


Chapter 8

Green HRM: Building a Sustainable Workforce for a Greener Future

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ABSTRACT

Green Human Resource Management (GHRM) has emerged as a strategic approach for organizations to align their human resource practices with environmental sustainability. This paper explores the concept of GHRM, examining its historical evolution, core practices, and the critical role it plays in fostering an eco-conscious organizational culture. By reviewing key literature, analyzing case studies, and assessing practical implementations, the paper highlights both the benefits and challenges associated with GHRM adoption. The research also outlines future trends in green HR practices and offers recommendations for organizations seeking to strengthen their sustainability initiatives. This chapter aims to emphasize how GHRM contributes to the long-term success of organizations in terms of sustainability, employee satisfaction, and financial performance.

INTRODUCTION

This study examines the establishment of GHRM fundamentals alongside its historical development and essential practices which enable organizations to implement green organizational cultures. The paper explores the historical transition

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of GHRM starting from classical human resource management which evolved into its contemporary form as a sustainability-oriented field. Organizations must use Green Human Resource Management (GHRM) as their primary approach to bring environmental sustainability into their business operations. Business organizations now prioritize environmental concerns in their global strategies so GHRM serves as an operational framework to relate human resource practices with sustainability objectives (Renwick et al., 2013; Jabbour, 2011; Daily & Huang, 2001; Jackson et al., 2011; Dumont et al., 2017; Wehrmeyer, 1996; Opatha & Arulrajah, 2014; Supina & Singh, 2024; Singh & Singh, 2024; Singh & Hassan, 2024; Singh, 2024; Singh & Kumar, 2024; Singh & Supina, 2024; Singh & Kumar, 2021; Singh & Kumar, 2024; Singh & Ansari, 2024; Singh & Hassan, 2024). Organizations which implement GHRM achieve better reputation and higher work environment happiness among staff and gain marketplace superiority. As part of this discussion resistance to change and the expenses related to green initiative deployment and the requirement for unified organization-wide policies are analyzed in depth. The strategy of GHRM implements ecological elements throughout its core people management functions starting from recruitment and continuing through training and performance oversight and employee retention practices (Renwick et al., 2013; Jabbour, 2011; Daily & Huang, 2001; Jackson et al., 2011; Dumont et al., 2017; Wehrmeyer, 1996; Opatha & Arulrajah, 2014; Supina & Singh, 2024; Singh & Singh, 2024; Singh & Hassan, 2024; Singh, 2024; Singh & Kumar, 2024; Singh & Supina, 2024; Singh & Kumar, 2021; Singh & Kumar, 2024; Singh & Ansari, 2024; Singh & Hassan, 2024). The marriage of human resource practices to environmental targets in GHRM produces lower environmental impact while encouraging employee team spirit and better workplace contentment through collective sustainability participation. The chapter evaluates GHRM practices through literature research and real-world examples to explain both the helpful aspects and difficulties that arise from its adoption. Green Human Resource Management (GHRM) creates radical changes in organizational human resource practices because it combines sustainability with standard human resource functions. Organizations recognize both environmental issues and business success demands new practices which serve environmental goals in addition to organizational success (Renwick et al., 2013; Jabbour, 2011; Daily & Huang, 2001; Jackson et al., 2011; Dumont et al., 2017; Wehrmeyer, 1996; Opatha & Arulrajah, 2014; Supina & Singh, 2024; Singh & Singh, 2024; Singh & Hassan, 2024; Singh, 2024; Singh & Kumar, 2024; Singh & Supina, 2024; Singh & Kumar, 2021; Singh & Kumar, 2024; Singh & Ansari, 2024; Singh & Hassan, 2024).. The purpose of GHRM is to create such an alignment that human resources support organizational sustainability objectives while building environmental awareness throughout the organizational culture. Previously human resource management focused on two core aspects which were organizational maximization alongside employee development and achieving

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