Organizations must perform an environmental audit, resulting in a shift in corporate culture, a shift in how they think about waste management and emissions, and a shift in how they help society and the people who are affected by pollution.

It will also raise awareness among workers and community members about how to use natural resources more efficiently and promote the use of environmentally friendly goods.

How to Make Green HRM Work for You According to Jabbour and Santos (2008), HRM will help businesses with environmental management if they:

- A Hire and choose people who are environmentally conscious;
- b. Train and develop people who are environmentally conscious;
- c Train and develop people who are use environmental standards to train and assess employees' performance;
- d Incorporate remunerated and non-remunerated methods of rewarding individual and collective environmental performance;
- e Encourage ongoing environmental management education;
- f Treat environmental issues as organizational values; and
- g Encourage team collaboration to address environmental issues and aim for continuous development of environmental management activities.

Kitazawa and Sarkis found that a continuous reduction in pollution is significantly linked to the empowerment and involvement of employees who are trained in environmental management activities and reward programmes, such as profit-sharing, that will increase employee participation in businesses, based on a study of three companies. Furthermore, team-based approaches, capability enhancements, transparent communication, and management support for quality improvement in operational activities for pollution reduction are found to be critical.

Perron, Cote, and Duffy (2006) emphasize monitoring employee performance after being educated on environmental issues to check employee performance

progress on environmental management, based on research involving employees from two separate organizations. Environmental training and communication, organisational learning, and the success of environmental management programmes are all essential, according to other researchers.

GHRM, according to Dutta, is directly responsible for developing a green workforce that recognizes, values, and implements green policies. During the HRM phase of recruiting, hiring, and training, as well as compensating, improving, and advancing the firm's human resources, a company may retain its green objectives. Implementing stringent employee recruitment and selection, a performance-based assessment framework, and training programmes targeted at green management initiatives are all critical to promoting environmental innovation.

Developing a reputation as a green employer will help you recruit new employees. According to Phillips, 8% of UK businesses honor green behavior with a variety of awards and/or financial rewards. Employers with environmental responsibility may use their green responsibilities to draw talent that suits and contributes to the organization's environmental goals. The efficacy of executive compensation policies is linked to greater pollution control performance in US companies operating in high-polluting industries, according to Baron and Gomez-Mejia.

Recognition services, such as those run daily, are another common component of corporate environmental initiatives.

Aspects of Green HRM from a Strategic Perspective

HR is critical in ensuring that the organization's environmental responsibilities are incorporated into the corporate mission statement. The HR managers' job is to raise awareness about Green HRM, the Green movement, and the use of natural resources in the workplace, assisting the company in maintaining a healthy environment and preserving natural resources for future generations. A green job is one that involves working directly with environmental policies, information, materials, and technology and needs specific knowledge, expertise, training, or experience in these fields.

According to Zoogah, D. (2010), there are following platforms where sustainability concepts can be implemented in the transformation of a company into a fully sustainable enterprise:

A Human Resource policies, culture, hiring and retention, training, career path growth, and diversity are all part of "The Green Workforce."

B "World Locations, Physical Plants, Ergonomics, Virtual Workplaces, Green Buildings, Environmental Discharge, Waste and Energy, Usage, and Source," which includes global locations, physical plants, ergonomics, virtual workplaces, green buildings, environmental discharge, waste and energy, use, and source.

To promote green behavior, Green HR places a premium on community and individual capabilities. The aim or purpose of such policies is to instill an environmental culture within the company.

Green HRM focuses on employee environmental attitudes in the workplace, which workers can then replicate in their personal lives.

HR Policies that are Environmentally Friendly

Organizations, without a doubt, are the primary source of environmental issues.

As a result, they can play a significant role in dealing with environmental management problems. GHRM activities have been established by Bebbington (2001). The following are examples of green HR policies:

- Human resource sourcing and procurement.
 - Green hiring and selection; • Orientation; Learning and Growth.
 - Management of green results.
 - Compensation and reward management that is environmentally friendly.
- **Human resource sourcing and procurement:** Green goals should be included in the management job description so higher-level executives are more responsible for green initiatives. Environmental awareness should be included in the organization's competency model as a prerequisite for employees. Recruitment and selection practices that are environmentally friendly Green hiring is a system that emphasizes the importance of the community as a major component of the company. In addition, the hires are excited and, to some degree, passionate about working for a “green” organization that is environmentally friendly. Companies will easily induct practitioners who are knowledgeable of sustainable processes and are already familiar with basics like recycling, conservation, and creating a more rational environment by recruiting applicants with a green bent of mind. In their research on the effect of a company's environmental standards on employee recruitment, Grolleau et al. (2012) discovered that a company's environmental commitment contributes to its profile. In their initial study, they discovered that professionals were more worried with a company's environmental policy. Companies may use their websites to invite people to apply for open positions. To minimize waste of printed papers, resumes can be submitted online. Web portals can also be used for onboarding documents such as bid letters, certificates, and testimonials about skills and experiences, as well as acceptance letters from selected applicants. Companies that are environmentally conscious attract more skilled and motivated employees. Some job seekers tend to forego a higher salary in order to work for environmentally conscious organizations. Some job descriptions for advertised positions, as well as other company details, can be posted on the company's website, which aids in the orientation of new employees.

Several environmental considerations can be listed in the job description once again. The job description should include a section on environmental issues. Environmental reporting functions, health and safety assignments, and hazardous elements/probable radiations for workers are all included in this form of job description, which is then matched to worker characteristics based on environmental competencies. Green consciousness may be used as a preferential criterion when hiring workers. Employers look for workers that are

environmentally conscious.

- **Orientation:** The employee induction programme should be designed in such a way that new hires can be introduced to a green-conscious community. In the orientation programme, employers should emphasize their concern for green concerns such as employee health, protection, and green working conditions.
- **Growth and learning:** Training and growth is a process that focuses on improving workers' abilities, expertise, and attitudes in order to avoid the loss of EM-related knowledge, skills, and attitudes (Zoogah, 2011, p. 17). Employees are made aware of various aspects and the importance of environmental sustainability through green T&D activities. It enables them to adopt various recycling practices, such as waste management within an organization. It also improves an employee's ability to deal with a variety of environmental concerns. In a survey of managers on best management practises, Ramus (2002) found that environmental training and education, as well as creating a positive environmental culture for workers where they feel like they are a part of environmental outcomes, are the most critical HRM processes for achieving environmental goals.

Employees may benefit from learning, training, and growth policies such as programmes, seminars, and sessions that help them improve and acquire expertise in environmental management, green skills, and attitudes. Job rotation in the green assignment should become an integral aspect of the career growth strategy for potential talented green managers. The content of training should be determined in order to improve employee competencies and skills in green management. Environmental management training may make extensive use of online and web-based training courses, as well as interactive media. Health, energy conservation, waste management, and recycling are all environmental concerns that can be addressed by green training. Training managers can rely more on the online course material and case studies rather than on printed handouts, thereby further reducing the use of paper.

- **Green performance management:** Performance management (PM) is the method of encouraging workers to improve their technical skills in order to help the company accomplish its goals and objectives more effectively. The PM is the culmination of the appreciation of the business strategy. With the EM influencing global business strategy, the green wave is likely to have a positive impact on PM. Green performance management is concerned with the company's environmental concerns and policies. It also focuses on the application of environmental obligations. In their research, Epstein and Roy (1997) found that when HR managers incorporate environmental performance into PM systems, they protect environmental management from damage.

The goal of the performance management (PM) system in green management is to measure ecological performance standards across the organization's departments and obtain useful information on managers' green performance. The PM system

should include green performance indicators. The development of performance metrics for each risk area in environmental awareness and guidance will help to successfully launch a green PM framework. Green initiatives must be communicated at all levels of the organization. Green goals and responsibilities may be set by managers and employees.

