ANTECEDENTS AND CONSEQUENCES OF GREEN HRM PRACTICES IN THE INDUSTRIES AT TAMIL NADU

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ABSTRACT

HRM practices have the potential to impact firm performance by providing organizational constructions that promote employee participation and enhance job performance. These practices include cross-functional teams, job rotation, and quality circles. In today's world, where sustainability is crucial across industries with complex supply chains, particularly in emerging countries like India, this study aims to recognize the key HRM practices. The approach was tested in different industries as a pilot study. Before implementing GHRM, decision-makers can benefit from the planned model's ability to help them grasp the

relationships between the histories and relevance of GHRM practices as well as the mutual effects of each antecedent and consequence. The goal of this study is to pinpoint the preconditions that facilitate the adoption of GHRM techniques throughout supply chain businesses. The purpose of the study is to investigate the causes and effects of green HRM practices in the industrial, automotive, food processing, and hotel industries. The perpetrators for this study were selected from managers in various industries in the Tamil Nadu district, with 20 respondents chosen from each industry, for a total of 80 responses. Percentage analysis, chi-square tests, analysis of variance, and one-sample tests are among the instruments employed in this investigation. In the study, stratified sampling was used. The study's culprits were chosen from managers in a variety of Tamil Nadu area industries.

Keywords: Green Human Resource Practices, Eco Friendly Culture, Industries, Green Behaviour, Implementation.

INTRODUCTION AND FRAMEWORK

Green legislative culture can also be stated as a pro-environmental culture, green consciousness, eco-friendly culture, or sustainability culture (Roscoe et al., 2019). It encompasses the beliefs, values, and behaviours of the members within an organization toward the natural environment (Rizvi & Garg, 2020)the significant positive influence (Al-Swidi et al., 2021)examines food and beverage service departments, Abu Khalifeh (2013) the crucial role of employee communication, development, rewards and recognition, and extended employee care in fostering this engagement. Notably, among these factors, employee development emerges as the most influential contributor.

The research conducted by Zaid et al (2018) is widely recognized as a pioneering empirical study that investigates various aspects of sustainable performance in Palestine. Recent demand to examine the collective impact of these practices on the tripartite bottom most line of sustainability performance. Furthermore, the study concludes by discussing the theoretical and managerial implications, and limitations, and suggesting future research directions.

The significance of setting GHRM apart from other HRM specializations is emphasized by Ren et al. (2018). The authors contend that additional study is obligatory to

clarify sustainable HRM methods. This is essential to prevent misunderstandings about the many causes, effects, and circumstances of GHRM on an individual and group basis.

Chaudhary (2019) study explicitly assesses how well five GHRM practices—green performance management, green employee involvement, green remuneration, and rewards are being implemented. Shafaei et al (2020) factors that precede and result from green HRM both have positive outcomes for employees as it not only enhances existing theories and practices surrounding green HRM but its antecedents and outcomes across different economies, namely emerging and developed ones. Furthermore, it sheds light on the under-researched HRM on employee-level outcomes. By emphasizing the rank of meaningfulness in work, this study contributes to a more complete sympathetic of lime HRM and its positive effects on employees.

Moktadir et al (2020) presents a ground-breaking study introducing the TISM technique industry, particularly in developing economies, which faces the press that the tannery industry is among the most polluting sectors globally, the industry must adopt GHRM practices to promote environmental sustainability. This paper focuses on identifying the antecedents that will facilitate the successful implementation of GHRM practices within the tannery industry's supply chain.

Ghouri et al (2020) highlight the standing of integrating GHRM practices and culture in the workplace to promote favourable green behaviour among employees, ultimately enhancing the firm's EP and BP.

Khan et al (2021) obtaining backing from senior management and prioritizing the environment is crucial for the successful implementation of green human resource management and holds importance in both theory and practice as it offers valuable perspectives Hajizadeh and colleagues (2021) research focused on examining the impacts and testing them, while also providing valuable guidelines for leadership and decision-makers. The study aimed to maximize employees' green behaviour within the organization and create an environmentally friendly culture.

