

Green Human Resource Management in Businesses: Requirement of a Global Approach

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Abstract

The idea of environmentally responsible management of human resources has currently merged with ecological management in the realms of business, urbanisation, industrialization, and a great many other situations. It is primarily responsible for managing the job that is associated with human resources, and the working conditions are satisfactory. The primary goal of implementing green human resource management practices is to lessen the carbon footprint left by each employee as well as the information capital of the holding company. Additionally, it plays a role in persuading workers to take care of resources and engage in waste management in order to reduce pollution. Increasing the level of awareness that businesses have about each of the competencies that contribute to green human resource management is something that is suggested. It is necessary for the development to combine the management of human resources with the management of natural resources. It is already widely accepted that organisations, in addition to concentrating on financial advantages, should also take into consideration the social and ecological repercussions in order to guarantee that they are manageable. considering this, academic analysts and industry professionals have recently taken into consideration this concept. On the basis of the many recent papers, this research explores the GHRM techniques that are used in organisations. The research examined the significance of GHRM concepts, practices, and strategies, as well as the challenges that are faced by businesses and other types of organisations. Observation, collection, and dissemination of modern surveys of green human resource management are all accomplished via the application of specified methodologies in this research.

Keywords: *Green Human Resource Management (GHRM), Environmentally Responsible Management, Ecological Management, Sustainability Practices, Organizational Challenges.*

INTRODUCTION

Concerns about the environment in the development sector encourage businesses to transition to activities that are more sustainable and to create more environmentally friendly practices. In order to meet the worldwide standard for conservation and preservation, businesses are required to develop conditional environments. “Green human resource management is rapidly

becoming a significant area of management for everyone. The incorporation of natural destinations and procedures into the overall main advancement objectives of an organisation is a necessary step towards achieving a successful environmental management framework. According to Fayyazia, Shahbazmoradib, Afsharc, and Shahbazmoradic (2015), ecological management in human resource management (HRM) is a necessity and not a simple temptation. This is because ecological management is fundamental or vital. Formal ecological practices are something that organisations need to embrace in order to keep up with the proliferation of global natural issues and the advancement of global natural models. However, the notion of green human resource management (GHRM) has been the focal point of a variety of writing assignments including green management, green retailing, green bookkeeping, and green marketing. For the reason that the quality of human resource management practices has made them enormous, analysts feel that the acceptance of ecological practices is a vital motivator behind the work that organisations do. Green management is an activity, and the organisation has built a natural management” approach to the concern of the planet.

When it comes to the actualization of the idea of "green human resource management," the contribution and interest of workers, as well as the association of workers, are of extreme importance. This is a discipline that has to be incorporated into our everyday life. It has been shown that natural management frameworks have the potential to have a positive influence on the workers' private life, particularly with regard to their ecological thinking and behaviour.

In addition to providing recommendations on well-known literature, the weaknesses provide information about its scope and inclusion, as well as procedural models and research motivations in the subject. A comprehensive conversation around the concept of "green human resource management" is now taking place among HR experts, as we are aware. The incorporation of natural maintainability into human resource technology is now the primary focus of organisations. In response to the increasing need for green human resource management, a substantial quantity of research is now being conducted. In the process of implementing a green human resources management system, HR professionals may find this research to be the most helpful. In addition to this, it may encourage workers to adopt environmentally responsible management practices in order to safeguard and maximise the profitability of organisations. The fresh insights and information on this subject could be discovered via more investigation.

METHODOLOGY

The findings of this study are subjective, and they are based on comprehensive surveys of previously published sections of the Green Human Resources Management literature. Due to the fact that it contributes to the development of research and knowledge in the area, document auditing is recognised. In order to conduct an accurate audit of the literature, survey goals and the use of practical tactics were utilised. In addition to websites and electronic newspapers, other information wells include books and diaries. In order to study the current literature, it is required to refer to current research publications. The Global Human Resource Management focuses on potential for environmental management, as stated by management organisations. The materials that were gathered were subjected to an inquiry that was both comprehensive and efficient.

