


Chapter 1

Higher Education Institution Sustainability: Role of Green Human Resource Management

Amrik Singh

 <https://orcid.org/0000-0003-3598-8787>

Lovely Professional University, India

Pankaj Sihmar

Ramgarhia Institute of Management and Advanced Studies, India

ABSTRACT

The fast-changing landscape of organizations is driving a move toward environmental performance. Higher education now prioritizes sustainability. In the contemporary world, where sustainability in higher education is at the forefront, the ever-changing business ecosystem nurtures a new drift toward economic, environmental, and social performance. There is an increasing force to pay a correct reaction to environmental issues, and executing sustainable business practices such as green human resource management (HRM) practices provides a win-win situation for the organization and its stakeholders. It is an amalgamation of environmental management with Human Resource Management. Green Human Resource Management (GHRM) practices can enable a University to implement an EMS system quickly. This study aims to investigate green human resource management practices in higher education institutions and future implications.

DOI: 10.4018/979-8-3693-2956-6.ch001

Copyright © 2025, IGI Global. Copying or distributing in print or electronic forms without written permission of IGI Global is prohibited.

INTRODUCTION AND BACKGROUND OF STUDY

Human resource management is a deliberate and systematic approach to effectively managing an organization's most valuable asset, namely its people. These employees, individually and collectively, play a crucial role in the organization's overall success in attaining its objectives (Armstrong, 2008; Singh & Bathla, 2023; Sharma & Singh, 2024; Singh & Singh, 2024; Singh & Hassan, 2024a; Singh, 2024a; Singh, 2024b; Singh & Kumar, 2022; Singh & Hassan, 2024b; Singh & Kumar, 2021; Sharma & Singh, 2024; Ansari & Singh, 2023; Ansari et al., 2023; Ambardar & Singh, 2017; Ambardar et al., 2022). Furthermore, high-performing companies use strategic human resource management, or HRM, as a tool to efficiently manage their human resources. There is an urgent need for more academic research in higher education that combines empirical data and conceptual analysis in strategic human resource management. Allui and Sahni (2016) claim that the Arab world has a significantly higher degree of disparity. This observation implies a lack of comprehensive research on HRM conducted in higher education institutions (HEI). Given the fierce competition that exists globally in all disciplines and sectors, it was only natural for him to be competitive at all educational levels, including higher education. Higher education institutions (HEIs) wanted to compete for innovation and quality rather than merely survival, especially after the creation of international university rankings (Singh & Bathla, 2023; Sharma & Singh, 2024; Singh & Singh, 2024; Singh & Hassan, 2024a; Singh, 2024a; Singh, 2024b; Singh & Kumar, 2022; Singh & Hassan, 2024b; Singh & Kumar, 2021; Sharma & Singh, 2024; Ansari & Singh, 2023; Ansari et al., 2023; Ambardar & Singh, 2017; Ambardar et al., 2022). Consequently, the objective has shifted to excellence and sustained supremacy over rivals, or competitive advantage. Consequently, the success, expansion, and development of these HEIs are greatly influenced by the standards of quality, excellence, innovation, cost, and organizational flexibility.

Communities now depend on HEIs to help maintain and improve the environment by providing innovative human resources with great potential that are developing, renewable, and flexible enough to change over time. Employee conduct in the context of higher education is essential for preventing environmental deterioration and promoting green environmental performance. HEIs have an important responsibility to advance environmental awareness and research, as well as to teach present and future generations the value of proenvironmental behavior, even if they produce less pollution than the business sector. Furthermore, because university campuses' operations and activities have an impact on the environment both directly and indirectly—through material consumption, waste generation, excessive traffic on campus, and electricity consumption, for example—the significance of environmental sustainability has grown (Singh & Bathla, 2023; Sharma & Singh,

12 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: www.igi-global.com/chapter/higher-education-institution-sustainability/357114

Related Content

Whither Bir Zeit University?

Anton Sabella (2021). *Cases on Critical Practices for Modern and Future Human Resources Management* (pp. 194-217).

www.irma-international.org/chapter/whither-bir-zeit-university/271892

Strategies to Combat the COVID-19 Pandemic in the UAE: A Guide to Encounter Human Resource Challenges

Premila Koppalakrishnanand Gerry N. Muuka (2022). *Navigating the New Normal of Business With Enhanced Human Resource Management Strategies* (pp. 68-92).

www.irma-international.org/chapter/strategies-to-combat-the-covid-19-pandemic-in-the-uae/297403

Human Resources Management and Its Contribution to Colombian SME Sustainability

Rafael Ignacio Pérez-Uribeand María Teresa Ramírez-Garzón (2022). *Research Anthology on Human Resource Practices for the Modern Workforce* (pp. 1052-1073).

www.irma-international.org/chapter/human-resources-management-and-its-contribution-to-colombian-sme-sustainability/295389

The Impact of Artificial Intelligence on Human Resource Management: Barriers and Benefits

Tshepo Maotaand Vannie Naidoo (2025). *Sustainable Management Practices for Employee Retention and Recruitment* (pp. 311-342).

www.irma-international.org/chapter/the-impact-of-artificial-intelligence-on-human-resource-management/370772

Baby Boomers and Their Influence in the Colombian Organizational and Entrepreneurial Context

Rafael Ignacio Pérez-Uribe, David Ocampo-Guzmánand Maria Pilar Ramirez-Salazar (2022). *International Perspectives and Strategies for Managing an Aging Workforce* (pp. 201-229).

www.irma-international.org/chapter/baby-boomers-and-their-influence-in-the-colombian-organizational-and-entrepreneurial-context/299583