



## Study of Green human Resource Management towards Sustainable System

Dr. Chiranth K. M.<sup>1</sup>, Dr. Kavitha B. N.<sup>2</sup>, Pradeep Kumar V.<sup>3</sup>

<sup>1,2</sup>Assistant Professor, Department of studies in Business Administration , Centre for Post Graduate Studies, Visvesvaraya Technological University, Mysuru, Karnataka.

<sup>3</sup>Assistant Professor, Head of the Department of Management, St. Joseph's College, Hassan  
Mail- kmchiranth@gmail.com<sup>1</sup>, kavitharaj79@gmail.com<sup>2</sup>, [pradeepkumar.venk@gmail.com](mailto:pradeepkumar.venk@gmail.com)<sup>3</sup>

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### Abstract:

Green HRM emerges to be an engaging review that amalgamate administration of climate with the executives of human asset. In the current situation taking on of Green human asset the executives by an association is significant for its endurance. Each representative working in an association owe an obligation towards the association as well as towards the climate. An association ought to make arrangement to bestow preparing to its workers in regards to ecological perspectives, results of debasing thenatural assets, risk of dirtying the climate on local area so objectives are accomplished sustainably a with negligible climate influence. The paper gives an outline of how association can make its workers green and earth cognizant. Different HR rehearses are being examined in a green way. Organizations following green human asset rehearses are considered. It likewise incorporate difficulties which organizations face while executing green methodologies and ways how obstruction by representatives can be crushed by associations.

**Keywords:** Green HRM; green management; green firms, sustainable practices; organization culture environment.

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### Introduction

The idea of Green human asset the executives is situated on saving the earth from the accident brought about by the associations in the ravenousness of procuring an ever increasing number of benefits. GHRM approach will play a low down job in associations to empower the Green practices by embracing it in HR capabilities, teaching workers and execution of legitimate regulations connected with climate security. With the assistance of Green review and adherence to ISO 26000, the associations will actually want to develop great brand on the lookout. The Normal Climate of the Ever-evolving Debasement On account of Human Abuse Accomplished the Need to introduce The Possibility of Prudent Development. Consequently, The Regular habitat And Resource Protection To Assist with peopling In The Future Have Become Overall Objectives

(Pinzone Et Al, 2016). This Highlighted the Need Tore think The Functioning Arrangement of Contemporary Endeavors. The Maintainable Headway Perspective Not Simply Manages The Achievement Of Monetary Targets Yet What's more, The Need To Notice Exhaustively Got Social And Natural Interests, Laying out Structures On Which A Legitimate Strategy Subject to The Norms Of Huge Worth And Social Obligation Arranged Organization Can Be Developed (Jablonski, 2016). As Demonstrated By The World Commission On Climate And Improvement 2018, Viable Progression Satisfies The Prerequisites Of The Ongoing Age Without Endangering The Limit Of Individuals Later on To Satisfy Theirs. Such Improvement Is Cunning, Innocuous To The Environment, Considering The Convincing Use Of Resources, Data, And Advancement (Kromer, 2014). As per The Principles Of Sensible Development, The Social,



Financial, And Natural Points Are Connected And Regularly Supporting (ISO, 2018).Hypotheses Of Feasible Improvement Have Progressed Over Various Years, Nevertheless, There Are As yet Various Conflicts Over The Restricted Method for managing This Thought, Seeing It Similarly To the extent that Biological Security, Similarly As Defenseless Affirmation On The Microeconomic Level, I.E., The Association Level (Borys, 2015).

### Meaning of Green HRM

The term Green HRM has turned into the trendy expression inside the business field as of now and its importance is expanding complex with the progression of time. This term has likewise its gotten position as a hotly debated issue in late exploration works since the mindfulness on ecological administration and supportable improvement has been progressively rising step by step from one side of the planet to the other. Today the point Green HRM incorporates mindfulness toward natural undertakings, yet additionally represents the social as well as monetary prosperity of both the association and the representatives inside a more extensive possibility.

Prior to continuing further, most importantly we take up the inquiry, "what is Green HRM?" Various creators have given various definitions for this term, for example, — "Green HRM is the utilization of HRM strategies to advance the manageable utilization of assets inside associations and, all the more by and large advances the reasons for climate supportability" (Marhatta and Adhikari, 2013, p. 2). GHRM is straightforwardly mindful in making green labor force that comprehends, appreciates, and rehearses green drive and keeps up with its green goals generally all through the HRM cycle of enrolling, employing, preparing, redressing, creating, and propelling

the organizations human resources (Mathapati, 2013, p. 2). It alludes to the arrangements, practices, and frameworks that make representatives of the association green to support the individual, society, regular habitat, and the business (Opatha and Arulrajah, 2014, p. 104).