LITERATURE REVIEW

In a significant way, GHRM is the Western literature that is followed. “According to Fayyazia, Shahbazmoradib, Afsharc, and Shahbazmoradic (2015), human resource management (HRM) is more comparable to environmental management than there is to mere temptation. The combination of them is required.” The management of an organization's human resources requires special efforts in order to achieve successful environmental management. Practices pertaining to human resources are required in order to facilitate the whole process of implementing and safeguarding environmental management frameworks inside the organisation.

The HR administrators have the power to fast modify their supportability inside the organisation in order to identify environmental heroes. The environmental management methods that perform organisational performance utilising a variety of metrics are some of the characteristics that define an experimental study.

An environmental management framework that is practical has been developed as a result of significant discoveries that acknowledge the synchronisation of environmental destinations and techniques, as well as the organization's primary improvement aims. Day after day and Huang (2001) point out that organisations fundamentally need to adapt their mechanical development in the same way that they safeguard the environment. This is due to the fact that it has been shown that organisations may profit more than they did in the past by implementing environmentally friendly methods.

In the process of developing a supportive culture inside the organisation, the Human Resources department has made a substantial contribution. It is a well-known fact that the capability of organisations to choose environmental management systems (EMS) and arrangements

increases in proportion to the impact that the quality of green human resources has on the organisation. Recent years have seen a number of modern scholars advance their knowledge of green human resource management and increase their attention on the topic.

It is possible to achieve a successful EMS basis by the incorporation of environmental and technological objectives into the organization's more essential improvement goals. Human resource management strategies are supported by a variety of scientists in order to encourage the growth of human capital and to attract customers who provide execution and benefits to the organisation. When it comes to modifying workers' approaches to the organisational environment, recognised tactics for administration of registration, execution, and assessment, as well as frameworks for preparation and workforce development, employee relations, and incentives, are considered to be valuable assets. The promotion of a wide range of professional and managerial abilities among workers is something that, according to the opinions of certain experts, is necessary in order to realise a successful corporate green management framework. Others are of the opinion that “the organisation is making progress. There will be a difference brought about by imaginative tools and environmental management activities (EM), which will have a fundamental impact on the supportability of the organisation and boost its benefits. In this manner, in order to cultivate such a structure, it eventually has a persuasive human resources management effort, which includes the implementation of stringent enrollment procedures. Professionals working for the "Pro Green" organisation are encouraged to develop new capabilities and skills as a result of this. It is thus the case that these analysts have advanced the ideas that are significant to the legal arrangement of human resource management standards, as well as the green management goals inside the organisation,” regardless of the approach that they employ to conduct research.

Essentially, Green Human Resource Management, which, as Dutta (2012) points out, is comprised of two significant components, namely the conservation of learning capital and environmentally friendly methods pertaining to human resources, is a fundamental aspect of the field. Because it presupposes the direct utilisation of each worker's touch or interface in order to develop sustainable practices, as well as to improve employee consciousness and responsibility for supportability difficulties. A significant amount of work is being put forth by the department of human resources of the organisation in order to incorporate environmental responsibility into the goals of the firm. Therefore, employees will be able to continue to apply such an example in their personal life.

Educating workers on the complexities of environmental management, such as what kinds of activities are required, how they might contribute to the environment, and how they can benefit

the environment, is the primary objective of green human resource management. Workers are pleased of their significant step towards becoming an ecologically friendly programme, which is promoted via this activity, which is a fantastic way to showcase their job. A thorough blueprint that focuses on environmentally responsible human resource management was disseminated by Cherian and Jacob (2012). Because it is important to acknowledge that supportability, the incorporation of natural ecosystems, and the management of human resources are all new areas that need quick development, the numerous works that have been made are not discussed in their entirety.

According to Green Human Resource Management, every activity that includes promoting, implementing, and maintaining a framework that is used to make workers' organisations green (environmentally friendly) has been described or discussed. An individual who is involved in the management of human resources is concerned about the possibility of transforming a normal worker into a green environment, such as an employee who is environmentally conscious, in order to finally accomplish the organization's environmental objectives and therefore make a significant commitment to the environmental maintainability. In specifically, the HRM framework includes activities, skills, and processes that are aimed to attract, generate, and preserve (or throw away) the human resources of the organisation. Within the context of concerns about the larger environmental goal of the corporation, it entails personal management techniques and practices.

