

Impact of Green HR Practices on Employees Performance

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Abstract: Green HR is nothing but the use of HRM policies in order to promote the sustainable usage of the resources by various business organizations and also promoting the cause of environmental sustainability. Green hr consists of two important elements, they are Environmentally-friendly hr practices and Preservation of the knowledge capital. The importance of green hr practices is increasing day by day and more and more organizations are realizing the importance of adopting various green hr techniques which calls for innovation in various processes. Due to the organizations going global, the business is experiencing a shift towards a more modern and capacity based economy from the traditional finance structure that are ready to implement the green technologies in today's business world. Green hr is the adoption of various hr policies with the objective of promoting the sustainable usage of resources within an organisation. It involves the adoption and implementation of various green hr practices and policies in order to increase efficiency and effectiveness in the organization with the by undertaking environmental friendly initiatives and programmes by creating employee awareness and motivating them towards organizations sustainability. This study concentrates benefits and awareness on green hr practices in and its impact. To achieve this purpose, questionnaire was used as an instrument to gather primary data from the respondents using Random Sampling Technique. Total number of responses collected was 50 responses. The paper concludes by providing suggestions and measures on creating awareness about green hr.

Keywords: Green hr, Awareness, Programmes, Sustainability

1. Introduction

There is a rising importance of green hr practices in today's global world where everything is changing drastically with reference to the changes in the business practices by various organizations, over the time it is become the need of the hour with many organizations realizing the importance of preserving and protecting the environment. The main objective of going green is to attain the level of sustainability through the proper utilization of available resources within the organizations through the adoption and implementation of environmental friendly practices and also keeping in mind the sustainability of the economy. This can be achieved by creating maximum awareness among the employees of an organisation so that they are well informed and have knowledge about the need to preserve the environment and protect it and attain sustainability. The hr function within an organization becomes an important component and driver of economic as well as environmental

sustainability through the adoption and implementation of green hr policies. The ecofriendly practices adopted by an organization should coincide with the organization goals and objectives.

2. Literature review

Podsakoff and MacKenzie (1997) suggested that employees' OCBs improve organizational performance, and they summarized the reasons. For instance, employees can help each other with job-related problems. Employees who actively participate in meetings can help distribute information in the company, and employees who learn new skills can improve the firm's ability to adapt to changes in its environment.

Roy et al. (2013) insisted that the spontaneity of an eco-friendly behavior can improve environmental performance by supplementing environmental management systems. Thus, this study investigates the direct relationship between employees' eco-friendly behavior and hotel environmental performance.

Becker and Gerhart (1996) asserted that human resource management influences organizational performance by enhancing efficiency, cost control, and value creation. From the review of extensive empirical studies, they found a significant relationship between a firm's HRM system and its organizational performance. For example, HR activities such as selection and compensation have a positive impact on corporate performance.

Daily, Bishop & Steiner (2007) examines empirically the relationship between HR factors and employee perceptions of environmental performance of 437 employees of a large organization in the aerospace field in South Western U.S. which was ISO 14001 certified. Mgt support, EMS training, EMS rewards, Empowerment are related to perceived environmental performance. EMS teamwork plays a mediating role between some of the independent variables leaving top mgt support & Employee empowerment which was perceived to be related to their individual jobs.

3. Statement of the problem

Being green does only mean that the employees are well aware and have a conscious mind, it is a challenge for the employees to be aware of the green environment. Due to the heavy work pressure and the achievement of set targets the employees are not aware of the existence of green environment.

There is a lack of responsibilities and a sense of consciousness towards the protection of the environment when the employees are at work place. Even though the organisation is engaged in conducting lot of induction programmes for the newly recruited employees, they are only provided information about their work and their responsibilities towards their job but the management fails to provide awareness about the need to protect and preserve the environment.

A. Objectives of the study

The main objective of the study is to know the perception in general towards the existence of green hrm and its impact it creates. Keeping this in view, the following secondary objectives has been set up:

- To know the awareness among employees about green hrm
- To know the benefits of green hr practices
- To know the perception of people regarding green hrm

B. Scope of the study

The study was undertaken to assess the perception in general towards green hrm, it's awareness, benefits and also perceptions. For this purpose, respondents from Bengaluru city are selected.

C. Limitations of the study

The "IMPACT OF GREEN HR PRACTICES ON EMPLOYEES PERFORMANCE" has few limitations:

- The study is exclusively based on primary data with a limited sample size.
- The study has been restricted to Bengaluru city in general.
- The study duration is short.

D. Research methodology

The primary data is collected through an online survey. The survey is carried out by means of self-administered, structured questionnaire and secondary data is collected from articles, research papers of various journals.

4. Data analysis and interpretation



Fig. 1. Depicting the need for green human resource management

From the above Fig. 1, it is observed that out of the total 50 respondents, 35 people agree that they feel that there is a need for green hrm, 10 people disagree about the need for it and 5

people are neutral.



Fig. 2. Depicting the awareness about the green hr practices

From the above Fig. 2, it is inferred that out of 50 respondents awareness about the green hr practices 25 people are aware about the green hr practices, 15 people disagree to it and 10 people are neutral.



Fig. 3. Depicting that Green hr increases productivity

From the above Fig. 3, it is inferred that out of 50 respondents, respond that green hr increases productivity out of which 40 people agree, 5 disagree and 5 respond neutrally when compared to others



Fig. 4. Depicting that trained personnel required for implementation of green hrm



Fig. 5. Depicting that Reward system motivates employees to work efficiently

From the above Fig. 4, it is inferred that out of 50 respondents, 35 people are of the view that trained personnel is required for the implementation of green hr practices, while 10 people disagree to it and 10 people are neutral about this.

From the above Fig. 5, it is inferred that out of 50 respondents, 40 people are of the view that and agree that reward system motivates an employee to work better, 3 people disagree to it and 7 people are neutral about this.

A. Findings

Following are the findings on mobile banking:

- From the above study, 35 people agree that there is a need for green human resource management
- From the above study, 25 people are aware about the existence of green hrm when compared to number of people who are completely unaware of this.
- From the above study, 40 people strongly agree that green hrm increases productivity among the employees while the number of people disagreeing is very less compared to this.
- 30 people are of the view that a trained personnel is required for implementation of green hr practices while some do not feel the importance for such personnel.
- From the above study, 40 people strongly agree that rewarding the employees enhances their productivity while few people are neutral about this and some do not agree to this.

B. Suggestions

- Focusing on recycling where possible, that will reduce the amount of wastage as well as pollution.
- Spreading green thinking among employees and stakeholders to make them green psychologically.
- Rewarding employees on the basis of green activities to motivate them to be more aware about environment.

- Creating more awareness about various green hr practices like recycling, waste conversion, and conservation of energy.
- Appointing more of trained personnel to implement green technologies efficiently and effectively.

5. Conclusion

The whole process of green hr management solely depends on the level of motivation and the active participation by the employees of an organisation and the efficiency by which the hr policies are adopted and implemented; all these initiatives play a very vital role in the implementation of green hr practices. The importance of green hr practices is increasing day by day and more and more organizations are realizing the importance of adopting various green hr techniques which calls for innovation in various processes. Due to the organizations going global, the business is experiencing a shift towards a more modern and capacity based economy from the traditional finance structure that are ready to implement the green technologies in today's business world.

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