HRM is a significant area of study and is a course of efficacious utilization of human resources in order to accomplish the objectives of an association( Arulrajah and Opatha,2016). The HR job is the main tenable division that is agilely adroit to adjust the narcissism, pride, accomplishments of the two leaders and representatives by changing their HR structures( Trivedi, 2015). The present chiefs of HR are discrete than prior faculty directors. They have unrivaled information about association and industry. They can successfully execute dynamic endeavors expected to develop clean-situated workplace ( Liebowitz, 2010).

The term HRM and Maintainability has turned into the ongoing interest point as awareness about climate rehearses in consistently developing among the associations. The term HRM and Supportability has not been restricted exclusively to the mindfulness but rather friendly and natural parts of both association and staff are likewise attempted inside a broad hunt( Ahmad,2015). As indicated by Renwick.et al., (2008) the homogenization of Corporate Natural Administration into Human Asset The executives is named as Green HRM. Jabbour (2011) characterized GHRM as the quantum of human asset rehearses which includes biodegradable angles. Everyday and Hung, (2001) says on the off chance that associations have fair individuals with noble abilities just than ecological administration framework can be productively directed.



Maintainability implies advancing the utilization of assets in such a way that it meet the necessities of today without obliging the capability of impending age to experience their own requests ( Bertels, 2010). In an association, workers can deal with planet earth provided that association motivate their course of action. This is conceivable when HR rehearses like enlistment, set of working responsibilities, determination, preparing and advancement, learning, execution examination and others unite Supportability issues (Jose and Jabbour, 2011). Green human asset rehearses incorporate vehicle pooling, giving transportation passes free ( Gill, 2012), online meetings, web preparing, modernized documenting, awards for accomplishing ecological targets, paperless office, green execution evaluation and numerous others ( Trivedi,2015). Indeed, even organizations can decide on easygoing wear strategy at work environment. This implies not spruced up in suits will require less cleaning, which is better ecologically, monetarily and will keep representatives healthy as well ( Vial and Wander, 2018).

There is a rising stress over the an unnatural weather change issues. The main final proposal is the contaminations from ventures and the arrival of carbon which is perilous for the climate. In this manner coming about into Ecological awkwardness. In this manner the superb worry for the associations is the acknowledgment of maintainability. For this reason, today, associations are putting resources into Corporate Social Obligation as well as try in making workers green(Yadav,2017) In associations, the branch of HR can assume a noteworthy part in refining the viewpoint of different partners towards maintainability( Rani and Mishra,2014). HR aces to shape the way of behaving of different partners ought to grasp magnificent relational

abilities. The main reason for GHRM is to utilize green gadgets to amplify public, useful and natural advantages to achieve representatives Tri-state concordance for example mental, human and natural congruity( Liu and Xie, 2013).Psychological concordance incorporates psychological wellness of workers and exemplary movability. Ecological amicability is moving alongside the earth. Human congruity envelops heartfelt connection among association and its workers. It is seen that the development of green crews inside the association helps with advancing advantages of saving energy, reusing and reusing of undesirable materials among representatives. Green Crews not just assist the staff with diminishing natural perils influence yet in addition set them up to follow same feasible practices at home as well( Cohen and King,2017).

#### **Need for GHRM**

Most recent twenty years of this century have seen a consistent agreement for the need of a sensible natural administration drive everywhere. This work was attempted since the harming impacts of various contaminations among which the modern squanders being the significant guilty party that has been falling apart and draining our normal assets extremely quick has been apparent. The "Magna Carta" on Human Climate was proclaimed in the main Joined Country's (Global) Gathering on Human Climate held in June 1972 in Stockholm announced that to safeguard and work on the human climate for present and group of people yet to come have turned into a basic objective for humankind (Shaikh, 2010, p. 122). The Green HRM writing is to a great extent a western one and, given the significance of Asian financial improvement for ecological administration, this is a significant hole for future investigations to decrease (Renwick,



Redman, and Maguire, 2013, p. 3). Researchers of the board all over the planet are currently dissecting different administrative practices that can work with the accomplishments of the objectives of GHRM and furthermore altogether affect the natural intensity of the associations.

