

A Study On Green Hrm Practices Among Employees Of Various Working Place In Chennai City

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Abstract

The Green HRM was a latest philosophy management depend on the movement of green related to the protection of environment. Green Human Resource Management was a important strategy for business in every organization. The concept of “green” is applied to the field of HRM. An importance of going green was promoting the cause of environmental sustainability. Green Human Resource was endorsed as the feasible use of resources among the committees of business and its policies and practices. The Green HRM includes Green Recruitment & Selection, Orientation, Training, Performance Appraisal, Compensation and Reward, Counseling, Welfare Practices. This research was an attempt which has been made to identify the practices of Green HR that are followed by the organization and their employee’s perception towards the HR practices. The data was analyzed and it is understood that Green HR practices are majorly followed by the organizations for going green.

Keywords: Green HRM, practices of green human resource, Green Environment, Environment Protection

1. Introduction

The color of nature was green and it represents the development and living, consider as hope color, fertility , freshness and safety as symbol. The green human resource management was a latest concept and it is becoming famous all over the countries. This green environment had various meaning to various people. The important goal of green process is to decrease the negative effectiveness on enhancing energy and pollution which affects the environment.

The green human resource management involves eco-friendly human resource beginnings to ensure the efficiency, very low cost and good bonding nature among workers. It supports each and every organization to decrease the worker carbon prints, sharing car and work, telecommunication and interview in virtual method, recycling process, training in online, efficient of energy and so on. The process of human resource will be the best role of environmental feasibility among the organization by executing its policies and practices with efficient and effective aim. Human resource initiatives are very low cost, good bonding among workers and efficient in a great way(Kanika Sharma, 2016)

2. Why green hrm is important:

The green HRM plays an important part in the company to encourage the problems related to environment. Many industries formulated the human resource practices and policies, giving training to people to high the awareness more about the field of environment and establish ruled related to the protection of environment. The green human resource management assists the manufacturers, workers to construct the branding image and compensation to their companies.

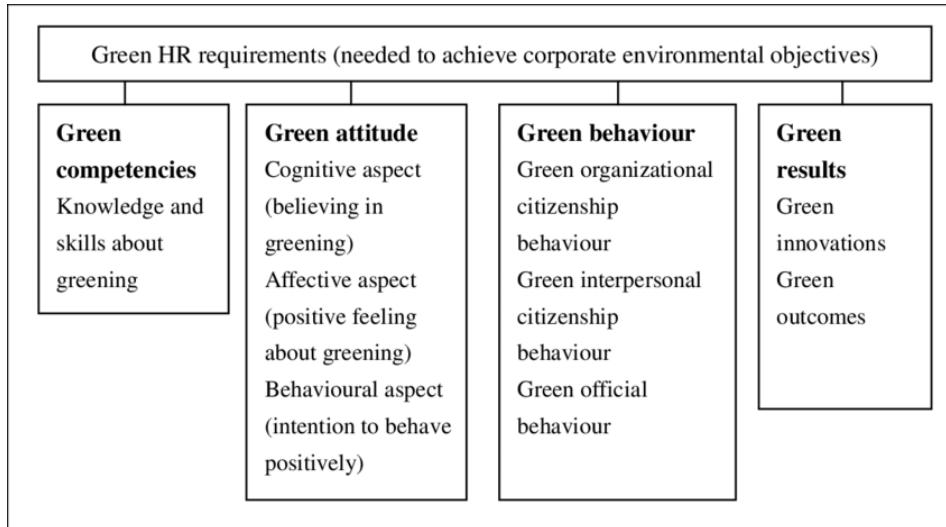
2.1 Elements of green human resource management:

1. **Recruitment & Selection for green:** Organizations at first gives the ad through their website. Online process are organized by aptitude test, group discussion, personal interview. This method of recruiting people is very fast and easy to access. Environmental friendly candidates can be preferred for an organization. (Neeraja & Dhananjaya, 2018)
2. **Green Orientation:** Induction and Orientation programmes are conducted for the new comers about green practices followed in the organization. Orientation of problems in green are cleanliness, health and safety of workplace is also discussed. (Neeraja & Dhananjaya, 2018)
3. **Green Training:** Training should be given to employees to increase the green initiatives in the association. The training was given by trainer through video conferencing or by presentation. The data was used by trainer as a soft copy instead of hard copy to decrease the usage of paper. (Neeraja & Dhananjaya, 2018)
4. **Appraisal for Green Performance :** I The process of appraisal in the practices of green was the important area of performance. This appraisal encourages the workers to focus on the usage of green in their working place.. (Neeraja & Dhananjaya, 2018)
5. **Green Compliments:** This system was directly connected with green activities performed by the employees. Many rewards also provided by management to workers for their hard work. (Neeraja & Dhananjaya, 2018)

Awareness: The famous counselors and managers takes initiative speech to encourage workers for the execution of practices of green and feasibility in the organization. (Neeraja & Dhananjaya, 2018)

6. **Green Welfare Practices:** Many organizations have altered their concept of safety, health and workers welfare especially in safety, management in environment and health. This type of organizations gives regularly their full hard work to decrease the stress, diseases in worksite and destruction in working place. (Neeraja & Dhananjaya, 2018)

2.2 Green human resource requirements:



Source was taken from Anton Arulrajah and Opatha (2014)

2.2 Hypotheses of the research:

1. No variation between the Green Practices and gender followed by the organizations.
2. There is no variation in Green Working Environment factors and gender followed by organizations.
3. No official link between Green Working Environment factors and educational qualification in the organizations.

