



Green Human Resource Management: Policies & Practices

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ABSTRACT :

Business groups have recently shown a growing understanding of the need of becoming green and using different environmental management strategies. A new capacity-based economy that is prepared to investigate green economic aspects of business is replacing the traditional financial structure in the corporate world as it expands globally. Human resource departments actively participate in the office's green initiatives, and Green Human Resource Management (GHRM) has emerged as a crucial economic strategy for major corporations. The report provides a simple definition of GHRM and primarily focusses on the many Green Human Resource Practices that organisations throughout the world are pursuing. By addressing the future direction of some GHRM functions, the research also contributes to the body of existing knowledge. The study concludes by outlining a few potentially successful HR measures for green businesses.

Keywords: Green Human Resource Management, Sustainability, Environment management, Green initiatives, Recycling, Conservation

1. INTRODUCTION

Regardless of the relevant fields—politics, public policy, or business—the twenty-first century has seen a global increase in interest in environmental issues. Particular climate change accords, such as Kyoto 1997, Bali 2007, and Copenhagen 2009, have sparked a current worldwide interest in environmentalism (Victor, 2001). Because of the detrimental effects of industrial pollution and waste materials, such as toxic chemicals, governments and non-governmental organisations worldwide have advocated for laws and policies that slow down and, to some extent, even reverse the depletion of natural resources and their detrimental effects on people and society at large (Shrivastava & Berger, 2010).

Considering the current circumstances, organisations must also figure out how to reduce ecological footprints in addition to addressing economic concerns. These days, businesses must focus on social and environmental issues in addition to economic and financial ones in order to succeed in the business community and help shareholders make money (Daily et al., 2007). Strong leadership and a well-defined methodology are both necessary for an organisation to as awareness of integrating "green" into corporate strategy gains traction, the sustainability problem is rapidly rising in the corporate world's executives' priority list. However, most HR practitioners are still uncomfortable discussing the subject (Wirtenberg et al., 2007).

The human resource management unit is the most significant contributor to the implementation of any corporate environmental program. Several departments within an organisation, including marketing, finance, IT, and human resources, collaborate to present a constructive team effort. The corporate sector undoubtedly plays a significant role in the debate over environmental concerns and, as such, is a key component of the solution to the environmental threat. Given that workers today are more devoted to and content with companies that actively support green initiatives, it is evident that a substantial portion of the workforce in the business sector has strong environmental sentiments. The necessity of proactive environmental management has gained international recognition throughout the last 20 years (González-Benito & González-Benito, 2006). Green management in general (McDonagh & Prothero, 1997), green retailing (Kee-hung et al., 2010), green accounting (Bebbington, 2001), and green marketing (Peattie, 1992) have all influenced the discipline of management. Furthermore, green management perspectives were made possible by the business sector's active embrace of environment management methods (González-Benito & González-Benito, 2006).

Human resource management, or HRM, is a significant area of management that focusses on an organization's most valuable resource: its people. Nowadays, the whole HRM environment is being examined in the perspective of sustainability everywhere. Extending the assertion, we argue that the most important component of sustainability is Green HRM. The topic of Green Human Resource Management (GHRM), in which HRM is involved in environmental management inside an organisation, is the exclusive focus of this study. Green HRM, according to Mampra (2013), is the use of HRM regulations to support environmentally conscious business practices and the sustainable use of resources inside organisations, both of which raise employee happiness and morale. Green HRM, according to some, is the use of HRM principles, methods, and policies to encourage the sustainable use of corporate resources and prevent any unintended harm brought on by environmental issues in organisations (Zoogah, 2011).

Green HRM efforts are a component of larger corporate social responsibility programs. Environmentally friendly HR procedures and knowledge capital preservation are the two main components of green HR (Mandip, 2012). Human resources and their processes are the fundamental basis of every business,

whether it is a sustainable or profitable enterprise. They are in charge of organising and carrying out those environmentally friendly regulations in order to foster a green environment. We contend that becoming green would be difficult to do without supporting human resources and putting sustainable policies in place.