The implementation of strategies, processes, and frameworks that green the personnel of the organisation in order to aid people, society, traditional environments, and enterprises. “The goal of green human resource management is to cultivate, improve, and sustain more environmentally conscious behaviour among each and every person in the organisation. The objective is for the individual to demonstrate the highest level of personal commitment and dedication to each of the four occupations, which are protectionist, medium, non-polluter, and creator. In this light, it is seen as a strategy for organising environmentally responsible development in order to guarantee the safety of the environment. Through the processes of human resource management, such as recruiting, procuring, preparing, correcting, creating, and promoting organisational human capital, Green HR Management places a significant amount of emphasis on the cultivation of a green workforce, the comprehension, recognition, and practice of green activities”, and the maintenance of its green policies and objectives.

Green Human Resource Management Process

Simply put, it means incorporating environmentally friendly procedures and practices into the work of human resource professionals. Obtaining human capital, accepting management, preparing management, carrying out management, and rewarding management are all components of this process. The overall image that people have of the organisation will be the focus of these aims. In most cases, the components of human resource management are regarded to be conventional, and they use a variety of environmentally friendly strategies in every possible manner.

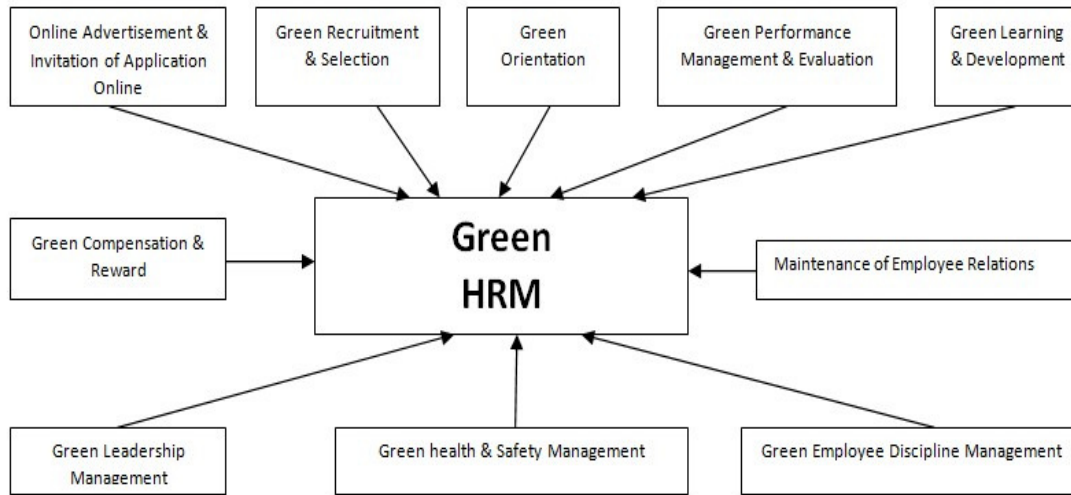


Figure 1: Green Human Resource Management Process

Green Human Resources Planning

Participating in the estimation of “the number of employees and types of workers who are anticipated to carry out corporate environmental management activities or programmes (such as ISO 14001, competent consideration, cleaner creation, and many others) is what it means to take part in this process.”

- It is anticipated that some employees and workers would participate in activities, programmes, and exercises related to corporate environmental management. These activities and exercises may include ISO 14001, clean creation, cautious consideration, and other similar activities.
- Take part in the process of selecting technologies that will fulfil the requirements that have been defined for environmental work, such as the selection of experts or specialists for vitality or environmental assessment, etc.

When it comes to environmental security, the quantity of undertakings, obligations, and duties that are associated with it may be assessed by employing sets of expectations as a reference.

The social, environmental, and individual characteristics of the organisations are included into the sets of responsibilities and the particulars of the individual jobs. As an instance, insurance responsibilities are included, in addition to the assignment of tasks involving environmental details and errands relevant to concerns of health and safety. In addition, all of these responsibilities are included. In order for organisations to effectively handle environmental problems, it is also feasible for them to use employment plan approaches such as cross-practical groups and cooperation efforts.