### **Role of HR in Making Organizations Green**

The dynamisms of Green HR gives help to an association by weakening their expense without overcoming their central ability. HR job in making association green from various creators doctrine can be that the great job that HR chiefs play in making their association green is to secure collaboration from staff in releasing practical arrangements ( Renwick, 2008) The mantle of HR is to reinforce its own undertakings so association maintainability methodologies can be strong. HR can help the association in changing its way of life towards manageability programs so it turns into a natural piece of an association and doesn't seem to be add-on movement ( Lawler and Mohrman, 2014) Cohean, Ruler (2017) thought that today many organizations are giving go-ahead to economical practices inside and outside the association. This is so in light of the fact that current as well as new workers have fostered their mentality to "practice environmental awareness". An example of it very well may be if a venture has any desire to set up a development fabricating plant following green standards. Presently beginning from designer work to reusing process, complete establishment requires staff who have green or environmental information. In this manner, human resources play a crucial person in making representatives green. To execute green drive HR director assumes an intense part as they are penetrated to spread environmental qualities among workers ( Mazur, 2015). The capability of HR is exceptionally positioned to

give help in executing green system. Associations that stick to green practices can go up against strong impact on HR exercises like - commitment, confidence, work life quality and maintenance of representatives in the undertaking ( Prasad, 2017).

Cohen, Taylor and Came, (2012) had sort out three manners by which HRM devices can be utilized to embed Supportability through Collaborating, Connecting with &Aligning. Collaborating, a viable HRM can help association in exhibiting the place of an association in the public eye by portraying that simple procuring benefits isn't enough for supportability however showing practical drive can help association in lengthy run. Drawing in, HR ought to envelop partners in finding the manners by which association can give Ecological advantages to society by its activities. Adjusting, HRM rehearses from Passage to Exit for example Enlistment, determination, preparing, inspiration, remuneration, interest and others should uphold economical methodologies of an associations.

### **HR Practices Adopted By Organization to Go Green**

There are numerous HR rehearses which associations ought to embrace to make planet earth green, sound, perfect, feasible. A portion of the general practices consolidated are as per the following:-

1.Green Enrollment:- Green or E-enrollment is a cycle where people are drawn in, invigorated in a without paper climate ( Arana Nathan, 2018). Associations are presently recognizing the truth that charming current up-and-comers through green boss brand is a productive strategy (Ahmed,2015). Indeed, even a large portion of the associations in their enrollment gatherings



are examining to present green sets of responsibilities (Arananathan, 2015). There are number of green enlistment rehearses which associations can integrate, for example, organizations own work entries, enrollment programming, continue scanners (Diana, 2016).

2.Green Determination:- Green Choice is a course of picking up-and-comers who have concern, love, delicacy in climate drives. The worldview for green determination can be holding of virtual meetings, chase after climate related questions, assessing the mindfulness for manageability programs ( Arulrajah, Opatha and Nawaratna, 2015).

3. Green Acceptance and Direction:- When separate applicants are employed, than just they ought to be edified with association natural projects, climate strategies and practices, climate mission ( Leibowitz, 2010). Applicants ought to likewise be acclimated with existing green way of behaving of workers so they also can be enjoyed green exercises ( Arulrajah, Opatha and Nawaratna, 2015).

4.Green Preparation and Improvement:- The chief capability of HR division is to convey climate preparing to its staff so individuals can thrive with required abilities and skills in green acts of an association ( Arulrajah, Opatha and Nawaratna, 2015). Today, an ever increasing number of people are hot about clean administration and they treasure the second to get preparing in this perspective ( Leibowitz, 2015). Many, organizations consider preparing on ecological viewpoints as a speculation according to ( Jose and Jabbour, 2011)

5. Green Compensation:- To brace long haul natural execution, representatives ought to be compensated in abundance. To point of support up association ecological execution, money related and non-financial impetuses is a

plausible device ( Ahmed, 2015). Additionally, workers not accomplishing maintainable targets can be suspended, reprimanded or their compensation can be cut so that further climate enhancements can be made (Jain, 2016).