Alqudah et al (2022) Organizations use performance appraisals as a crucial tool to assess worker performance and offer suggestions for improvement. Employee strengths and

shortcomings can be identified, and a plan for training and development can be created, with the use of an efficient performance appraisal system.

Anubha Gaumat (2022), paper is to comprehend how Green HRM control affects firms. Green HRM could be seen as a proactive measure to protect the environment possibility that implementing green HRM will benefit several enterprise sectors globally. Maaz et al (2022) extensive empirical model of green supply chain management techniques. It also provides a foundation for the use of GSCM techniques in the food processing industry.

Green HRM is positioned concerning its antecedents, outcomes, and mediators or moderators was identified in Tanova & Bayighomog's (2022) work and formed the basis for the empirical papers of green HRM in the service sector today and offers directions for further study.

Mathiyazhagan et al (2023) the practices are categorized based on driving and dependent power social sustainability in multi-tier automotive chains are identified to be customer management, information exchange, corporate sustainability reporting and standardization, and monitoring procedures. Production managers can get a competitive edge by implementing these SSPs to create social sustainability in multi-tier global supply chains. López-Gamero et al. (2023) implications towards advancing theory.

Empirical research by Vasuki et al (2023) and the mediator and moderator relationships between the causes and effects of GHRM in the manufacturing industry. Additionally, this research examined potential mediators and moderators that could be used in future empirical GHRM investigations in the manufacturing sector. We have also offered the foundation for future research.

The goal of Murillo et al (2023) systematic review using the preferred reporting items method. After that, we offer several theoretical stances to spark fresh discussions regarding theory development and its application in GHRM research. Details on the organizational and employee-level elements that support and undermine GHRM, together with a methodology for visually presenting this data. The practical implications offer targeted suggestions to assist managers in comprehending how to establish conductive environments for augmenting sustainability performance. By creating a level of antecedents (individual, group, and organizational) as well as measurements of OE (financial, operational, structural, and

attitudinal), Dhoopar et al. (2023) add to the body of work on OE. The obstacles to measuring OE are also covered in the report. There is also a research agenda specified for the future.

ANALYSIS AND INTERPRETATION

Table: Profile of the Respondents

Category	Occurrence	Percentage
Gender		
Male	58	72.5
Female	22	27.5
Age		
19-29	19	23.8
30-39	19	23.8
40-49	18	22.5
50-60	7	8.8
above 60	17	21.3
Education Qualification		
Under Graduates	38	47.5
Post Graduates	42	52.5
Various Industries		
Manufacturing sector	20	25.0
Automobile industry	20	25.0
Food Processing Industry	20	25.0
Hotel Industry	20	25.0

Table 1 denotes the percentage analysis of the respondents.

Table 2: HRM Practices

Chi-Square Tests			
HRM Practices	**Pearson Chi-Square Value**	**df**	**Asymptotic Significance (2-sided)**

Conscientiousness	21.291[a]	12	**0.046**
Agreeableness	16.723	3	**0.001**
Extraversion	30.154	12	**0.003**
Emotional Stability	9.406	9	0.401
Openness	13.772	6	**0.032**
Training	33.630	12	**0.001**

The p-value (.001 to 0.046) is shown in Table 2's "Asymptotic Significance (2-sided)" column to be in the same row. If this value is the same as or less than the specified alpha threshold (typically 05), the result is noteworthy. The p-value in this instance is less than the typical alpha value. The null premise, which states that the two variables are independent of one another, must be rejected. The data designates that there is a substantial correlation between the variables of HRM Practices and different industries.