3. RESEARCH LIMITATIONS:

1. A size of the same in this research was limited to 50.
2. This research is restricted to Chennai city.

4. Literature review

Shamima Kamili (2018) the researcher focuses on GHRM, practices of Green HR and analyze the part of green HR practices towards the green theme. An author states that GHRM practices has given a result of positive in the environment. This research suggests more social implications of Green HR practices for green organizations.

Mandip (2012) the researcher highlighted the high expensive while executing the awareness to increase the worker, main objectives and the problems of feasibility. Many workers are making the organization as proud and lead it to the path of success with high cost. The result of the research was stated that any organization easily can protect the cost when going for the greenery drive and thee workers are encouraged and comprehend the advantages of greenery nature.

According to Opatha and Arulrajah (2014) this research provides easy and fundamental reflection to green HRM. This is a concept of novel especially in the context of Sri Lankan and has a great strength to guide the business, individual and people from society. This study focuses on 7 aspects like the function of greening human resource management, research findings in green human resource management, needs for green human resource, significance of green human resource management, meaning and reason for making the place as green.

Santos and Jabbour (2009) analyze human resource management practices was contributed to the management of environmental in many organization. These companies want to recruit or choose the candidate by the training, evaluation and proposed to the environment related work. Their performance depend on the criteria in environment, executed way to compliment the worker and gathered the function of environment is rewarded and non-rewarded way, organized regular education in the management of environment, handling the aspects of environment as a valuable one of culture in corporate and encourage relationship between regular encouragement and handle the problems in environmental sector.

5. Objectives:

1. Investigates the green Human Resource Management practice of various organization
2. Investigates the green working environment of the organization

6. Statement of the problem:

The study focuses on the perception of worker on green HRM practices adopted, implemented and followed by the employees of various organizations. It also identifies the effectiveness of green HR practices among the employees. The study helps to find out the HR practices that are followed by the organization for the betterment of going green in the society.

7. Research methodology:

The paper includes information of both secondary and primary was gathered by a well-framed application. The application was deployed among employees of various organizations. The information of secondary was gathered from different published articles and network sites. The affordable method of sampling was used to select the samples and the size of sample is 50. Tools used to analyze the data is Independent T Test,

8. Analyses and interpretation

Table.1 The profile of socio-demographic of the applicants

Serial Number	Details	Number of Respondents	%	Serial Number	Details	Number of Respondents	%
	a) Gender				b) Age group		
1	Female	14	28%	1	20-30	28	56%
2	Male	36	72%	2	30-40	17	34%
	Total	50	100%	3	Above 40	5	10%
S.No	Particulars	No.of Respondents	%				
	c) Educational						

	Qualification						
1	UG	32	64%				
2	PG	7	14%				
3	Professional	9	45%				
	Overall value	65	99%				

First information: source

8.1. Independent sample test

8.1.1. Testing of Hypothesis

Ho: No variation between Green Practices and gender in the organization.

Ha: Important variation between Green Practices and gender in the organization.

Table.2 showing difference between gender and green practices followed by the organizations

	Gender	N	Mean	S.D	F	Sig.
Green	Female	14	58.871	9.83602	5.817	0.20
Practices	Male	36	55.0278	6.30413		

Source: Primary Data

Hence the value of p (0.020) was less than 0.03. H0 was eliminated @5% stage of importance. Therefore, there is a relationship between Green Working Environment factors and gender in the organizations.

8.2. One way anova

8.2.1. Testing of Ho and Ha

Hypothesis o: No connection between Gender and Green Working Environment factors in the organizations. Ha: There is a connection between Green Working Environment factors and Gender in the organizations.

Table.3. Showing the connection between green working environment factors and gender in the organizations.

Analysis of variance					
	Addition of square	Difference	Square mean value	Findings	Sign
Groups between	134.057	1	134.057	8.729	0.005
Within groups	737.163	48	15.358		
Total	871.220	49			

Source: Primary Data

Hence the value of p (0.005) was less than 0.03. H0 was eliminated @5% stage of importance. Therefore, there is a relationship between gender and Green Working Environment factors in the organizations.

8.3. Chi-square test

8.3.1. Testing of Hypothesis

Ho: No variation between green working environment factors and educational qualification in the organizations.

Ha: There is an association between Educational qualification and Green Working Environment factors in the organizations.

Test Statistics		
	Educational qualification	Green environment
Chi-Square	21.640 ^a	16.600 ^b
df	2	8
Asymp Sig.	0.000	0.035

Source: Primary Data

Since p value (0.001) & (0.035) was low than 0.05. H0 was eliminated @5% stage of importance. Therefore, there is an association in Educational qualification and Green Working Environment factors in the organizations.

9. Suggestions of the study

1. Organizations are encouraged to conduct regular energy audit, surveys on Green HR practices.
2. Organizations are encouraged to save water, recycle of resources and use of eco-friendly paper. Going green policies have resulted in cost reduction.
3. Utilization of other source of energy (Solar energy) can be used by the organizations.
4. Green HRM programs can be conducted to motivate the employees regarding green practices.

10. Conclusion

The study was based on Green HRM practices among employees in various organizations. An organization can develop their process in environment by increasing their depth and scope of green human resource management practices. The green human resource management scopes are very powerful parts while making the institution and their surroundings as green. The process of greens' behavior, attitude and competency may be shaped through the practices of green human resource management. Thus this study reveals that the Green HR practice motivates the employees to work towards environment friendly.

11. Scope for future research:

1. Solar energy usage as green HRM practices in various organizations
2. Challenges and opportunities of Green HRM implementation in IT sector

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