Even if a sizable portion of the literature now in publication addresses the subject of green human resource management, there is still uncertainty around the successful application of green HR management practices in businesses worldwide in order to achieve a completely green corporate culture. Based on the body of existing research in the field, this article understands how businesses are implementing environmental management programs by creating human resource policies and identifying the many steps involved in green HRM. We then go on to examine the literature on the HR components of GHRM, which aids in determining how businesses now create green HR strategies. Additionally, the research strives to propose some green HR initiatives and offers a simplified understanding of certain typical GHRM procedures..

1.1. OBJECTIVES OF THE STUDY

This study's primary goals are to:

- Give readers a basic grasp of green HRM;
- Highlight important works on green HRM by other employees; and
- Describe several green practices that may be implemented to create a green workplace.
- Attempts to recommend some eco-friendly HR initiatives.

1.2. . METHODOLOGY

The secondary data is the study's main source of information. The body of existing research on the subject was gathered from various databases, websites, and other accessible sources. A thorough systematic review of the gathered literature was conducted.

2. WHAT IS GREEN HRM?

The phrase "green HRM" has gained a lot of popularity in the corporate world lately, and its importance is only growing over time. Since environmental management and sustainable development are becoming more and more popular worldwide, this word has also cemented its place as a hot issue in current research projects. These days, the term "green HRM" refers to not just environmental awareness but also, in a larger sense, the social and financial well-being of the company and its workers.

We start by answering the question, "What is Green HRM?" before moving on. "Green HRM is the use of HRM policies to promote the sustainable use of resources within organisations and, more generally, promote the causes of environment sustainability," according to one definition of the word provided by another author (Marhatta & Adhikari, 2013). The creation of a green workforce that comprehends, values, and implements green initiatives and upholds its green goals throughout the HRM process of hiring, training, compensating, developing, and advancing the company's human capital is directly the responsibility of GHRM (Mathapati, 2013). For the benefit of the person, society, the environment, and the company, it refers to the rules, procedures, and systems that make workers green (Opatha & Arulrajah, 2014):

2.1. NEED FOR GHRM

Globally, there has been unanimity in the last two decades of this century about the necessity of a practical environmental management push. This endeavour was made since it has become clear that many pollutants have detrimental consequences, with industrial waste being the main offender responsible for the rapid degradation and depletion of our natural resources. The inaugural United Nations (International) Conference on Human Environment, which took place in Stockholm in June 1972, established the "Magna Carta" on the environment, which said that protecting and enhancing the environment for current and future generations has become a top priority for humanity (Shaikh, 2010). Given the significance of Asian economic growth for environmental management, the majority of the Green HRM literature is Western, which is a significant gap that has to be filled by future research (Renwick et al., 2013). Global management scholars are now examining a range of managerial techniques that might help organisations meet GHRM objectives and significantly affect their environmental competitiveness.

3. REVIEW OF LITERATURE

According to the body of research on sustainability in the HR industry, an increasing number of HR directors are eager to transform their company into an exclusive environmental advocate. A large body of empirical research uses many metrics to demonstrate how environment management strategies affect an organization's performance (Yang et al., 2010).

Adopting environmental practices has been emphasised in the literature as a primary goal of organisational functioning, which makes it crucial to align with HRM practices. (Cherian & Jacob, 2012). According to Haden et al., (2009), an environment management system is effective when environmental objectives and strategies are integrated with a company's strategic growth goals. According to Daily and Huang (2001), organisations must fundamentally strike a balance between environmental preservation and industrial expansion because it has been demonstrated that businesses may increase their profits

by supporting green practices (Murari & Bhandari, 2011). The development of an organization's sustainability culture is mostly the responsibility of the human resources department (Harmon et al., 2010). It has been shown that environmental management systems (EMS) and policies are more strongly adopted by various businesses the more robust green HR policies are (Bohdanowicz et al., 2011).

In recent years, the knowledge and research on Green HRM have been expanded by a number of modern researchers (Berrone & Gomez-Mejia, 2009; Jabbour et al., 2010; Massoud et al., 2008; Stringer, 2009). Green HRM relies on HR managers' distinct and recognisable patterns of environmentally friendly choices and actions (Jackson et al., 2011).

