

A study on the Analyzing the Implementation of Green HRM Practices in Selected Companies in Chhattisgarh

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Abstract

Businesses today understand the critical need of adopting Green HRM practises, which have a direct bearing on their long-term viability. Green HRM, or human resource management that prioritises environmental sustainability, refers to the use of HRM principles and practises to ensure the efficient and responsible use of an organization's resources. The term "green HRM" refers to a set of practises that are implemented with the goal of preventing damage to the environment and safeguarding the planet from potential natural and anthropogenic calamities. This article examines what green HRM is, why it's important, and what kinds of green HR initiatives and practises may help bring about green HRM in the workplace. The state of Chhattisgarh contains 23 public sector entities, all of which might benefit greatly from implementing Green HRM policies and procedures. This paper explores sustainable methods that businesses may implement to position themselves for future success.

Keywords: Policies and Procedure, Green HRM, Future Success.

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Introduction

Sustainability is the driving force behind today's widespread focus on "Green" practises among knowledge managers. Due to the alarming rate at which our resources, both natural and human, are being depleted, sustainability has become an imperative. Today, we can predict the future with a high degree of accuracy by looking at the damage that has already been done. Green as a concept stands for environmental responsibility and long-term viability. Wehrmeyer (1996), editor of the book "greening people: human resources and environmental management," introduced the notion of "green HRM" to the field of human resources (as in Jackson, Renwick, Jabbour, & Muller-Camen, 2011). Green human resource management is a relatively new concept, therefore there is a lot of room to learn about its benefits and explore its potential applications in businesses. In the Indian context, only a small minority of businesses actually use it, but widespread adoption would provide substantial financial benefits to Indian businesses and help us meet the sustainability concerns we face. Green human resource management emphasises conserving rather than wasting these essential components. According to the findings of the aforementioned researchers, in order for green initiatives to be

implemented, employees must be motivated, empowered, and ecologically conscious of green (Prasad, R. S.2013; Mathapati, 2013; Zoogah, 2010, Mandip, 2012). More and more organisations are realising the need of incorporating environmental management into their Human Resource Management (HRM) strategies. Green human resource management is the term for this. Incorporating sustainability principles into organisational practises is one way each organisation may play a role in advancing the cause. The green HRM idea may be used in all phases of human resource management, from hiring to rewarding staff. Green HRM is comprised of two fundamental tenets: HRM practises that are gentler on the planet and the preservation of valuable institutional knowledge (Jain, 2009). Corporate social responsibility efforts should incorporate environmental protection efforts. Green projects need buy-in from all levels of staff.

The term "green HRM" may be explained in a way that is not overly complicated by decreasing the cost of HR and enhancing production. One of the ideas that may be incorporated into the establishment of a green human resources management approach is digitalization. The idea of green human resource management does a better job of explaining awareness toward environmental sustainability and the social and physical well-being of employees. If we understand the idea behind GHRM, we can confidently say that it is responsible for creating a workforce that is green workforce, and these employees understand the initiatives of green practises and they promote it. If we understand the concept of GHRM, we can confidently say that it is responsible for creating a workforce that is green workforce. If GHRM methods were implemented, there would be positive effects on not just the business but also on individuals, society, the natural environment, and other organisations.

Study Background and Objectives

The purpose of this research study was to investigate the Green HRM practises that are now being implemented in Chhattisgarh's public sector organisations. It was produced on the basis of the background information. Green human resource management is a relatively new notion that can have a significant influence on the long-term viability of an organisation. It has been researched and analysed in the context of both India and the rest of the world, and a theory has been established in order to discover how it is being carried out in Chhattisgarh's public sector organisations. Green HRM methods have been adopted in many different aspects of human resources management, including recruiting, training and development, performance management, remuneration, and human relations.