### **Establishments Taking Ride on Green Side**

There are various cases of various associations which have consolidated green hrm at their office. A portion of these are One World Wellbeing, a non-benefit drug organization make prescriptions that are protected and conservative for individuals enduring with illness in creating world ( Collier and Esteban,2007). Philips Medical services grant preparing to workers on different angles can be reused, reused. Cipla, a main drug producing organization dispense a measure of 13.43cr on corporate social obligation (CSR). It has additionally sent off numerous practical tasks like utilization of sun powered warmers, Drove lightning and some more. The representatives are persistently following preservation standards, for example, - reusing of waste, consistence to guidelines of State Contamination Control Board ( Cipla Business Obligation Report, 2015).

ITC had prepared and produced cognizance on a few natural issues of over 2000 directors. Infosys had won grant for preservation of energy endeavors in 2012( Sindhwani and Saxena, 2015). Walmart has created green incomes by zeroing in on their general public and climate. Gas Authority of India Restricted (GAIL) is evaluated as first energy saving organization. It is the resistant public undertaking without any example of assembling danger in any of its plant ( Foam, Garg and Vikas 2014). General Electric's connecting with its representatives to solidify biodegradable exercises into the way of life of organization sequencing from selecting rehearses and





teaching to worker's security programs. Adobe, a program organization is utilizing boundless power innovations and targets decreasing energy essentials. Google uses virtual enlisting methods since it considers that youthful and capable individuals get drawn in as a result of it. India's biggest energy proficient giver, Suzlon Energy Ltd has important green structure with sustainable procedure for lighting, practices of the board of waste, treatment of waste water, ride share and other green hr rehearses. HCL Innovations leaders are 3 bouncy partners of Supportable Improvement Committee. Thought Telecoms sending ecofriendly message through plants pruned at transport covers. Goodbye Metallic Ltd practice green practices as lights are turned off during day time and entire association depend on daylight (Jain, 2016). Samsung utilizes no sinister synthetic compounds and it has upheld Driven backdrop illuminations which consume 40% decreased power. Nike, will actually want to accomplish 25% lessen in fossil fuel byproduct by 2020 in a large portion of its tasks (Vimala and Ambli, 2018).

### **Strategies to Make Employees Green**

There are assorted methods to enliven workers to become environmentally viable like Gamification, this technique changes "Representatives" into "players". It is the idea where workers can be participated in Green execution to save planet Earth. Games can be coordinated inside the association to test representative inventiveness and information to practice environmental safety. The target of Gamification is to impart among representatives, the way that maintainability or Becoming environmentally friendly doesn't relinquish benefits for Climate however it is a business system to protect long haul endurance, reasonability in a quickly evolving planet. The other can be Green Squads are

relatively easy to support huge scope collaboration on Climate manageable projects and can be one of the essential component for executing change in business Associations. With the assistance of Green Groups, particular insight on manageability can be purchased up and worked upon. That's what the first prerequisite is "Green Crews" should be clear of their jobs, exercises, obligations in order to keep away from upside down exercises. The undertaking of Green Groups incorporate defining maintainable objectives, spotting out appropriate ventures, gathering information, reviewing of reports, successive correspondence among colleagues and ensuring that everybody working in the association knows about their obligations and obligations. However, Warm Competition between workers, divisions, Supervisors, people can help the association in accomplishing practical objectives. The manner in which Chiefs see things is unique in relation to what workers see since Directors or Leaders possess an essential situation as contrast with representatives who draw in themselves in everyday exercises. A Warm Contest puts representatives figure in a manner How might I make improvement towards reasonable objectives that others can't? Consequently, mentality of responsibility on Green Objectives creep into all levels of an association. For, Incitements associations ought to make arrangements for compensating their representatives for changed conduct. This might incorporate money related impetus or gains for purchasing electric vehicles or circulating investment funds acknowledged from diminished utilization of Energy. This can act as a driver for tolerating change in an association. Indeed, even non-money related motivating forces, for example, appreciation letters, perceiving Green Representatives, giving honors and picking manageable pioneers and so on can likewise be energized while



carrying out practical or green change or making workers green. The other procedure can Instruction and Train, to make workers green is to blow up the mindfulness level and supportability information through relaxed ways like-Organization's pamphlets, announcement sheets, ought to remember data for climate issues. Coordinating discussions, class, and studios on manageability. Welcoming Ecological specialists in association to illuminate how representatives can contribute in making association climate agreeable.