An effective EMS may be achieved by integrating environmental aims and tactics into a company's overall strategic growth goals (Haden et al., 2009). According to a number of academics, HRM practices are beneficial for promoting human capital and contribute to competitive advantage and organisational success (Boselie et al., 2001). Prominent policies in the areas of hiring, managing performance and appraisals, training and personnel development, employee relations, and incentive programs are seen to be effective instruments for bringing staff members into line with an organization's environmental policy. While some argue that fostering a high level of technical and managerial skills among all employees is crucial to implementing an effective corporate green management system (Daily et al., 2007; Unnikrishnan & Hegde, 2007), others suggest that organisations consider developing innovative environment management (EM) tools and initiatives that will have a significant impact on the firm's sustainability and provide a competitive advantage (Lin et al., 2001). In order to expand such a framework, it is necessary to have effective human resource management practices, such as strict recruitment strategies (Grolleau et al., 2012), appraisal and reward systems that incorporate environmental awareness and implementation in their evaluation process (Jabbour et al., 2013), and training and empowerment programs (Unnikrishnan & Hegde, 2007). These practices will help employees of "pro green" organisations develop new skills and competencies. The aforementioned remarks make it clear that regardless of the study methodology they employ, all of these scholars advance the philosophy necessary for correctly coordinating HRM concepts with green management goals inside an organisation.

This study primarily focusses on GHRM, which has two main components, according to Dutta (2012): the preservation of knowledge capital and environmentally friendly HR practices. According to Mandip (2012), "green human resources" refers to using all employee interactions and touchpoints to encourage sustainable activities and raise employee commitments and understanding of sustainability concerns. An organization's human resources department is crucial in integrating environmental responsibility into the business mission statement. Green HRM focusses on how workers behave in the workplace, which might lead to their continuing this pattern of consumption in their personal lives (Muster & Schrader, 2011). Green HRM's primary goal is to educate staff members on the complexities of environmental management, including what has to be done, how it works, and how it benefits the environment. The activity truly inspires the staff and makes them feel proud of their participation in the going green initiative.

4. GHRM FUNCTIONS & FUTURE DIRECTION

The goal of the GHRM manifesto is to develop a green workforce capable of comprehending and appreciating an organization's green culture. Throughout the HRM process of hiring, training, compensating, developing, and growing the company's human capital, such a green program may continue to uphold its green goals (Dutta, 2012). A company's human resources department may have a big impact on developing a sustainable culture inside the organisation (Harmon et al., 2010). Human capital and its management are crucial to achieving EM goals as HR procedures are crucial in putting Green HR policy into reality (Hersey, 1998). According to Huslid (1995), the key components of a successful business include employee participation, performance management systems, incentive compensation, training, and selection procedures. The HR function is therefore argued to be a potentially significant contributor to such a strategic issue as it plays a key role in implementing organisational change intended to adapt to the new needs for corporations.

It must be recognised that there isn't a complete body of literature on the confluence of sustainability, the environment, and human resource management because these fields are still in their infancy (Jackson et al., 2011). Many HR systems must be in sync with one another, according to Ulrich et al., (2009), to improve the organization's chances of achieving its goals. In their study, Cherian and Jacob (2012) found that hiring, training, employee motivation, and incentives are crucial human factors that enhance employees' use of green management concepts. HRM operations must be changed or adjusted to be green in order to ensure that the company receives the proper employee green inputs and green job performance (Opatha & Arulrajah, 2014). This section of the article provides a brief overview of a few particular functional HRM tasks that relate to workplace sustainability and the natural environment while also offering prospects for further study.

4.1. GREEN RECRUITMENT

One of the main HR challenges in the "war for talent" is attracting top personnel (Renwick et al., 2013). In their study on employee turnover and retention, Holtom, Mitchell, Lee, and Eberly (2008) contend that satisfaction and retention/recruitment are the two most significant benefit dimensions of HR and sustainability. Companies are starting to realise that establishing a green employer brand is a great strategy to draw in new employees (Stringer, 2009). Environmental initiatives and a green image are used by German companies like Siemens, BASF, Bayer, and Mannesmann to draw in top talent. Every job position at the British automaker Rover Group has environmental duties and requirements (Wehrmeyer, 1996). Green job descriptions that incorporate environmental considerations are becoming more and more common in hiring practices. The process of hiring people who have the knowledge, abilities, attitudes, and behaviours that align with an organization's environmental management systems is known as "green recruitment." Wehrmeyer (1996) asserts that by ensuring that new hires are able to uphold an organization's environmental ideals and are conversant with its environmental culture, recruiting procedures may facilitate efficient environmental management.