Table 3: Antecedents on Organizational Performance in the various industries of HRM

ANOVA		Sum of Squares	df	Mean Square	F	Sig.
Green Human Resource	Between Groups	1.038	3	.346	1.394	
	Within Groups	18.850	76	.248		.251
	Total	19.888	79			
Green Transformational Leadership	Between Groups	4.637	3	1.546	2.333	
	Within Groups	50.350	76	.663		.081
	Total	54.987	79			
Environmental Concerns	Between Groups	9.538	3	3.179	2.238	
	Within Groups	107.950	76	1.420		.091
	Total	117.488	79			
Employees Green Behaviour	Between Groups	10.838	3	3.613	4.762	
	Within Groups	57.650	76	.759		**.004**

	Total	68.488	79			
Risks to the Organization	Between Groups	6.638	3	2.213	1.315	
	Within Groups	127.850	76	1.682		.276
	Total	134.488	79			
Heterogeneity of Organizations	Between Groups	10.550	3	3.517	3.300	
	Within Groups	81.000	76	1.066		**.025**
	Total	91.550	79			
Leadership Style of the Organization	Between Groups	3.400	3	1.133	2.991	
	Within Groups	28.800	76	.379		**.036**
	Total	32.200	79			

The F value is 1.394, which does not reach implication with a p-value of 0.251 (greater than the 0.05 alpha level). This specifies that there is a statistically note worthy alteration between the means of the industries and Green Human resources. The F value is 2.333, which does not reach implication with a p-value of 0.081 (greater than the 0.05 alpha level). This recommends that there is a statistically important variance between the means of the industries and Green Transformational Leadership. The F value is 2.238, which does not reach the consequence with a p-value of 0.091 (greater than the 0.05 alpha level). This implies that there is a statistically substantial modification between the means of the industries and Environmental Concerns. The F value is 4.762, which reaches significance with a p-value of 0.004 (lesser than the 0.05 alpha level). This means that there is no statistically substantial modification between the means of the industries and Employees' green behaviour. The F value is 1.315, which reaches significance with a p-value of 0.276 (greater than the 0.05 alpha level). This indicates that there is a statistically important transformation between the means of the industries and Risks to the Organization. The F value is 3.300, which reaches significance with a p-value of 0.025 (lesser than the 0.05 alpha level). This means no statistically momentous variance between the means of the industries and the Heterogeneity of Organizations. The F value is 2.991, which reaches significance with a p-value of 0.036 (lesser than the 0.05 alpha level). This suggests that, no considerable difference between the means of the industries and the Leadership Style of the Organization.

Table 4: Consequences of Human Resource Management

Consequences	Mean	Std. Deviation	Std. Error Mean
High Turnover Rates	4.48	.503	.056
Inefficient Hiring Process	3.95	1.124	.126
Low Morale	4.54	.502	.056
Lost Business	4.01	.834	.093
Lack of Recognition	4.24	1.255	.140
Inadequate Training	4.26	1.220	.136
Poor Team Building	4.26	1.220	.136
Mean Score	**4.25**	**0.951**	**0.106**

One Sample Test

One-Sample Test					95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
High Turnover Rates	79.649	79	.000	4.475	4.36	4.59
Inefficient Hiring Process	31.433	79	.000	3.950	3.70	4.20
Low Morale	80.888	79	.000	4.538	4.43	4.65
Lost Business	43.017	79	.000	4.013	3.83	4.20
Lack of Recognition	30.193	79	.000	4.238	3.96	4.52

Inadequate Training	31.263	79	.000	4.263	3.99	4.53
Poor Team Building	31.263	79	.000	4.263	3.99	4.53

Table 4 indicates the Consequences of human resource management, "Sig. (2-tailed)" indicate the p-value, which is 000. If p < 0.05, reject the null hypothesis. Observing that the p-value is 000 is crucial. This specifies that there is a 1% possibility of discovering a difference with the p-value. The sample means less than the predicted mean (3.950 to 4.538) is the mean difference.

RECOMMENDATIONS AND CONCLUSION

HRM procedures that require improvement and develop plans to raise overall performance. Better job performance and productivity can be achieved through more employee commitment, job satisfaction, and motivation when HRM techniques are implemented effectively. Better HRM procedures can also aid in addressing problems with hiring, training, and development all of which are vital to guaranteeing that employees have the abilities and know-how to carry out their jobs well. As a result, research-based understandings of green HRM perform with the formation of procedures and policies that enhance worker performance and, in turn, make a variety of sectors more effective and efficient.

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