


# Chapter 4

## Foundations of Green Human Resource Management (GHRM)

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### **ABSTRACT**

*While organizations struggle with the intensifying effects of climate change, incorporating sustainability into fundamental business functions has become essential. GHRM then becomes a key framework for aligning human capital with sustainable objectives, developing sustainable culture, and promoting organizational resilience. This chapter discusses the premises of GHRM, exploring its theoretical bases, essential elements, and its central role in driving climate change mitigation and resilience initiatives. Based on theoretical lenses (different theories) GHRM covers the conventional practices such as recruitment, training, performance management, employee compensation and occupational health and safety from a climate resilience approach perspective. The chapter uses Patagonia and Unilever among other good businesses to show how GHRM may drive environmental performance, employee engagement, and corporate resilience. The chapter concludes by describing the road map for GHRM in terms of cooperation, employee empowerment, and link to other CSR activities.*

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## **INTRODUCTION**

### **Defining Green Human Resource Management (GHRM)**

Sustainable HR policies and practices designed to create a culture of sustainability inside a business is what GHRM means. GHRM aims to help an organization's environmental goals by means of several HR operations including recruitment, training, performance management, payment, and staff engagement. By means of GHRM, companies can therefore enable their staff to become proactive members in corporate sustainability initiatives, therefore raising environmental and company performance.

GHRM is the human capital development process that underpins environmental sustainability, according to (Renwick, Redman, and Maguire 2013). This process turns sustainability into a rooted practice that influences company culture, employee behavior, and business operations, not just a policy. Companies using GHRM will find improved resource efficiency, reduced waste, higher staff morale, and better compliance of environmental laws.

### **How GHRM Differs From Traditional HRM**

Green Human Resource Management (GHRM) differs from typical HRM by integrating environmental goals into the primary operations of human resources. Whereas conventional HRM mostly aims to increase employee satisfaction, align human capital with organizational goals, and maximize workforce efficiency, GHRM expands this focus to include environmental sustainability as a main objective. Stated differently, GHRM is about managing individuals in manners that support and promote environmental sustainability, not only people management.

Conventional HRM emphasizes performance indicators, compliance, and organizational efficiency without always considering the environmental impact of policies on human resources. GHRM differs in that it marries environmental values with every HR process. For example, green recruitment looks for people who value sustainability and can assist the business in accomplishing its environmental goals. Green training and development provide employees the resources to follow sustainable practices and knowledge on environmental issues. Green performance management likewise considers staff members' contributions to sustainability projects as well as their job appropriate skills.

Green employee engagement, which promotes a culture of environmental awareness and mutual accountability, and green job design, where roles are organized to minimize environmental impact, are other GHRM techniques. Together, these methods help to create a workforce that is environmentally aware and dedicated

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