Green hiring is a system that emphasises the value of the environment and makes it a key component of the company. In addition, the new hires are enthusiastic and somewhat driven to work for a "green" organisation that cares about the environment. Employers may more easily integrate individuals who understand sustainable practices and are already familiar with fundamentals like recycling, conservation, and making the world more rational by hiring people with a green mindset. In their study on how a company's environmental standards affect hiring decisions, Grolleau et al. (2012) discovered that a company's environmental commitment raises its profile. According to their main poll, professionals were more worried about a company's environmental approach.

Taking these claims into consideration, we come to the conclusion that green hiring gives employers a chance to differentiate themselves from the competition and improve their chances of luring candidates and keeping them on board after onboarding. We suggest that the hiring procedure be in line with environmentally friendly concerns, supporting the current green movement. Questions about the green employer's passion for accomplishing environmental objectives and how prospective employees see or rank them according to the stated sustainability criteria should be the focus of future study. Do companies, for instance, use eco-friendly workplaces, paperless interviews, green job descriptions, and other such techniques in their hiring portfolio? Are the company's environmental policies and commitments explained to new hires at the start of their employment? Research that answers these questions will assist new hires in continuing to implement green policies and working with management to create green policies that will help the firm reach its objectives.

4.2. GREEN PERFORMANCE MANAGEMENT

The practice of encouraging people to improve their professional abilities in order to better accomplish the aims and objectives of the organisation is known as performance management, or PM. The PM is the culmination of the company strategy's recognition. Since the EM has an impact on global business strategy, the green wave is also potentially having a good effect on PM. Green performance management includes matters pertaining to the company's environmental policies and concerns. Additionally, it focusses on using environmental obligations. In their study, Epstein and Roy (1997) came to the conclusion that HR managers protect environment management from harm when they include environmental performance into PM systems. In order to address the problem of PM, several businesses now implement corporate-wide environmental performance standards and employ green information systems and audits to get relevant environmental performance data (Marcus & Fremeth, 2009).

Performance evaluation is the most crucial component of project management. Effective performance reviews not only satisfy the requirements of validity, reliability, and fairness, but they also give workers insightful feedback and encourage ongoing enhancements to the company's environmental results (Jackson et al., 2011). The necessity of holding managers responsible for EM performance in addition to broader performance goals is one of the issues surrounding environmental PA (Renwick et al., 2013). Future studies on green performance evaluation, in our opinion, ought to concentrate on topics like environmental occurrences, environmental responsibilities, environmental policy communication, green information systems, and audits. Green responsibilities and objectives should be included in the job description. The HR team should include dimensions for evaluating individuals on the following technical and behavioural abilities to the performance assessment rating system: environmental stewardship, diversity, teamwork, cooperation, and innovation. The company's basic values would be strengthened by such capabilities (Liebowitz, 2010). In addition to discussing employee performance at the planned assessment period, managers should provide the necessary feedback throughout the year. Employees will benefit from this activity by improving their knowledge, abilities, and skills.

4.3. GREEN TRAINING AND DEVELOPMENT

The goal of training and development is to keep employees' EM-related knowledge, skills, and attitudes from deteriorating by concentrating on their skill, knowledge, and attitude growth (Zoogah, 2011). Green training and development raises employee understanding of environmental issues, teaches them energy-efficient and waste-reduction techniques, and gives them the chance to participate in environmental problem-solving (Zoogah, 2011). Green T&D initiatives educate staff members on the importance of environmental management and its various facets. It facilitates their adoption of various conservation strategies, such as internal waste management. Additionally, it improves an employee's ability to handle various environmental problems. In a survey of managers on best management practices, Ramus (2002) found that the most crucial HRM procedures that support the attainment of environmental goals are environmental education and training, as well as creating a positive environmental culture for the staff where they feel involved in environmental outcomes. In his research on the HR department's role in creating a sustainable culture, Liebowitz (2010) recommends that the HR department provide leadership development workshops to assist managers in enhancing their "front wheel" soft skills, also known as behavioural competencies, in collaboration, diversity, teamwork, and change management. Future studies that support green training on the one hand and assist organisations in developing environmentally conscious managers who can embrace and promote sustainability at every stage of the process on the other would be very beneficial.