The practise of employing people who are conscious of their impact on the surrounding natural world is known as "green recruitment." They are equipped with the information, skills, methods, and behaviours that are compatible with the environmental management system. For instance, we could have a green job analysis done for the employees, and we could also build green Job Descriptions so that we could learn about their understanding regarding the creation of a green environment in the organisations. During the hiring process, we will typically ask candidates questions concerning their personal and professional expertise; however, green recruiting may place more of an emphasis on how they behave toward the environment. Companies have an easier time initiating professionals who are attentive with sustainable processes and are already well-known with fundamentals such as recycling, conservation, preservation, and creating a more rational world when they recruit candidates with a green twist of mind. This is because it is easier for candidates to have a green twist of mind. According to the findings of Grolleau et al. (2012)'s study on the impact that the environmental principles of a company have on the recruitment of an employee, the environmental duty of a company contributes to the profile of a firm. More study has to be done to answer issues about the level of interest shown by green employers in the accomplishment of environmental goals, as well as how potential employees view or evaluate such employers in relation to the criteria of sustainability that they have asserted.

Management of Environmentally Friendly Performance Employees get a heightened awareness of the many facets and ideals of environmental management as a result of green T&D activities. This makes it possible for you to employ a variety of storage systems inside your firm, including strategies for managing trash. In addition to this, it improves employees' capabilities to react to a variety of environmental issues. According to a survey of managers on best

management practises, environmental education and training are of the utmost importance to achieving environmental goals while simultaneously establishing a positive environmental culture for employees to feel involved in environmental outcomes. This is because environmental education and training can help employees feel more involved in environmental outcomes. The HRM procedure ended up being successful overall. In order to investigate the part that HR plays in establishing a culture of sustainability, HR hosts seminars on leadership development, during which managers seek to improve their "front-line" software, social, or behavioural skills in areas such as management, teamwork, and diversity. Insinuates the possibility that it might facilitate the development of change and collaboration. In the future, research will help enable environmentally friendly training, which, on the one hand, will help organisations develop environmentally friendly managers who won't be afraid to indulge themselves and promote sustainability throughout the process, and, on the other hand, will help organisations develop environmentally friendly employees. The Ecological Balance Sheet A change can be made to the Employee Compensation programme so that awards are given in part based on an evaluation of an employee's conduct and professional skills. In addition, staff members had the opportunity to compete and earn prizes for their exceptional work on a variety of unique projects. People are encouraged to engage in the Green Agenda and be recognised for their achievements by receiving "green incentives," which may include the opportunity to take advantage of employment and lifestyle perks, such as free bikes or carbon credits. Offices that do not use paper Although the majority of the work in the office is done on paper, the use of paper has decreased since the advent of new technology. E-commerce and online education have transformed the way offices operate, turning them become paperless workplaces in the process. A paperless office is a workplace that minimises or completely eliminates the use of paper by digitising critical government papers and other paper-based tasks so that they may be processed by automated processes. This technique not only shortens the amount of time spent looking for paper documents but also cuts down greatly on the costs associated with paper-related activities such as paper consumption, copying, printing, and storing. To comprehend the notion of green human resource management in the public sector, Jamie Garratt established Idea Rebel in 2008, a digital firm located in To understand the concept of green human resource management in the public sector.

Review of Literature

Green HRM is a combination of environmentally friendly HR initiatives and practises for the sustainable use of resources, which ultimately results in increased productivity, decreased amounts of waste, and an improved job attitude (Margaretha and Saragih, 2013). Green HRM has been described as the application of HRM policies and practises for the sustainable use of resources inside corporate organisations by Marhatta and Adhikari (2013) and Zoogah (2011). Green HRM often promotes the cause of environmentalism. According to Opatha and Arulrajah (2014), green human resource management is described as the process of familiarising employees with the usage of green human resource policies and practises. This is done for the benefit of the person, as well as the society, the community, and the entire planet. The HRM function serves as a key driver of sustainability by putting its green HRM policies and practises into effect with the goal of increasing EPF (Cherian and Jacob, 2012; Mandip, 2012). These days, the idea of green human resource management is generating a greater level of concern among corporations, private sector businesses, and public sector organisations, all of which are making an effort to minimise the part that green HRM activities play in bolstering and possibly weakening EPF. Dedication of this kind to environmentally friendly methods will assist to cut down on activities that degrade the environment and will ensure that our environment is preserved for both the current and the next generation (Jackson et al., 2011). Green training and development (GTD), energy efficient workspace (EEW), and incentives and appreciation are regarded to be the most essential components in green human resource management (HRM) in an organisation. This is because they are the variables most likely to support valuable green HRM (Govindarajulu and Daily, 2004).

