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A Study on Employee Perception Towards Environmental Management System with Special Reference to Saravana Global Energy Ltd.

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ABSTRACT

An organization can systematically manage its environmental impacts and enhance its environmental performance by using an environmental management system, which is a structured framework. The environmental management system incorporates strategic planning, decision-making, and day-to-day operations with an eye toward the environment. Development of policies, planning, execution, monitoring, and ongoing improvement are essential elements. An EMS normally adheres to international standards like ISO 14001, guaranteeing legal compliance and promoting sustainability. Adopting an EMS enables businesses to support sustainable development, improve corporate responsibility and reputation, decrease waste, increase resource efficiency, manage risks, and accomplish long-term environmental goals.

Keyword- Environmental, Sustainnable development.

1.1 INTRODUCTION

Organizations can reduce their environmental impact, adhere to regulations, and continuously enhance their environmental performance with the help of an environmental management system. The fundamental idea of an EMS is continuous improvement, which is a cycle of process and practice planning, implementation, review, and enhancement. Generally, this system complies with accepted standards like ISO 14001, which outlines the requirements for an efficient EMS.

A proactive strategy can help lower the risk of non-compliance and enhance health and safety procedures for both the public and staff. An environmental management system assists a business in addressing its regulatory needs in a methodical and economical way.

Basic elements of an EMS include the following:

1.Examining the company's environmental objectives.

2. Examining its effects on the environment and its compliance (or legal and other requirements) duties.

3. Establishing environmental goals and targets to lessen effects on the environment and adhere to legal requirements.

4. Creating initiatives to achieve these goals and objectives.

5. Tracking and evaluating the results of reaching the goals.

1.2 LITERATURE REVIEW

Yuntao Wu (2024) Vertical decentralization, environmental regulation and enterprise pollution, Journal of Environmental Management.

Effective management of the green revolution is necessary to achieve both climate change mitigation and sustainable economic development. In order to analyze the dynamic connections between vertical decentralization, environmental regulation, and enterprise pollution, this study constructs an evolutionary game model for industrial firms, local governments, and the federal government. According to our research, raising environmental taxes can encourage governments at all administrative levels to monitor and enforce environmental legislation as well as encourage industrial businesses to implement green transformation techniques.

Ali Meftah Gerged, (2024) The role of environmental innovation and stakeholder integration, Management Accounting Research 62

The purpose of this research is to investigate how environmental management accounting, or EMA, can be used to improve business performance. Chief executive officers and financial managers of small and medium-sized enterprises (SMEs) in Pakistan were surveyed using a questionnaire to gather primary data. There is a strong correlation between EMA and firm performance, according to an analysis of the 204 firms' replies. We discover that the mediating effect of environmental innovation is responsible for this effect.

Talat Islam,(2021), Promoting in-role and extra-role green behaviour through ethical leadership: mediating role of green HRM and moderating role of individual green values

Climate change is caused by human misbehavior, which degrades the ecosystem by wasting resources and polluting the air and water. Organizations have been concentrating their green HRM practices on developing employees' green attitudes and behaviors in light of this and in support of the 2019 UN Sustainable Development Goals. This paper is an effort in that regard. It looks at how ethical leadership affects people's green behaviors both inside and outside of their roles, with individual green beliefs acting as a moderator and green HRM practices acting as a mediating factor.

Niccolo Maria Todaro,(2020) , Organization and management theories in environmental management systems research

Because environmental management systems are widely used in most industry sectors, organizational and management scholars have given them a lot of attention. Academic research on ISO 14001 and the Environmental Management and Audit Scheme (EMAS) is still largely empirical in nature, with little theoretical input and a strong technical and practical emphasis. Theoretical elaboration is essential for determining future research directions and evaluating the current state of knowledge as this field of study gets closer to maturity. Examining scholarly works on standard-based environmental management is the primary goal of the study, which also aims to uncover management and organizational ideas that have influenced the field's growth in recent years.

1.3 Research Gap

This could entail looking into how employees embrace and use environmental practices, how this affects their behaviour and attitudes toward sustainability, and how they contribute overall to the sustainability goals of the firm.

1.4 Objective of the study

- ➢ To study about the employee perception towards effectiveness and impact of environmental management system.
- ➢ To know the satisfactory level of the employee by providing environmental management system in the organization.

1.5 Research Methodology

Research methodology can be thought of as the science of carefully investigating how research is conducted. It is a methodical approach to solving research problems. This covers the study time, the geographical area covered, the research instrument, the research design, the data collection technique, and the sample methodology. It refers to the particular methods or approaches utilized to find, pick, organize, and analyze data related to a subject. The methodology part of a research article gives the reader the opportunity to assess the general validity and reliability of the study.

Data Collection Method

Primary data from the questionnaire were used in the study, along with secondary data from journals and websites.

Study Population

150 employees completed the questionnaire for the entire population.

Data Analysis

The purpose of descriptive research is to characterize the features of a population or phenomenon under study. It is centered on a well-organized fact-findings research and is supported by primary data. Descriptive studies are conducted in order to identify and characterize the variables of interest in a given scenario.

The employees be encouraged to participate in sustainability initiatives at outside of organization.