- **Green compensation and rewards management:** Rewards and compensation may be thought of as possible mechanisms for promoting sustainable programmes in organisations in the sense of Green HRM. Modern companies are designing incentive programmes to promote eco-friendly activities undertaken by their workers, in line with a strategic approach to reward and management. Employees' compensation packages should be adjusted to reward the learning and achievement of green skills. Monthly managerial incentives and monetary, nonmonetary, and recognition-related environmental compensation programmes may be offered based on performance outcomes in environmental balance. The primary considerations for executive compensation as a reward for green activities are carbon emission standards and renewable energy sources. Employees who achieve green objectives can be compensated.
- **Green Employee relations:** Employee relations are the part of human resources management that deals with establishing a positive employer–employee relationship. Employee motivation and morale are improved as a result of the partnership, as is efficiency. Employee relations are essentially practices that include employee engagement and empowerment. It also aids in the prevention and resolution of workplace issues that could have an impact on the job. Positive employee relations are, in reality, an intangible and long-lasting asset as well as a source of competitive advantage for any business. Employee involvement in green initiatives improves green management by aligning employees' priorities, skills, motivations, and perceptions with green management policies and systems. Employee involvement in EM has been identified to improve EM systems such as resource efficiency (Florida & Davison, 2001); waste reduction and occupational emissions reduction (Florida & Davison, 2001). Individual empowerment, according to several researchers, has a positive impact on efficiency and success, as well as facilitating self-control, individual thought, and problem-solving skills (Renwick, 2008; Wee & Quazi, 2005). Employee interactions should be broadened by instituting a suggestion scheme within the company, in which every employee, from the top to the bottom, is given the opportunity to participate. This practice would aid in raising awareness of environmental issues, as well as generating new ideas for environmentally sustainable practices from various sources.

Green initiatives for HR

- **Buildings that is environmentally friendly:** Organizations all over the world are increasingly choosing green buildings as their workplaces and offices over conventional offices. Green buildings meet some criteria for reducing the exploitation of natural resources used in their construction, making the phenomenon very trend-setting. Green buildings also have several additional features related to green practices including energy conservation, renewable energy, and storm water management. In recent years, there has been a rapid increase in the adoption of green buildings by businesses. The importance of green buildings in coping with environmental issues has become increasingly apparent in the business world. Because of their low cost of construction and engineering, green buildings also serve as a forum for financial savings for businesses. Business behemoths such as Ford and PepsiCo are committed to sustainability and have incorporated green building design concepts into their structures.
- **Office with no paper:** The majority of office work is done on paper, but with the advent of IT, paper use has decreased. E-business and education have transformed workplace processes and practices, transforming them into paperless offices. The use of paper in the office is either limited or removed by translating essential official documents and other papers into automated workflows. The activity significantly reduces paper use, as well as the costs of paper-related activities such as copying, printing, and archiving, as well as the time spent looking for paper documents. Finally, we assert that reducing paper use directly conserves natural resources, prevents emissions, and reduces water and energy waste.
- **Power conservation:** Energy conservation in the workplace has the potential to have a significant environmental effect. Offices around the world have adopted many energy saving programmes to reduce their environmental effects in order to provide more effective and environmentally sustainable services. Organizations are now encouraging the widespread use of energy star-rated light bulbs and fixtures, which use at least two-thirds, less energy than standard bulbs and fixtures.
- **Waste disposal and recycling:** Recycling is the process of converting discarded materials (waste) into fresh and usable products. Recycling helps to save raw materials that would otherwise be used to create new goods. As a result, this method saves electricity and decreases the amount of waste dumped into landfills, resulting in a safer atmosphere and cleaner air. Several organisations are introducing recycling programmes as part of their sustainability initiatives to increase the amount of recycled materials and reduce waste. Several human

resource experts have been tasked with developing company recycling systems and tracking workplace thermostats since the companies adopted the idea of saving money while still concentrating on the environment and sustainability. Many HR practitioners concluded as a result of this process that green initiatives were an important part of overall corporate social responsibility. To save the earth, the whole business world is reciting the old motto of the three R—Reduce, Reuse, and Recycle.

Green HRM Practices

1. Encouraging workers to find ways to reduce the use of environmentally harmful chemicals in their goods through training and rewards.
2. Assisting workers in locating ways to recycle materials that can be used to build playgrounds for children that do not have access to safe places to play.
3. The HRM structure of an organization should represent wealth, growth, and well-being, leading to the long-term health and sustainability of both internal (employees) and external (communities).
4. Emphasizing long-term job stability helps workers, their families, and their neighborhoods escape disruption.
5. The use of company job sites for recruiting, as well as the tradition of phone, internet, and video interviews, which can reduce the candidate's travel requirements while also reducing paperwork.
6. Businesses can offer green incentives to workers by arranging for a nature-friendly workplace and lifestyle benefits such as carbon credit equalizers, free bicycles, and so on.
7. Talented, professional, and seasoned workers are increasingly concerned about the environment, and they seek self-actualization in order to remain committed to their employment. By adhering to green values and practices, green HR can foster this commitment.
8. In the areas of recruiting, training and advancement, and performance assessment, green actions can be accomplished with the least amount of paper and written materials.
9. By minimizing the use of printed products, increasing recycling, using eco-friendly grocery and lunch bags, and banning the use of bottled water and plastic in the workplace, an organization can create a green business climate.
10. In the office, fluorescent light bulbs and other energy-saving green technologies may be used.
11. Companies may encourage workers to improve their travel and commuting habits by minimizing official car trips, using public transportation for business travel, carpooling, offering interest-free loans for electric car purchases, and encouraging employees to bike or walk to work.
12. Whenever possible, conduct business meetings and conferences through the internet, telephone, or video conferencing to save time and money.
14. Workers, their families, and the general public should participate in wellness programmes that emphasize physical exercise, good nutrition, and a balanced lifestyle. Environmental sustainability should be included in the company's mission statement as a part of their corporate responsibility as an effective green