According to the findings of a study that was carried out by Daily et al. (2008), in order to effectively manage the EPF, it is essential to promote green training within an organisation. The purpose of training is to educate and raise employees' levels of awareness regarding various environmental issues, as well as to develop new skills that can be used to address these issues. It is well knowledge that good environmental education serves as a mediator for the successful

EPF (Sarkis et al., 2010). Jabbour et al. (2010) conducted research on the impact that HRM plays in fostering environmentally responsible practises inside an organisation. They acknowledged the significant role that human elements such as training and employee motivation play in the operation of green practises carried out by employees and acknowledged the importance of these factors. Fernandez et al. (2003) recognised that effective implementation of green practises needs environmental awareness and process expertise on the part of each individual employee. They suggested that this might be accomplished by integrating green practises with training and development. Public and corporate organisations from all across the world are pursuing environmentally friendly projects in an effort to reduce the factors that contribute to environmental deterioration and to boost EPF (Wang and Mao, 2013; Choi et al., 2013, Zou et al., 2015). Therefore, in order to meet the challenge of maintaining a company's existence, success, and corporate position, an active green programme is required in the first stage (Melo and Garrido-Morgado, 2012; Qi et al., 2013; Cormier and Magnan, 2013). To help employees contribute more to the Employees' Pension Fund (EPF), several companies are increasing their wages and other benefits. There have only been a very small number of studies done to determine the benefits that a green workplace has on individual EPF, individual health, and person pleasure (Rashid and Zimring, 2008; Kamaruzzaman et al., 2011; Zhang and Altan, 2011 and Rashid et al., 2012; Elsarrag et al., 2016). In another important study, the researchers investigated how occupants, whether they be management or employees, recognise and assess the functions of green office settings, and then evaluated the efficiency of green workplace environments (Gou et al., 2013; Hui et al., 2015). Better psychological profit, improved health, and more job satisfaction are all provided by environmentally friendly and sustainable workplaces (Kato et al., 2009; Kuziemko, 2015; Forsythe and Wilkinson, 2015; Gou, 2016). These types of efforts may entail the creation of new power resources to fulfil the needs of society, as well as the development of new creative concepts and techniques that will assist in EPF. Other researches, such as GreenBuilding Council Australia (GBCA) (2013), Gou et al. (2013), and Newsham et al. (2013), came to the same conclusion that employees were more happy with the design of their workplace (Byrd and Rasheed, 2016). A high degree of happiness and pleasure, as well as a constructive attitude and a yearning for the environment, are generated in the tenants of the building by the green workplace plan (Monfared and Sharples, 2011; Deuble and John, 2012; Daniel et al., 2014; Wu, 2015). It's possible that having a green workplace is the most obvious and beneficial aspect of an organisation. Not only that, but having a green workplace may also send a message of brand supremacy, power, authority, vitality, and joy to everyone, including workers. According to the findings of a number of research, employees who are pleased with their place of employment produce higher results, outcomes, and levels of production (Leather et al., 2003; Lee and Brand, 2005; Frontczak et al., 2012; Kim and de Dear, 2013; Schiavon and Altomonte, 2014; Byrd and Rasheed, 2016; Gou, 2016). Carlopio (1996) found that the contentment of employees in their workplace is positively associated to the satisfaction of employees in their jobs, and that organisation EPF is indirectly related to employee workplace satisfaction. Therefore, we consider environmentally friendly workplaces to be an important component of environmentally friendly human resource management, and it is necessary to acknowledge the relationship between an energy efficient workplace and employee profit sharing (EPF). Investigate the Green HRM field. ackson and colleagues (2011) conduct a literature assessment of previous research that links several HRM functions to the surrounding environment. The techniques that are used in recruitment assist to ensure that new workers understand the environmental culture of the firm and that they share the importance of the environment. This contributes to the effective management of the environment.