Particulars	Frequency	Percent
Strongly Agree	34	22.7
Agree	41	27.3

Neutral	**55**	**36.7**
Disagree	**17**	**11.3**
Strongly Disagree	**3**	**2**
Total	**150**	**100**

Table.no.1.1 The employees be encouraged to participate in sustainability initiatives at outside of organization.
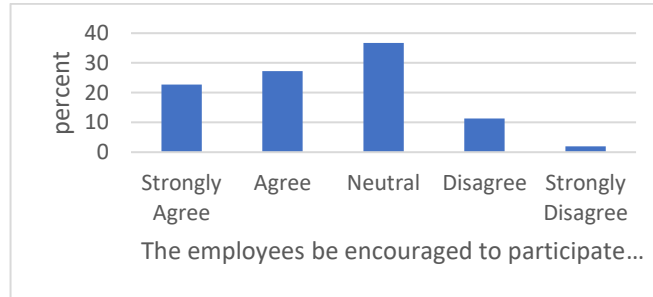

Fig.no.1.1 The employees be encouraged to participate in sustainability initiatives at outside of organization.

Inference

From the above table, it is inferred that 22.7% are strongly agree, 27.3% are agree , 36.7% are neutral stage , 11.3% are disagree and 2% are strongly disagree with this statement.

The organization communicate its environmental objectives to employees.

Particulars	Frequency	Percent
Strongly Agree	**41**	**27.3**
Agree	**60**	**40**
Neutral	**45**	**30**
Disagree	**4**	**2.7**
Strongly Disagree	**0**	**0**
Total	**150**	**100**

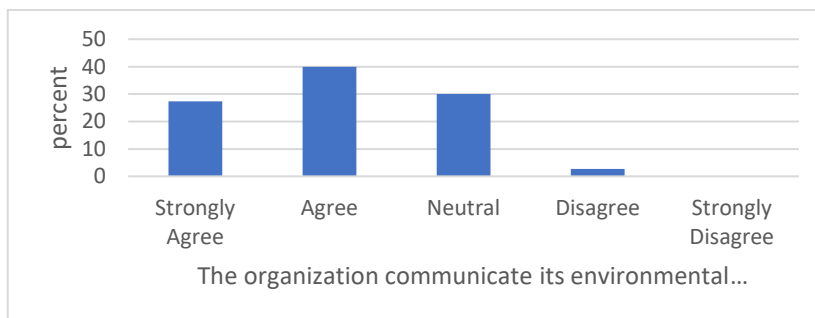Table.no.1.2 The organization communicate its environmental objectives to employees.

Fig.no.1.2 The organization communicate its environmental objectives to employees.

Inference

From the above table, it is inferred that 27.3% are strongly agree, 40% are agree , 30% are neutral stage and 2.7% are disagree with this statement.

The flexible work arrangements of environmental management system contribute to reducing the organization's carbon footprint.

Particulars	Frequency	Percent
Strongly Agree	**43**	**28.7**
Agree	**44**	**29.3**

Neutral	56	37.3
Disagree	6	4
Strongly Disagree	1	0.7
Total	150	100

Table.no.1.3 The flexible work arrangements of environmental management system contribute to reducing the organization's carbon footprint.
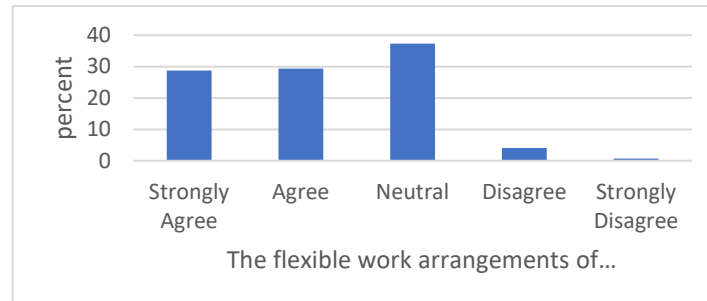

Fig.no.1.3 The flexible work arrangements of environmental management system contribute to reducing the organization's carbon footprint.

Inference

From the above table, it is inferred that 28.7% are strongly agree, 29.3% are agree , 37.3% are neutral stage , 4% are disagree and 0.7% are strongly disagree with this statement.

The environmental goals incorporated into employee performance appraisal system.

Particulars	Frequency	Percent
Strongly Agree	41	27.3
Agree	41	27.3
Neutral	44	29.3
Disagree	19	12.7
Strongly Disagree	5	3.4
Total	150	100

Table.no.1.4 The environmental goals incorporated into employee performance appraisal system.

Fig.no.1.4 The environmental goals incorporated into employee performance appraisal system.

Inference

From the above table, it is inferred that 27.3% are strongly agree, 27.3% are agree , 29.3% are neutral stage , 12.7% are disagree and 3.4% are strongly disagree with this statement.

1.6 Suggestions

➢ Proper and periodical environmental management system auditing will assist in maintaining clear surroundings.

➢ The company can conduct environmental management system programmes for yearly once in order to create awareness among the employees.

1.7 Limitations of the study

➢ Most of the employees are not ready to share the information.

➢ Some of the information are kept confidential

1.8 Conclusion

➢ The findings and suggestions provided by this analysis will help to improve the employees working environment and create the awareness about the environmental management system.

➢ Environmental management practices providing the ongoing feedback and support to improve their performance.

1.9 Reference

1. Environmental Management Systems: A Tool to Manage Environmental Challenges in the 21st Century" by Ari Rabl and Jeroen Guinee.

2. Environmental Management Systems: An Implementation Guide for Small and Medium-Sized Organizations" by Robynne M. Novak.