goal.

15. Encourage the employee to save electricity by turning off lights, monitors, and printers during work hours and on weekends.

16. Encourage staff to turn off computers and printers when they will be out for an extended period of time.

Pros and Cons of Green HRM

The following are some of the advantages of GHRM as defined by experts:

1. Assisting businesses in reducing expenses without sacrificing talent.
2. Being green and developing a new friendly world provide massive growth opportunities for businesses, as well as huge operational savings by lowering their carbon footprint.
3. It contributes to increased employee work satisfaction and loyalty, which leads to increased productivity and long-term viability.
4. Foster a community of caring for one's coworkers' well-being and health.
5. An increase in the employee's retention rate.
6. A better public profile. When a company implements a green programme in the workplace, the incident can be used to generate positive public relations. Organizations may use press releases to advertise their environmental contributions to the media in order to gain the attention of potential buyers and generate new revenue.
7. Work to boost employee morale.
8. The company's environmental impact is reduced.
9. Improved average efficiency and increased competition.
10. Substantial reduction in utility costs. And small businesses can save money on utilities by implementing energy-efficient and waste-reduction technologies.
11. Tax breaks and rebates. Governments, local municipalities, water supply authorities, and electric utilities all provide tax incentives and rebates, making it easier to go green.
12. Expanded market possibilities Only companies that meet clear green criteria are allowed to bid on contracts with certain government agencies, commercial businesses, and charitable organizations. Some businesses often require their buying departments to only purchase green goods or to use products and services from companies that meet certain environmental criteria.
13. Lessening the impact on the climate. Encourage workers to find ways to reduce the use of environmentally harmful products by training and compensation.
14. Consumers today, especially the most educated and affluent, seek out businesses that adhere to environmental regulations. Organizations that pursue environmentally sustainable human resource practises will profit greatly.
15. This can aid in the development of greener goods and the reduction of waste. Consumer satisfaction can be improved indirectly by promoting such principles.

GHRM's Disadvantages

Although living in an environmentally friendly manner is a desirable goal, there are a number of drawbacks to going green. Gregory Hamel has compiled a list of the drawbacks of going green for a company.

The following are the big drawbacks:

- The initial investment.
 - Insufficient savings.
 - Increased capital expenditures
 - Inequitable rivalry.
 - Just a minor impact.
 - Employee apathy and apprehension.
- **Initial Investment:** Going green has a number of drawbacks, one of which is that it often comes at a high initial expense. Installing a new roof or new insulation to prevent heat from leaving our house, for example, would be considered a green home improvement, but the work would be expensive.
 - **Insufficient savings:** In certain situations, such as when designing an energy-efficient home or buying a hybrid car, the aim of going green is to reduce environmental impact while saving money in the long run. Since green buildings and cars use less electricity, the upfront costs are often recouped over time by energy savings. The issue is that the savings created by going green are often less than expected, and they do not rapidly enough compensate for the initial expense to make them economically viable.
 - **Increased capital outlays:** Some green conversions necessitate a large upfront cash outlay, which lowers the firm's bottom line until the investment pays for itself.
 - **Unbalanced rivalry:** Going green can be an appealing aim in the business world to win credibility and customer support, but it can also place a company at a competitive disadvantage unless green improvements are economically viable. For example, if one company chooses to follow stringent, self-imposed emission standards that necessitate the installation of new technology and staff, while another sets loose standards, the second company will benefit because their production costs will be lower.
 - **Effect on the margins:** While going green is aimed at mitigating environmental damage, the effect that any single person can have on the environment is often insignificant. The idea is that if everyone went green, it will have a substantial and measurable effect. However, not everyone can be persuaded to go green, and many people believe it has no real impact outside of economics. For many people, going green is a personal decision.
 - **Apathy and reluctance among employees:** Many workers believe that protecting the environment while at work is not their duty. However, when it

comes to choosing jobs, the newly trained workforce places a premium on environmental management knowledge.