Green Human Resources Recruitment

A legitimate method, an environmental framework, and familiarity with the concepts of protection and a supportive environment are all examples of this. The technique of green enrollment ensures that those newly acquired skills are well-versed in the environmental framework and green practices that will strengthen the organization's ability to effectively manage the environment. It is of the utmost importance to secure the most imaginative and creative workers, to increase the potential for enrollment, and to recruit talented staff members. According to Wehrmeyer (1996), the following is suggested:

- The environmental publicising work, the wellbeing and security errands, and any other occupations connected to environmental effects should be determined by the sets of obligations.
- The meeting need to be tailored in order to determine the extent to which the competitor's green goals are comparable to those of the organisation.
- As part of the acceptance programme, new employees should be provided with information on the organization's environmental management system (EMS) and green goals, as well as achievable advancement methods and tasks.

Green Orientation

According to the methodology, structure, and practices of corporate environmental management, organisations should provide the essential orientations in order to choose the candidates for the positions that are available. There are times when organisations demonstrate their green friendliness to their newcomers in a clear and plain manner. When they hire new workers, they provide them with information on environmental direction programmes that are specific to work. The framework of worker direction initiatives have to be designed in such a way as to support the incorporation of newly hired workers into a culture that is environmentally conscious. It is important for acceptance initiatives to highlight an

organization's concern for the environmental concerns of its workers, such as their health and safety, as well as the environment in which they operate.

Green leadership

In the green leadership mentality, leaders acquire the skills necessary to develop and implement environmentally responsible activities. And they, in turn, are likely to create larger-scale activities, such as support for public policies that will assure the success, welfare, and security of all segments of society over the long term at all times. every single member of a planet that is interconnected. That is, all of them living on the same planet.

Green Human Resources Training And Development

Environmental and social concerns are addressed to staff in all aspects of the organisation via preparation and progression programmes. The process of preparation and improvement includes the implementation of techniques that reduce waste, ensure the appropriate utilisation of resources, and ensure the maintenance of vitality while also reducing environmental pollution. In the field of environmental critical thinking, it provides an opportunity to engage with workforce members. “They have finished an investigation by utilising a distinct contextual analysis approach, and they have distinguished the role that green preparation and advancement have in enhancing the reputation of businesses. In addition, I was in charge of conducting a research that included 437 employees, and the findings of the study indicate that the creation of an effective green management framework was directly related to the development of environmental training and education.”

Green Performance Appraisal System

Through the use of environmental execution models that transverse over a variety of units and raise vital information, Performance Management (PM) presents the challenges that should be anticipated. According to the green human resource management system, the organisations are able to achieve the environmental goals that they have established. Among the administrators and the workers, it is a practice that is carried out continuously. The majority of the time, it takes place when the organisational goals are accomplished. There is a connection between green human resource management and the environmental responsibilities of an organisation. It will be used for the administration of the secure environment. Thus, there is a connection between green human resource management and green job depiction.

Green Learning and Development Programs

Employees are given the opportunity to produce and acquire knowledge on environmental management via the implementation of continuous green training and development programmes, which are integrated with projects, workshops, and conferences. This helps to develop green competencies as well as a green attitude. In the green task, the primary emphasis of work is transformed into a fundamental plan for career advancement, which may be carried out by a green supervisor who is competent in the field. For the purpose of enhancing the capacities of workers and facilitating their education in environmental management, preparation materials are going to be developed. As a kind of preparatory equipment for environmental management, they have the potential to be used extensively in network and electronic modules, as well as in smart media. The primary goals of green management may include the preservation of the environment's health, vitality, and efficiency, as well as the management of waste and the reuse of materials. Instead of depending on free printing, the online course materials and situational investigations are being used, which will further limit the amount of paper that is being collected.

Green Compensation and Reward System

It is possible to utilise the wage component to motivate employees to adjust their behaviour in order to achieve green execution. The compensation and incentive structure is a commitment to the green management. It is possible that the compensation package may change depending on the green skills and accomplishments. Prizes, both monetary and non-monetary in nature, may be awarded to employees who have achieved green certifications. Reward systems that are based on monetary compensation might be based on commitments to environmental management. There are a variety of pay raises, monetary incentives, and reward forms that may be taken into consideration. It is possible to incorporate non-monetary awards such as holidays, special holidays, and blessings for employees and their families in addition to monetary rewards. The chief executive officer or top management will recognise the green initiatives and devote a significant amount of attention, public recognition, and energy to them.