As a conclusion to the debate above, we believe that it is imperative that businesses provide their staff with training on green initiatives and excellent business practices. Additionally, staff members who get sustainable training and instruction should be able to inform clients about the benefits of adopting greener practices and purchasing eco-friendly goods.

4.4. GREEN COMPENSATION

The main HRM procedures for rewarding employees for their success are rewards and pay. These HR procedures are the most effective way to connect an individual's interests with those of the company. Additionally, we contend that incentives and prizes have the power to focus workers' attention at work and inspire them to put up their best effort in order to accomplish company objectives.

Rewards and remuneration are presumed to be viable instruments for promoting environmental initiatives in businesses within the framework of Green HRM. According to a strategic approach to management and rewards, contemporary companies are creating incentive programs to support their workers' environmentally conscious endeavours. The claim is corroborated by a UK survey by CIPD/KPMG, which found that 8% of UK businesses were rewarding green practices with financial incentives and/or other awards (Phillips, 2007). These practices can be useful in encouraging staff members to create eco-initiatives (Ramus, 2002). In a related study on the value of employee involvement in environmental programs, Forman and Jorgensen (2001) found that when employees were compensated for taking on environmental responsibilities, their commitment to environmental management programs increased. Research by Berrone and Gomez-Mejia (2009) on 469 US companies in high-polluting sectors provided the greatest evidence of the effectiveness of green awards and pay. They discovered that CEO compensation was higher for eco-friendly companies than for non-eco-friendly ones. They also came to the conclusion that more performance in pollution avoidance was linked to long-term firm outcomes that were in line with remuneration. According to a study of the literature, incentives motivate executives to utilise accounting and other tasks to boost their income and provide immediate results (Benz & Frey, 2007).

Even while rewards and remuneration encourage green actions in businesses, certain malpractices will always exist. Because it might be difficult to properly and accurately assess environmental behaviours and performance, creating effective financial incentives can be problematic (Fernández et al., 2003). Therefore, we concur with Gupta (2008) that businesses must create energy-efficient processes and products and create incentives to hasten their adoption. It is proposed that a green culture in organisations may be promoted if green awards and remuneration are in line with HRM procedures. Managers may encourage staff to adopt green practices by integrating aspects of green management into the pay plan. Additionally, managers can invite staff members to provide particular green ideas related to their unique occupations. This can be done through shared choices that are incorporated into the goals to be achieved in the next year. Reaching these goals would be the prerequisite for getting rewards.

Bonuses may be awarded under employee pay plans that are adjusted to take into account the employee's evaluation scores for both technical and behavioural abilities. Bonuses might also be given to staff members for exceptional performance on particular projects (Liebowitz, 2010). Utilising workplace and lifestyle advantages, such as free bicycles or carbon credit offsets, might be one way to encourage workers to support the green agenda while also acknowledging their contributions (Pillai & Sivathanu, 2014). Last but not least, more focus should be placed on studies that identify practical strategies that support the development and use of green compensation practices and might result in the accomplishment of business environmental objectives

4.5. GREEN EMPLOYEE RELATION

Establishing a cordial employer-employee connection is the focus of the employee relations component of HRM. The partnership boosts staff morale and motivation while also increasing productivity. In essence, employee empowerment and involvement are elements of employee relations. It also aids in the prevention and resolution of workplace issues that might interfere with employment. Positive employee relations are actually a source of competitive advantage for every organisation and an enduring, intangible asset.

Because it connects employees' objectives, talents, motivations, and perceptions with green management methods and systems, employee engagement in green projects enhances the likelihood of improved green management. Employee involvement in EM has been shown to improve EM systems, including waste reduction (May & Flannery, 1995), pollution reduction from workplaces (Kitazawa & Sarkis, 2000), and efficient resource utilisation (Florida & Davison, 2001). In their study, several employees came to the conclusion that personal empowerment fosters self-control, independent thought, and problem-solving abilities while also having a beneficial impact on performance and productivity.

Finding entrepreneurs that are socially or environmentally conscious—known as eco-entrepreneurs—within the firm is a crucial step in promoting employee engagement and participation (Mandip, 2012). Regardless of their position, all staff members should be encouraged to contribute eco-friendly ideas since this will spark their interest in environmental concerns and maximise their use of their abilities. Since employees are actually in charge of implementing ethical corporate behaviour in the day-to-day operations of the company, the HR department must put pressure on management to establish a participatory work environment where they are free to voice their opinions on green issues. This implies that workers' willingness to work together will be crucial to achieving green outcomes because (Collier & Esteban, 2007), frequently, the finest ideas originate from those who operate in that specific field (Casler et al., 2010).