Green HRM Practices in Indian Companies

Businesses are under heightened economic, regulatory, and societal pressures in today's global business world. Additionally, there is demand for environmental protection, which necessitates the implementation of policies to reduce the environmental impacts of the goods and services provided. Going green, according to Clem (2008), represents a social consciousness about sustaining and maintaining the Earth's natural resources for the sake of civilization. The market for green goods is increasing as consumers become more aware of environmental issues. This increased sensitivity to and understanding of environmental issues puts some demands on business functions to become more environmentally friendly. Smith (2003) and Friend (2009) describe 'green businesses' as businesses and activities that are perceived as environmentally sustainable, such as the use of organic and natural resources to create factories, stricter pollution controls, and environmentally friendly material sourcing. According to Gilbert (2007), a green business operation is any activity that has either a low negative ecological effect or directly benefits the natural environment in any way. A green company, according to Morebusiness.com (2009), uses less natural resources to complete tasks and uses sustainable methods and materials, such as recycling (paper, plastic, appliances, glass, and aluminum) and utilizing sustainable goods (recycled, plant-based or organically grown). With environmental issues at the forefront of all business decisions, HR's position is set to change dramatically, and Green HR is expected to dominate the future of all businesses, large and small. In fact, some researchers have attempted to classify the literature on the basis of entry-to-exit processes in HRM (from recruitment to exit), revealing the role that HR processes play in translating Green HR policy into practice, given the growing need for the integration of environmental management into Human Resource Management (HRM) – Green HRM – research practice. Green HR is a technique that focuses on lowering each employee's carbon footprint and retaining talent. The conventional CSR definition is combined with a longer-term renewable approach to business practices in this term. Electronic filing, car-sharing, job-sharing, teleconferencing and virtual interviews, recycling, telecommuting, and online training are examples of environmentally friendly HR programmes that result in greater efficiencies, lower costs, and higher employee engagement and, as a result, help companies reduce employee carbon footprints.

- IBM: Over the last ten years, IBM has undergone a dramatic and well-publicized transition, transforming itself from a strong multinational corporation to a globally integrated corporation. Such businesses combine development and value distribution around the globe by locating business functions where they are most cost-effective and qualified. IBM's human resources (HR) department analyzed its own operations and procedures to stay consistent with this approach and serve other business needs, distinguishing key HR responsibilities like policy creation and internal business consulting from noncore back-office administrative tasks. "We were wasting a lot of time on processing and logistical aspects, running

technology, and a lot of other foundational items that weren't contributing anything to the bottom line. IBM recognizes the need to draw on talent globally, with more than 170 countries and 62 percent of our company services located there. HR has moved to a globally oriented, process-driven model to accomplish this. IBM's five building blocks give you the resources you need to save money and develop your company. They've learned that going green has an effect on both the wallet and the environment. Reduce maintenance costs 40-50 percent energy savings \$1.3 million a year Positive environmental effect 1,300 fewer vehicles or 3.5 million pounds of coal saved Diagnose Get the facts to understand the energy usage and potential for change Develop Plan, build, and upgrade to energy efficient data centers Cool Virtualize Implement etc. IBM's Big Green Use initiative has pioneered creative cooling technologies and takes a holistic Green IT approach.