Executive leadership at Philips (2007). Wehrmeyer (1996) conducted a survey that linked particular HRM characteristics and environmental management organisations from to recognised that has established a name for itself as. The Environment, Education, and Culture, by Ramus (2002) The Employee Has a Sense That They Are Responsible for 444 Environment Result the Most Effective HRM Practices That Contribute to Meeting Environmental Goals Milliman & Clair (1996) Incentive Management Payment of Encouragement to 444 Getting the attention of managers and encouraging them to continue working toward achieving environmental goals helps reach those goals. Incentive Management Awareness and Finance, Ramus (2002) The use of incentives could be productive. 44 Employees are encouraged to come up with eco-friendly projects.

The Most Recent Studies on Green HRM Author Function of the HRM System Sarkaris et al., (2010) Training and Development Influence that the Pressure from Stakeholders Has on Environmental Management Principles Approach Based on Primary Surveys Employees who have received a higher level of education have a greater understanding of environmental management systems. Training, Recruitment, and Compensation: The Impact of Human Resource Management on Environmental Management Systems Jabbar et al., (2010) Principal Investigative Cases The application of concepts of environmentally friendly management is influenced by human factors. Impact of training and development of environmentally responsible human resource management methods on the cohesiveness of teams and the culture of organisations, Teixeira et al. (2012) The Original Case Study Employees who have received improved training are more likely to encourage and contribute to the development of effective environmental management systems inside any firm. Is necessary to do. The impact of adhering to environmental values on recruiting was studied by Grolleau and colleagues (2012). Primary Survey professionals looked at the perspectives that businesses hold on the surrounding environment. Employee Empowerment, Compensation, Awareness, and Feedback Jabbar et al., (2012) The effect on business performance of environmental management and human resource management The Initial Survey The impact of human factors on business performance and the way environmental management systems are put into place may both be mediated by human factors. According to Daily et al. (2012), the impact of environmental management on education and training Education and Training with Regards to the Performance of Employees the Initial Survey The quality of an individual's educational background is closely connected to all of the other components of human resource management that are relevant to the application of green management principles. It is connected to that. Employee Training the Impact of Employee Training on Corporate Performance in Sustainable Development Ji et al., (2011) Employee Training Methodology of Primary Surveys (Empirical Study) This study has a direct and modest influence on the performance of the corporation as measured by employee training.

Discussion and finding

Bhilai Steel Plant

Chhattisgarh is home to a number of important steel manufacturing businesses, one of which is the Bhilai Steel Plant. One of the most promising units in SAIL is this one. BSP was an industry leader in establishing excellent HR standards for the company. When we talk about the HRD programmes that the company runs, we find that it has a sizable HRD department that is solely responsible for managing the HR concerns of the organisation. CSR is handled by a distinct department inside the company, and its workers are the only people who participate in the activities that fall under this category. Green HRM practises have been implemented in the business as a result of a number of different initiatives. For example, the business has developed an online advertisement platform known as E-procurement, through which applicants can submit their applications directly by providing their user ID and password. As a result of this effort, there has been a reduction in the number of steps involved in recruiting and selection, and the exchange of information is now simple and authentic thanks to their internet portal. One of the businesses in Chhattisgarh that have established a triple bottom-line commitment via the implementation of environmentally friendly policies is BSP. The organisation has developed ERPEP Software, which functions as a gateway for users to sign in to. The firm pioneered the Bhraman activity, which is essentially a tour system. For former workers, the Agraj Samvad Portal is available; on it, information on their profiles, payments, and medical claims, as well as a database of medical contacts, is kept. The BSP operates on the premise of a paperless office, and the majority of its human resources-related tasks take place online.