Green Employee Relations

In order to improve the capabilities of the organization's goods and administrative personnel, which can make full use of the money, human, and natural resources that are already available, it is necessary to improve "e-commerce visionaries." By changing employees' objectives, capabilities, inspiration, and observations via green management methods and frameworks,

green management makes greater use of the possibilities that are provided by workers' interest in green activities. The efficiency with which resources are used, the reduction of waste, and the reduction of pollution in the workplace are all examples of ways in which workers, particularly EM employees, are examined to enhance the EM framework. According to the findings of their research, a number of specialists are of the opinion that strengthening will unquestionably have an effect on profitability and execution, as well as boost self-control, reasoning, and critical cognitive abilities. Find business individuals who have social or biological status inside the organisation. This is an essential strategy to boost employee contribution to an organisation. Organisations may benefit from this. "Eco-business people" is the name given to this group. This allows each and every worker to make use of their strengths while also igniting their passion for environmental concerns.

Staff members working in the human resources department have a responsibility to exert pressure on management to transform the workplace into a participatory environment. This will allow staff members to express their own thoughts and opinions about environmental concerns. mainly due to the fact that they are in charge of ensuring that ethical business practices are implemented in the employees of the organisation on a regular basis. Thus, the attainment of green outcomes is often dependent on the level of excitement that workers have for working together as a team. This is due to the fact that employees that work in a certain area typically come up with the most innovative ideas.

Elements of Affecting the Green Human Resources Management

In order to eventually accomplish the environmental objectives of the organisation, green human resource management places an emphasis on transitioning normal workers into green workers, such as staff who are ecologically conscious. This is done in order to make a major commitment to the environmental manageability of the organisation. The factors that are associated with the successful implementation of the Green HR technique are of special interest to the experts. A distinction has been made between the contemporaneous factors that are determined by the application of green human resource management approaches and the components of human resource management (HRM), which include recruiting, determination, preparation, implementation assessment, and incentives.

Human resource arrangements are the process of defining rules that govern how personnel inside the organisation should be supervised. They define the insights and estimate approaches used by the organisation, as well as the manner in which the method ought to handle persons. In order to give a concise guidance for dealing with challenges pertaining to human resources,

human resource management strategies are used. It is possible to establish, from a variety of perspectives, that senior management has been working hard to achieve more conspicuous components of environmental execution. Self-management of the staff, the development of creative responses to the problems that have been posed, the cultivation of environmental consciousness, and the realisation of their skills in this area are the methods that will be used. Teamwork necessitates the contributions of all members of the group, and the advantage that may be maintained is derived from the group rather than from any one individual. This is done with the intention of demonstrating the significance of the employee association in a fundamental way via the use of collaboration and strengthening.

When it comes to environmental management systems, the fundamental components of empowering people and their willingness to offer suggestions are beneficial. In this particular scenario, workers should not be afraid to offer ideas and should encourage themselves to develop in order to raise their level of knowledge about inclusive management. The last point is that the behaviour of management serves as a model for the rest of the organisation. The way in which one treats the head of the employee is important. In addition to ensuring that all workers have essential duties in terms of environmental quality, the performance framework has to reflect the significant manifestation of environmental splendour in areas such as advertising, planning, activities, and administration.

Main Challenges of Green Human Resource Management

Human resources are responsible for the crucial role of managing the work of workers from the time they are hired until they leave their positions. Currently, the firm is dedicated to doing business in an environmentally responsible manner; hence, the office of human resources is tasked with the duty of implementing environmental awareness practices in conjunction with human resources practices. A rule-based approach to monitoring persons is being developed as part of the human resource strategy. They provide an explanation of the manner in which the organisation deals with theories and assessments of people. The human resources strategy is a concise and comprehensive instruction manual on how to effectively manage human resources. Deshwal (2015) brought to light the challenges that are related with environmentally responsible management of human resources.