- ONGC: In the 'Mining, Crude Oil Production' group of Fortune's Most Admired List 2012, ONGC is the only Indian energy major. Based on sales (US\$ 26.3 billion), profits (US\$ 5 billion), assets (US\$ 51 billion), and market capitalization (US\$ 46.6 billion), it is ranked 171st in Forbes Global 2000 list of the world's largest companies for 2012. Transparency International has ranked ONGC 39th among the world's 105 largest listed companies in terms of 'transparency in corporate reporting,' making it India's most transparent business. Landscaping, garden design, and area greening projects have begun on the Jollygrant Airport campus in Dehradun. ONGC has a range of green HRM initiatives. Another is the Vadodara Movement, which is operated by Indian Express.
- GAIL (Gas Authority of India Limited) is one of India's premier Navratna Public Sector Undertakings, having consistently retained its Navratna status since 1997. The business is using the best Human Resource Management techniques that are widely used and practiced in top-tier multinational companies. TEAM GAIL, the name given to GAIL India Limited's staff, is responsible for the company's growth. It has a large growth opportunity in the coming years as it expands its base in India in order to increase the use of green energy. It has been able to significantly reduce the country's environmental emissions. The preservation of the Taj Mahal from pollution, as well as reformative measures in New Delhi, Surat, Mumbai, and a host of other towns, are living examples of its excellence. It is one of the safest public-sector organisations, with no recorded cases of industrial hazard or injuries in any of its facilities for many years. It is due to the human resources' high degree of dedication to work. It donates 2% of its Profit after Tax (PAT) to charitable organisations. It is a huge support to lakhs of India's poor and vulnerable people. According to Hewitt International, an internationally recognized survey firm, it is ranked as one of the best employers in the country.

The corporation is one of the world's biggest corporate citizens. For several years, the best management systems have been in use. It is a very honest and open business. It has a very high degree of customer satisfaction. Because of its strong Human Resource Management practices, its workers are among the highest paying and most happy.

- Wal-Mart: Wal-Mart's big-picture strategic aim of being powered entirely by renewable energy, producing zero waste, and selling goods that benefit consumers and the environment is attracting a lot of attention. Much has been written about its plans to green its supply chain and improve organic product scores in order to achieve a 20 million metric ton reduction in greenhouse gas emissions. Via a volunteer associate sustainability initiative, Wal-Mart is enlisting the help of its millions of associates spread across four continents to help transform its declared initiatives into reality. Wal-Mart employees all over the world are focused on their health, their communities, and the environment. Wal-Mart also has a policy of recognizing employees and their accomplishments on a regular basis. Wal-Mart has been effective in the green sales, earnings, and environmental improvements by encouraging collective management/associate thinking.
- ITC is a leading private sector company in India with a deep commitment to the triple bottom line. It has been a forerunner in implementing environmentally friendly processes, well ahead of regulations, setting industry standards. With a diversified presence in cigarettes, hotels, paper boards and specialty papers, packaging, agribusiness, processed goods, and a variety of other services, it has a market capitalization of over US \$ 22 billion and a turnover of over US \$ 5 billion. Premium Business Paper is one of ITC Ltd.'s sustainable initiatives at ITC Green Products. For the first time in India, ITC has introduced Paper Kraft Premium Business Paper, an environmentally friendly multipurpose paper for office and home use, using a new technology called 'Ozone Treated Elemental Chlorine Free Technology,' which replaces Elemental Chlorine, which was previously used in the bleaching process during paper manufacturing. As a responsible corporate citizen, ITC engages in a variety of activities that benefit society, including environmental, health, and safety (EHS) programmes, outreach to the public, preservation of national heritage, and support for sustainable growth. It is dedicated to environmental protection in the areas where it works. The HR role of their department makes major contribution to the company's green management practises. A good, clean, and green work environment is extremely important to the company. ITC is dedicated to providing healthy physical working conditions as well as encouraging high hygiene and housekeeping standards. The Company considers commitment to sustainable development to be a critical component of responsible corporate citizenship and

therefore gives it top priority. As a result, the Company is dedicated to Best Practices in environmental matters resulting from its business operations, and each business is expected to fully demonstrate this dedication.

Conclusion: Green Human Resources Management is focused on the green movement, which is concerned with environmental conservation and the preservation of the planet Earth from potential disasters. As a result, protecting and improving the human environment for current and future generations has become a critical task for humanity. In reality, not only in these firms, but increasingly in other businesses as well, Green HRM is poised to play a significant role in the industry by incorporating it into management theory, HR policies and practices, employee training, and the implementation of environmental laws. It will also raise awareness among workers and community members about how to use natural resources more efficiently and promote the use of environmentally friendly goods. Green HRM will be the buzzword of the future. The GHRM activities mentioned in this section can help the organization improve both its environmental and financial performance. GHRM practices reviews like this are also likely to improve employee health in the workplace, not least by enhancing the working climate and meeting the needs of an increasingly environmentally conscious workforce. To summarize, we assume that GHRM has the ability to increase employee well-being as well as organizational success. Green HR aids in process improvement and cost reduction by reducing and removing environmental waste and refurbishing HR materials, equipment, and procedures.

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