By starting a suggestion program inside the company, where all employees, from the highest to the lowest, have the chance to contribute, the breadth of employee relations should be expanded. This activity will contribute to raising awareness of environmental concerns. Additionally, fresh concepts for environmentally beneficial methods may emerge from other sources. There is an action-team program at IBM UK. This provides funding to motivate staff members and their families to participate in neighbourhood environmental projects (Wehrmeyer, 1996). At GE Plastics in the Netherlands, Lucent Technologies in Pennsylvania, and Nestle Oy in Finland, supervisors' supportive behaviours towards employees in EM are observed to encourage employees to come up with potential solutions to environmental problems. Other firm policies that support employee eco-initiatives and supervisors who support employee environmental actions have been observed in firm practices in the US and Europe (Ramus, 2001).

The creation of eco-friendly employees and an increase in organisational and employee health and safety are further advantages of employee participation. We suggest maintaining the policies in order to foster long-term trust between management and staff, which will allow them to voice their own opinions at work and contribute to the development of an environment that supports green management practices and systems.

5. GREEN INITIATIVES FOR HR

According to Lado and Wilson (1994), an HRM system is a collection of unique yet connected processes, activities, and functions that work together to draw in, nurture, and retain a company's human capital. According to Boselie et al. (2001), organisations often structure their HR procedures into systems that complement their corporate culture and business plan. In the long term, we may conclude that the green activities in the HRM manifesto are a component of corporate social responsibility. These days, companies are using their human resources to adopt and integrate green projects into their agenda. Managers ensure that their HR department is appropriately implementing green HR practices. In support of the assertion, a number of writers have proposed that in order to successfully adopt a corporate green management system in businesses, it is critical to foster a high level of technical and managerial abilities among all personnel (Daily et al., 2009; Unnikrishnan & Hegde, 2007).

In order to obtain a competitive edge in the business sector, organisations worldwide are integrating and striving to apply GHRM practices. It is not difficult for businesses to fully embrace and integrate GHRM; but, doing so calls for a shift in how management and employees see current HR procedures. Getting line managers to fully cooperate with the implementation of environmental policies may be a major responsibility of HR environmental executives. To do this, HR must cultivate supporters and build networks of problem-solvers who are prepared to take action to alter the status quo (Sathyapriya et al., 2014). Before adopting green initiatives, the HR department must consider a number of GHRM-related topics, all of which cannot be covered in a single document. Due to space constraints, the paper's next section briefly discusses some of the most significant green efforts for HR departments.

5.1. GREEN BUILDING

In place of typical offices, businesses all around the world are increasingly choosing green buildings for their workplaces. The phenomena is establishing trends quite a bit. Certain criteria for minimising the exploitation of natural resources used in their construction are met by green buildings. Additionally, green buildings incorporate certain improved elements associated with green practices, such as storm water management, energy efficiency, and renewable energy. The use of green buildings by organisations has rapidly increased in recent years. The importance of green buildings in addressing environmental concerns has become more widely recognised in the business community. Because green buildings are inexpensive to construct and engineer, they also provide a platform for organisations to save money. Companies with a strong commitment to sustainability, such as Ford, Pepsico, and others, have incorporated green building design ideas into their structures. The demand for workspace in green or sustainable buildings has surged as a result of Fortune 1000 corporations implementing company-wide sustainability initiatives.

5.2. PAPERLESS OFFICE

The majority of office work is done on paper, although since the advent of IT, less paper has been used. These days, e-business and education have transformed office practices, turning them into paperless workplaces. A paperless workplace is one where key official documents and other paperwork are converted into automated workflows, either reducing or eliminating the need for paper. The technique significantly lowers the amount of paper consumed, the expenses associated with paper-related tasks like copying, printing, and storage, as well as the time spent looking for paper documents. In 2008, Jamie Garratt founded Idea Rebel, a digital business with its headquarters in Vancouver that operates entirely without paper records. Employees at Idea Rebel receive their pay stubs via email, and whiteboards and tablet computers are used to take notes. Designers are permitted to carry a pad of paper to work, but at the conclusion of each day, they must take the pad home. Lastly, we conclude that cutting back on paper consumption will directly save natural resources, avoid pollution, and save energy and water.