- Within a short period of time, it is challenging to accomplish the goal of changing the behaviour of workers.

- When it comes to the creation of environmentally friendly human resource management practices inside the organisation, not every worker is equally convinced to be engaged in the endeavour.
- In order to implement a green human resource management lifestyle across the whole organisation, it is a procedure that is both unpleasant and time-consuming.
- It is necessary to have a high level of speculation at the bottom stage and a rate of return that is close to medium.
- Purchasing and hiring environmentally conscious staff with high-quality gifts is a challenging endeavour.
- It might be challenging to determine whether or not environmentally responsible human resource management strategies are feasible in terms of the behaviour of workers.
- The challenge that human resources professionals confront is that they are required to depend on them to supply fundamental green structures, green processes, green tools, and green reasoning in order to make the most appropriate decision and develop the organization's future green pioneers.

Green HR Practices adopted by the Companies

A. Google

Employs the Green recruitment strategy and is of the opinion that it is responsible for attracting the majority of brilliant individuals.

B. Wipro Technologies

Today, Wipro Infotech, the India and Middle East IT Business of Wipro Ltd. and a leading provider of information technology and business transformation services, made an announcement regarding the launch of its new environmentally friendly Wipro Greenware desktops. These desktops are manufactured with materials that are completely free of harmful chemicals such as polyvinyl chloride (PVC) and brominated flame retardants (BFRs), and they are being exported to India for the very first time.

C. ITC Limited

This is the first time that India has successfully used ozone-treated elemental chlorine-free bleaching technique. Introducing a whole new line of environmentally friendly goods and solutions, including the environmentally friendly multi-purpose paper that produces less pollution than its conventional cousin.

D. IndusInd Bank

IndusInd Bank has a thorough strategy to lower its carbon footprint as part of its programme to be more environmentally friendly. This strategy involves implementing a number of innovations, including but not limited to: solar-powered automated teller machines (ATMs), thin computing, electronic archiving, electronic learning, electronic waste management, paperless fax, energy conservation, compressed natural gas (CNG) vehicles, and further assistance for financing programmes that provide incentives to become green.

E. Tata Metaliks Limited

In order to achieve its sustainability mission of being a leader in its sector, Tata Metaliks is committed to delivering concrete value to all of its stakeholders while also guaranteeing responsible environmental stewardship. A clear road map is being developed in order to address environmental concerns in addition to the financial viability of the project.

Implications

Our findings provide human resource experts with a more in-depth understanding of how to achieve prevailing green innovativeness among their staff. This is especially important for businesses that wish to translate the challenges brought about by environmental concerns into circumstances. To begin, it is essential to have a clear understanding that investing resources in environmental concerns is not an exercise in futility, endeavours, or resources that result in an increase in the weight of a company. It's interesting to note that it has become a practical technique to cope with additional upper hands by enhancing green innovativeness in today's world, which may assist businesses in capturing new green marketplaces. "As a result, businesses need to appropriately cultivate an interest in environmental management and make an effort to establish an ecologically welcoming image in order to attract job seekers who are equally dedicated in the field. Companies should create a functional support environment in order to animate the green energy and green innovativeness of their employees. This may be accomplished by providing financial assistance, presenting advanced environmental

management solutions, and constructing a framework that energises workers' green imagination.

Second, businesses would have to include the concept of green into their long-term environmental strategies, which would need a high-level arrangement of green human resources management. This would include green training and promotion, green pay and compensation, and other similar practices. By providing organisations with a bearing to grow green intensity and by creating an environment-friendly atmosphere, the environmental process provides organisations with the essential tools and support to generate ideas that are good for the organization's development in a controllable manner. In the same vein, the Human Resources department need to really implement Green Human Resources Management methods. Regarding the selection of new employees, for example, paying greater respect to the environmental quality and environmental awareness of workers is something that should be done. Green training should not only concentrate on boosting workers' environmental security aptitudes; but they should also endeavour to pass on the organization's environmental management goals and characteristics to the individuals.