National Mineral Development Corporation

Since its inception, the NMDC has been at the vanguard of efforts to promote and put into action the most effective and environmentally responsible mining methods, as well as to embrace scientific mining, mineral conservation, and beneficiation procedures. Because of this award, NMDC will be able to achieve even higher levels of excellence in the mining industry and maintain its reputation as the most eco-friendly miner in the United States. NMDC's long-term goal is to establish itself not just as a worldwide mining company that is kind to the environment but also as a manufacturer of high-quality steel that places a positive emphasis on social advancement. In the same way, the Mission statement and the Objectives of NMDC both emphasise the fact that the company's strategy for ensuring its long-term

viability will place a primary emphasis on those aspects of business that pose the greatest challenges and present the greatest opportunities. These aspects include, among others, community development, employee welfare, scientific mining, employee safety, biodiversity conservation, energy efficiency, and land reclamation. The organisation has made it a point to go above and above the minimum criteria for legal compliance, and it has also made it a point to adopt all of the policies and processes that are relevant to ethical business practises. NMDC places a high priority on the wellbeing of its workers, and as a result, an all-encompassing safety management system has been implemented to make the workplace as risk-free as possible for each and every worker. Policy, process, objectives and goals, key performance indicators (KPIs), risk identification, and review mechanisms are the instruments that are included in management systems. A group of individuals known as "Sustainability Champions" has been assembled with the intention of providing an organisation with a more well-organized response to the demands of sustainable development. This Committee is capable of fulfilling the necessary leadership needs for Sustainable Development now that the Board Subcommittee on CSR and Sustainability has been established.

Recommendations

The following are some suggestions that have been provided for the businesses:

- Companies should significantly boost their return on investment by using environmentally friendly human resource management techniques. This indicates that there should be a reduction in the amount of money spent on training programmes that are not essential. It is essential for the HRP system to be effectively implemented so that HR recruiting expenses may be cut.
- The notion of digitization has to be applied extensively so that everything may be done digitally and without using paper.
- The use of artificial intelligence should be encouraged inside an organisation since it contributes to more efficient operations.
- Work that doesn't require paper should be encouraged in order to reduce the amount of wasted paper.
- It is important to do data maintenance and retrieval so that everything may be stored in a single database.
- It is recommended that Green Sigma Practices be put into action.
- The organisation ought to start using environmentally friendly printing methods.
- It is possible to take part in green manufacturing and the disposal of staff ID cards.
- Flexi work can benefit from job sharing, which involves splitting a full-time position between two individuals.
- The use of teleconferencing and online chats for interviews have to be promoted further.
- It is important to recycle materials so that they may be used in other ways.
- Participation in online training should be increased in order to cut down on administrative work.
- Utilizing electronic filling can help cut down on the carbon footprints left by employees. The practise of "green HR" entails cutting down on the amount of paper printed, as well as using video conferencing and online interviews.
- It is important to create green buildings, which include workplace spaces that are energy efficient.
- Techniques of "green payroll" ought to be implemented.
- It is recommended that carpooling be done more often to help minimise pollution.
- It is encouraged that public transportation be used more.

Conclusion

Although green HRM has favourable outcomes, further research is required to substantiate its claims with actual proof. When an employee first joins the firm all the way to the time they leave, the human resources department plays a very essential role in their management. Along with adhering to the HR policy, the Human Resources department also has the added obligation of being environmentally responsible. This is due to the fact that the firm is now focused on

making its operations less harmful to the environment. Green People Management is a service that helps businesses address the causes of environmental degradation by implementing green movements, green programmes, and practises to reduce resource consumption. This raises environmental awareness not only among new employees who are being hired by the business but also among current workers. You are accountable for ensuring that staff feel motivated to assist. The next generation Green human resource management has the potential to encourage employees to become more motivated, inspired, and committed to providing the company with efforts and ideas for greening the business. Green HR objectives include increasing efficiency, making more sustainable use of resources, reducing waste, improving work-related attitudes, improving work-life balance, improving employee performance and retention, and lowering expenses.

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