Indeed, even with Shows and Conversations association can blow up the abilities of their workers on maintainable issues and edify them the significance of making association natural agreeable. Through shows representatives can likewise contribute through their own thoughts, plans and techniques to draw in themselves in Green exercises. Likewise, Perceptions, can act as areas of strength for a device for workers since there are a few representatives who consume information better in symbolism and realistic structure. Association can utilize imprints or logos for ecofriendly exercises. Eco amicable pictures, symbols, logos can be displayed to workers and preparing can be conferred concerning the way that they can rehearse it in their everyday exercises. These days via Webbing, the intranet of association can be utilized to combine climate related data into one spot. The intranet or association webbing can be a storage facility of preparing matters, headings to make workers Green, enlightening recordings on saving planet and so on which can give help to representatives with the goal that they can update their insight on subjects connected with manageability. With the assistance of intranet representatives can co-relate ecological viewpoints into their departmental work. Email Octopus can likewise be planned by business associations to send supportability messages to representatives

dispersed at better places and furthermore to acquire ideas and suggestions on taking Green drives. With Email Octopus, workers foster a feeling of belongingness towards association since they feel that their commitments in regards to supportability are being esteemed. Observing Events can likewise be an imaginative technique to make workers green or climate cognizant is to celebrate green events, for example, - "World Climate Day", "World Water Day", "Earth Day", "Energy Preservation Day" and so on. Such events are entertaining as well as move representatives to accept manageability drives as a piece of hierarchical objectives.

### **Major Challenges for Executing Green Enterprise Practices**

In a report of job of HR in driving economical strategic policies ( 2013) the significant difficulties that can show up in green endeavor practices can be-Nonattendance of help from pioneers, the chiefs of the association think about biological viewpoints as subordinate to productivity of the firm. There is likewise disquiet in estimating yield on supportability speculation, it is hard for the association to gauge the profit from manageability venture from the cost caused to construct a feasible association. Some association consider that sooth got from maintainable drives is much underneath than different drives. Once in a while, absence of Correspondence or there exist no correspondence inside the workers and manager, between various degrees of association because of which accomplishment of maintainability goals get hampered. It is additionally contended that HR aces are not craftsman on nature issues, they are not specialists in preservation of climate and its equal zones. They don't have essential competence, ability, and time to execute green tasks in an association (Temba, 2018). Some consider that Green HR is an incommensurable



cycle, to develop a culture of green human asset the board in the total association is an ungainly cycle ( Arum gam and Vijai 2018). According to Mtembu (2018), the fundamental and preeminent obstruction in making representatives work for maintainability is staff opposition in tolerating change. They could do without to work for exercises that are past their expected set of responsibilities. The justification for opposition can be-cutback of employment, unfortunate correspondence, flawed implantation of approaches and numerous others. This obstruction builds the work pressure among the representative, consequently bringing about work disappointment and expansion in Labor turnover proportion. To postpone off these obstacles associations need to dedicate time for staff to chip away at green projects and consolidate maintainability in set of working responsibilities, and other HRM rehearses. The other ground for resistance among representatives is that HR division is overwhelmed with such a lot of work and obligations that they are not prepared to acknowledge green change in their standard exercises. So their discernment is to get themselves taken part in essential HR exercises and passing on climate drives to the bosses of climate. HR workers consider that ecofriendly or climate drives are for units, for example, assembling and activity yet not HR. This is the explanation that human asset division draw detachment from any sort of green battle in an association. Along these lines high ranking representatives are expected to sort out their own way of life of an association in order to execute natural drives enough. Just the adherence from top administration isn't enough as there should be nonstop correspondence among the executives and representatives.

## Conclusion

In nutshell, one might say that the current review adds to the practical writing by focusing on workers and chiefs who are considered as a key part in making association green. There are various HR rehearses which gives spotlight to green projects. Today, corporate which ponder green objectives in their central goal and vision won't just acquire upper hand however will procure a monstrous love locally. Associations should fabricated green pack in each office to create mindfulness and awareness for ecological perspectives. Most likely, workers oppose for green change however through appropriate help from top specialists and ordinary correspondence, their opposition can be postponed off. Green HRM if comprehensively did, wiping out climate havoc will be capable. Opportunity has arrived when all people working in an associations ought to prepare to proficiently do economical practices.

## Directions for Future Research

The review attempted have specific impediments like work positions can exclude maintainable aspect fundamentally and there are as yet many organizations that don't see natural guidelines while examining representatives. Generally, the investigates done on green HRM depend on auxiliary information. There is a desire to fix E-HR so that individuals working in an association can keep record of their own fossil fuel byproduct.

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