5.3. CONSERVATION OF ENERGY

Office energy conservation might have a significant environmental impact. Offices all over the world have put in place a number of energy-saving measures to lessen their influence on the environment in an attempt to offer more eco-friendly and efficient services. While the HR departments of other British companies are focussing on their travel policies, which encourage car sharing and the increased use of public transport, the HR department at Sky's UK branch has launched a campaign asking employees to turn off PCs, TVs and lights when they leave, to use only renewable energy and to install solar lighting. Furthermore, it is believed that management and staff may monitor their own carbon emissions with the use of HR systems like e-HR (Beechinor, 2007). Additionally, organisations are encouraging the widespread use of energy-star-rated light fixtures and bulbs, which are unquestionably at least two-thirds less energy-intensive than conventional ones.

5.4. RECYCLING AND WASTE DISPOSAL

Recycling is the process of turning trash (used resources) into new, valuable items. By recycling, less raw resources that would have been utilised to make new items are consumed. As a result, the environment is cleaner and the air is fresher since this method uses less energy and less garbage is dumped in the dustbins. Many organisations are putting recycling programs into place as part of their green efforts in an effort to reduce waste and increase the number of recycled products.

Several human resource experts have been tasked with developing firm recycling programs and keeping an eye on workplace thermostats ever since the organisations adopted the idea of saving money while focussing on sustainability and the environment. Many human resources experts discovered during this process that green initiatives were an essential component of corporate social responsibility in general. Currently, the whole business community is repeating the ancient maxim, "Reduce, Reuse, and Recycle to save the environment."

6. CONCLUSION

The fact that human resources are an organization's most valuable asset and that they are crucial to employee management is not a secret. Currently, contemporary HR managers have been tasked with the extra duty of integrating the Green HR philosophy into the company mission statement and HR policies due to the recent growth in the trend of corporate attention on greening the firm. Written policy statements, environmental job titles, marketing plans, capital investments, auditing procedures, new product development and design, and production procedures are all examples of how corporate viewpoints on environmental activities have changed (Molina-Azorín et al., 2009). In addition to the current green practices and efforts, green processes and policies are now being implemented in the HR industry. Along with other observable advantages, green HR initiatives have led to greater productivity, cost savings, staff retention, and efficiency.

Although the green movement and green HR are still in their infancy, organisations are being forced to adopt environmentally friendly HR practices with a particular focus on waste management, recycling, lowering the carbon footprint, and using and producing green products due to growing awareness of the importance of green issues. It is evident that most workers have strong environmental sentiments and are more dedicated to and satisfied with their jobs when their company is always preparing to go "green." The consequences of GHRM practices are complex, and in order to identify their possible influence on HRM difficulties, ongoing monitoring is necessary. According to Yusliza et al., (2015), the Greening HRM entails certain HR policies and practices that are in line with the three sustainability pillars: environmental, social, and economic balance. It is the duty of the current generation and HR managers to educate the youth and employees about Green HRM, the Green movement, the use of natural resources, and assisting the company in maintaining a healthy environment and preserving natural resources for our future generations, or sustainable development (Mathapati, 2013).

For all parties involved in HRM, including employers, employees, practitioners, and academics, the future of green HRM seems bright. We suggest that there is a need to close the gap between professional GHRM practices and environmental management research and teaching since GHRM has a lot of room for management-related research but lags behind in academic practice. Moving forward, we anticipate further studies on this subject in the near future, which will be able to emphasise how HRM activities help green projects and, to a certain degree, even impact environmental management plans. In this regard, studies that look at the overall effects of GHRM systems rather than specific behaviours would be very beneficial. These studies can assist organisations in reducing environmental degradation, improving physical and financial wellness, and creating a cleaner, safer society. As a last point, we would like to emphasise that HR plays a key role in putting GHRM policies and practices into practice. In addition, they play a vital role in hiring new staff members who are more conscientious about green company practices, so indirectly preserving the planet. Not to mention, HR has a big chance to support the company's green initiative and is crucial in encouraging, supporting, and inspiring staff to adopt green practices for a more environmentally friendly company.

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