With regard to the third point, this inquiry provides crucial advice to leaders who are using transformative initiatives in order to manage Green Human Resources Management and stimulate employees' passion for the environment. In the early stages of Green Human Resources Management development, pioneers have the ability to implement transformational practices in order to establish standards for collaboration, green, and development. Additionally, they have the ability to submit a specific measure of organisational resources in order to develop eco-friendly enthusiasm and inventiveness for workers. When implemented in this manner, transformational administration has the potential to enhance the green imagination of businesses by having an effect on Green Human Resources Management and stimulating the innovativeness of employees. Consequently, this serves as a reminder to professionals that in order to enhance green creativity and green aggressiveness, businesses may focus on supporting transformational management and prompting leaders to take on a significant role. It is possible that some administrative interventions, such as the formation of green groups, the conceptualization of rivalry, or the implementation of compensation plans for the expansion of green innovation, might be excellent choices.

At long last, as most of us are familiar with, China is the world's second largest economy behind the United States. From the beginning of the 21st century to the middle of the century, businesses have been excessively pursuing financial benefits while neglecting environmental concerns throughout the time that they have spent developing. Whatever the case may be, the

attention that we have been receiving in relation to environmental insurance has progressively increased as the environment continues to deteriorate. As an illustration, the Chinese government is also actively promoting the transformation of the business model for the development of ventures. It is also encouraging businesses to recognise the importance of financial development and the protection of the biological environment as equally important, which may present certain challenges to the organisations.” While it is possible for businesses to turn challenges into opportunities and gain a competitive advantage via environmental management, the accumulation of environmental energy among employees, and the enhancement of their green ingenuity, it is also possible for businesses to convert challenges into opportunities.

It is possible for our examination to demonstrate that the organisations in question have altered their financial improvement models and accomplished their green promotion objectives. This is applicable to organisations that may be subject to similar promotions in developing economies. In addition, the findings of previous research have shown that there is a positive connection between the firm, the management of human resources, and the environment. Despite the fact that the organisation serves a variety of goals, it is able to acknowledge and embrace environmentally responsible methods of managing human resources inside the organisation. These practices will not only offer advantages to the organisation, but they will also provide the most significant resource or portion of the organisation that can never be disregarded, which is the workers. Point of contact. Human resource management methods that are environmentally friendly boost the morale of workers, which in turn may help conserve the environment. This is something that will be beneficial to the organisation as well as the employees.

Conclusion

The management of human resources has a natural limit that cannot be overcome. Environment-conscious professionals and organisations may benefit from it. The Human Resources Management department plays a significant role in the greening of organisational objectives, from the beginning of the work to professional contacts. In the process of transforming their organisations, HR professionals have an understanding of green human resource management. mainly due to the fact that it encourages more effective environmental organisation. An additional aspect of human resource management is the management of environmentally friendly human resources. On the other hand, it can provide some challenges for HR professionals. In addition to this, it studies the concepts, relevance, methods,

requirements, and challenges associated with ecologically responsible human resource management. Therefore, Green HR is able to get a variety of green processes and practices in a variety of settings for the purpose of organising and acquiring more human capital.

Certain management strategies, the responsibility of professionals, collaboration, the reinforcement of desirable behaviours, and plain frameworks are all associated with green human resource management procedures. However, the experts encounter a variety of challenges when it comes to the management of green and sustainable human resources. Professionals, on the other hand, are obligated to meet the requirements of environmentally friendly management methods, strategies, and processes. As a result, it provides the expert with assistance in determining the areas of Green Human Resources Management that have not yet been investigated.

The path that this study will take is contingent on doing comprehensive research on the current body of literature. In a manner that is both helpful and informative, the author makes an effort to organise the ideas, processes, prerequisites, and challenges associated with green human resource management. The goal is to provide assistance to anybody who is interested in reading, including academics, scientists, and readers. Regardless, environmentally responsible management of human resources is a growing line of thinking. Indeed, there are still a great deal of holes in the field of environmentally responsible human resource management that need to be addressed. In addition to programme models and research programmes in the area, these gaps contain advise on new literature, its extension and inclusion, and programmes that are already in existence. It is anticipated that the forms of information pertaining to green human resource management would rise as a result of hypothetical and accuracy checks. A substantial amount of quantitative and subjective study on environmentally responsible human resource management may be carried out by interested donors and professionals.

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