

Chapter 5

Green Human Resource Management for Resource Sustainability

S. Shalini

 <https://orcid.org/0009-0007-0835-8612>

Sri Manakula Vinayagar Engineering College, India

R. Sivakumar

Sri Manakula Vinayagar Engineering College, India

ABSTRACT

In creating a policy of sustainability that is responsible for protecting the environment, the management of the company personnel, a positive corporate culture, and employees in the role of human resource departments is vital. Creating an environmentally sensible, efficient resource responsible for social business necessitates a set of policies, applications, and structures known as 'green HRM'. During the last two decades of this century, there has been a global consensus on the need for genuine environmental supervision because numerous pollutants have consumed and used up our natural resources. The main reason is the waste from industries. In the International Conference on the Human Environment by the UN held in Stockholm in June 1972, the "Magna Carta" Human Environment, it was argued that protecting and improving the human environment for existing and forthcoming peers become a certainty for humankind. Presuming the Asian economic expansion toward ecological management, most of the research on green HRM comes from the Western side of the globe.

INTRODUCTION

Implementing eco-friendly management systems in an organization makes expanding its environmental and communal performance tough, thereby increasing the financial efficacy while keeping cultural standards and mixing green behavior into the organization's operations. Pallavi and Bhanu (2016) proposed that an efficient breakdown of green ideologies can help address these tasks. Many scholars have explored the various aspects of green management and how to apply it to two serious business purposes: human resources and invention (Abbassy, 2020). Yet, the rapport between these two jobs remains to be

DOI: 10.4018/979-8-3693-9375-8.ch005

investigated. New research suggests that green management should be divided into different functional areas of an organization to examine simultaneous results and interrelationships between various functions (Geethanjali et al.,2023).

Green human resource management - GHRM and green revolution - GI can have optimistic environmental effects (Abbassy & Abo-Alnadr, 2019). However, their collaboration has stayed little studied accordingly. More specifically, there is less argument for the “green version” of human resource management (HRM) or innovation in the literature on the relationship between HRM and invention (Tripathi and Al Shahri, 2023). As such, more research is needed in this part to explain the mutually reinforcing results that GHRM and GI can offer for the three-way lowest line or TBL: the triple bottom line of a company’s ecological, economic, and societal performance (Acharya et al., 2024).

The push towards ecologically, fiscally, and socially sustainable methods in manufacturing companies arose due to the growing environmental problem and the need for sustainable practices to be implemented (Kuppan et al., 2024). Even today, all companies, especially those operating in an extremely competitive and measured environment, must balance their performance in these areas (Arumugam et al., 2020). Reaching a balance between these variables is likely difficult and, in some cases, unfluctuating contentious (Lishmah Dominic et al., 2023).

GREEN HUMAN RESOURCE MANAGEMENT

The primary meaning of “green human resource management” is the contribution of green human source management and rules to the company’s environmental goal (Ead & Abbassy, 2022). It means utilizing each employee’s full support towards sustainable practices and elevating the employee’s assurance and alertness of the sustainability task (Kadiresan et al., 2019). Green human resource management measures must be implemented to improve efficiencies, cut costs, and increase employee engagement. Over video recruitment and video interviews, typical green activities are arranged to encounter transportable restrictions (Bhakuni and Ivanyan, 2023). It involves the implementation of green HR creativities that increase thruput, reduce costs, and improve employee engagement and maintenance (Kadiresan et al., 2016). These initiatives embrace recycling, telecommuting, online training, energy-efficient workplaces, car polling, job division, teleconferencing, and cybernetic interviews. These, in turn, support organizations in reducing the carbon trail in their workforces (Ronald et al., 2024).

Green human resource creativities help companies find inexpensive replacements without forgoing their best employees—sustainable business practices with a strategy focused on Green Human Resource Management (Kanike, 2023). Therefore, managers should change the corporate culture using green HRM techniques. Implementing firm ideologies and evolving a green culture can inspire employee comportment and form core values (Kanike, 2023). It is also believed that implementing prescribed environmental procedures and applying a green human source management culture depend on green behavior. Ullah et al. (2021) proclaim that the claim of green human resources to human resource procedures like appointing, training, compensating, etc., is indispensable (Sebastian et al., 2024).

INTRODUCTION OF GREEN HR MANAGEMENT

- Pick employees who are devoted to protecting the atmosphere.

16 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/green-human-resource-management-for-resource-sustainability/376590

Related Content

Approaches to the Management of Heavy Metals in Polluted Soils

(2023). *Global Industrial Impacts of Heavy Metal Pollution in Sub-Saharan Africa* (pp. 285-310).

www.irma-international.org/chapter/approaches-to-the-management-of-heavy-metals-in-polluted-soils/328154

Urban Solid Waste Management Techniques With Special Reference to Vermicomposting

Junaid Ahmad Malik (2020). *Waste Management Techniques for Improved Environmental and Public Health: Emerging Research and Opportunities* (pp. 53-79).

www.irma-international.org/chapter/urban-solid-waste-management-techniques-with-special-reference-to-vermicomposting/243874

Impact of Climate Change on Agriculture and Food Security

Sunil Londhe (2018). *Climate Change and Environmental Concerns: Breakthroughs in Research and Practice* (pp. 24-40).

www.irma-international.org/chapter/impact-of-climate-change-on-agriculture-and-food-security/201692

Achieving Climate Smart Agriculture With a Sustainable Use of Water: A Conceptual Framework for Sustaining the Use of Water for Agriculture in the Era of Climate Change

Sneha Kumari and Yogesh Patil (2018). *Climate Change and Environmental Concerns: Breakthroughs in Research and Practice* (pp. 111-133).

www.irma-international.org/chapter/achieving-climate-smart-agriculture-with-a-sustainable-use-of-water/201696

Role of Plant Growth Promoting Rhizosphere (PGPR) on Molecular Mechanisms Transporters Under Heavy Metal Stress

(2020). *Nano-Phytoremediation Technologies for Groundwater Contaminates: Emerging Research and Opportunities* (pp. 71-84).

www.irma-international.org/chapter/role-of-plant-growth-promoting-rhizosphere-pgpr-on-molecular-mechanisms-transporters-under-heavy-metal-stress/241169