



Chapter 12

Employee Health and Safety in Green Workplaces

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ABSTRACT

Organisations recognise the importance of employee health and safety in green management in an increasingly environmentally concerned society. A green workplace, with sustainable practices, environmentally friendly regulations, and societal responsibilities, may improve employee well-being, as this chapter shows. HHS is crucial for a strong company culture since it influences employee morale, productivity, and retention. Green occupational health and safety management may help organisations meet legal requirements and empower employees. In green workplaces, effective health and safety programs can be implemented through employee engagement, continuous education, leadership commitment, and overcoming challenges that may deter Health and Safety sustainability. As firms become more transparent about sustainability, genuine leaders will need to grasp how employee health and safety are connected with green management to build sustainable organisations that prioritise environmental stewardship and employee wellbeing.

1. INTRODUCTION

Over the past two years, companies have come to recognize that 'green' practices are indeed the cornerstone of conducting successful business operations. Green management [23] is becoming increasingly critical for organizations so they would minimize the footprint on nature while maximizing efficiency and ensuring greater employee involvement. This introduction canvasses the fundamentals of green management [23] and outlines the key relationship between employee health and safety within this framework.

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1.1 Background of Green Management

Green management, at its roots, is defined as the practice of aligning organizational operations within the framework of environmentally sustainable [38] principles. This approach involves the systematic integration of environmental considerations into corporate decision-making processes, adopting practices that reduce waste, conserve resources, and encourage a future that will be sustainably built [31]. Growing concerns in relation to what is going on globally, such as global warming, resource depletion, and loss of biodiversity, make green management relevant. As consumers and stakeholders are now becoming more aware of the environmental issues, organizations cannot have any choice but to embrace the adoption of eco-friendly practices, not based on mere compliance, but as a core factor of their strategic vision.

Furthermore, the growing research body that underlines the economic benefits garnered from green practices further supports this turn to sustainability. Organizations embracing sustainable management practices have seen an increase in operational efficiency, cost savings, and improved brand image [8]. Moreover, the availability of green certifications and eco-labels mirrors consumer sensitization to a responsible environmental business practice that forces organizations to adopt a total green management approach. It reflects a broader cultural shift within the business environment, from an ethic comprising responsibilities towards nature, employees, and shareholders to an important driver of innovation, competitiveness, and resilience in a fast-evolving marketplace.

1.2 Significance of Employee Health and Safety

The employee safety [43] and health constitute the basic foundations for sound organizational management, which must include policies and practices designed to protect workers from job-related hazards, injuries, and illnesses. There is no question that maintaining a safe work environment has a direct impact on organizational productivity, employee morale, and sustainability as a whole. Thus, according to studies, health and safety-oriented organizations are characterized by the lowest absenteeism rates, the highest employee satisfaction, and talent retention [14]. Furthermore, support for health and safety leads to an organizational culture of caring that inspires loyalty and engagement at work.

Organizational behavior and employee well-being [50] are mutually interestingly interacting. More such organizations that promote health and safety measures would go about encouraging cultures that support contributions of employees and give a feeling of belonging within the organization. Such a cultural focus is important in today's work environment, as employees seek to find meaning and value in their jobs [18]. Lastly, it is found that organizations adopting green management often enforce health and safety practices that complement their sustainability strategies [37]. Such alignment not only increases the level of employee engagement but also solidifies commitment to social responsibility [30].

In summary, integrative health and safety [44] initiatives within a green management framework are a strategic approach that fosters well-being among employees as well as organizational sustainability. The synergy thus created is paramount in building a progressive work environment that attracts top talent and raises productivity and overall success in an increasingly global economy emphasizing both environmental responsibility and social equity.

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