

GREEN HRM PRACTICES ON EMPLOYEES EXPERIENCES AND EMPLOYEE PERFORMANCE

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ABSTRACT:

This research work is to investigate the organization and green human resource management methods of regarding employees, it has been generally observed that the employees of human resource management operates from a different perspective. Employees of organizations have the ability to exhibit green practices, allowing them to participate and get involved in environmental management practices, by employing the employee interface to promote sustainable practices and enhance employee understanding and dedication to the subject of sustainability, GHRM can aid them in developing a green employees experiences and increasing their employee performance.

Keywords: Green HRM, Green Practices, Employees Experience, Employees Performances

INTRODUCTION:

GHRM is a creating green workforce that understand, appreciates, and implements green initiatives, as well as ensuring that the company's green goals are satisfied throughout the entire HRM process of job design and analysis, planning, recruiting, selection, training and development, and human resources are a valuable resource on advancement (Mathapati, 2013).

It's about the rule is procedures, as well as the systems in place to employees of the organization who are environmentally conscious in the interest of the person, society, the environment, and the future of firm (Opatha & Arulrajah, 2014).

It also underlines the need of long-term job stability for employees, their families, and communities. As a result, increasing employee understanding of Green HRM is required in

Green organizational citizenship conduct is one component of green behavior. It is defined as an employee's positive impact on the organizations overall greening efforts. These actions are not required as part of the job's formal responsibilities. Green acts are usually voluntary (Quari, 1999).

It also emphasizes the importance of work stability for people, their families, and communities throughout time. As a result, in today competitive business world, boosting employee understanding of Green HRM is necessary in order to reach defined employees performance targets (Refill.2000)

SCOPE OF STUDY

To study Green HRM, the researcher focuses on the sugar mill industry. Employees would be motivated and encouraged to pursue practices by HR managers. three green human resource techniques, entitles Green Human Resource Management, were investigated in this study. Green Job Design, Green Selection, Green Training and Development are all factors that influence the firm performance by roughly 80%. The study cannot be applicable to all other places because the standard of living, culture, and other features vary by region. As a result, the study can be replicated in different industries in order to validate the questionnaire and generalize the findings. Further research could help to form a more complete picture of GHRM overall impact on employee's experience and employees performance.

GHRM FACTORS DESCRIPTION

As a business, human resource development has the potential to play a critical role in the establishment of a long- term culture (Harmon et al, 2010). To put it another way, when it comes to putting a green HR strategy into action, HR practices are crucial (Renwick, 2008); As result, human capital and its management are crucial to achieving goals (Hersey, 1998).

Cherian and Jacob (2012) in this research they are identified recruitment, HRP, Selection, and there are benefits or Orientation is a crucial human feature that helps employees experience apply green management ideas more effectively. In order to ensure that the organization receives to the appropriate green inputs from employee experience and outputs of employees performance

When it comes to work performance, HRM and Green functions must be altered or modified (Opatha & Arulrajah, 2014. Green HR practices its only possible to implement a firm will be more effective if they have the right personnel with the necessary skills and abilities, as well as GHRM programmes, processes, and techniques that the company employs to decrease negative environmental consequences while increasing favorable ones (Arulrajah, 2015)

Green Job Design and Analysis

Job analysis is the term used to describe the process of analyzing a job or occupation into its various components, that is, organizational structure, work activities, and informational content. In contrast, task analysis is an integral part of the job analysis process. Job descriptions and person (job) specifications may include environmental, social, personal, and technical requirements of the organizations as far as possible. For example, environmental protection duties should be included, along with the allocation of environmental reporting roles and health and safety tasks (Crosbie and Knight, 1995; North, 1997 ; Revill,2000). In addition, some companies use teamwork and cross-functional teams as job design techniques to successfully manage the employee's performance issues of the company (Palmer and Andrews, 1997; Beard and Rees, 2000; Griffiths and Petrick, 2001).

Green Selection

The process of selecting or choosing the best candidate for a vacant employment position in a company is know as selection. The process of identifying and hiring people to fill vacancies

in an organization is known as selection. These are some of the good green selection criteria that can be used to select ecologically friendly people in addition to the usual selection criteria for the task at hand.

Green Training and Development:

Employee training and development refers to educational activities within a firm that are designed to improve employee's knowledge and abilities while also offering information and instruction on how to do specific tasks more effectively. To achieve good employee performance and behavior among managers and now management staff, it is also necessary to raise employees experience awareness among the workforce by holding seminars and workshops at the organizational level (North, 1997) is also required by the company

GREEN PRACTICES AND ENVIRONMENTAL PERFORMANCES:

This study is to investigate the management strategy of using green HRM practices as employee performance because according to Al-Yuwajri et al.(2004). Management is a economic and environmental performance must be determined by management. Furthermore, system improvements toward environmentally friendly performance as well as infrastructure to reduce the company's environmental impacts, in addition to the employee responses to those changes, are essential boundary conditions.(Young et al., 2015). With a high level of interaction between them, the environmental performance might be improved (Brio et. Al., 2007). Several studies have been conducted as effective HRM strategies improve an organization's employee experience and employee performance for instance, consider this study by Jabbour , Santos and Nagano (2008) observed the organization with the ISO 14001 certification had superior environmentally employee performance, and the end results as follows that the application of operational process resulted in better e

NEED FOR THE STUDY:

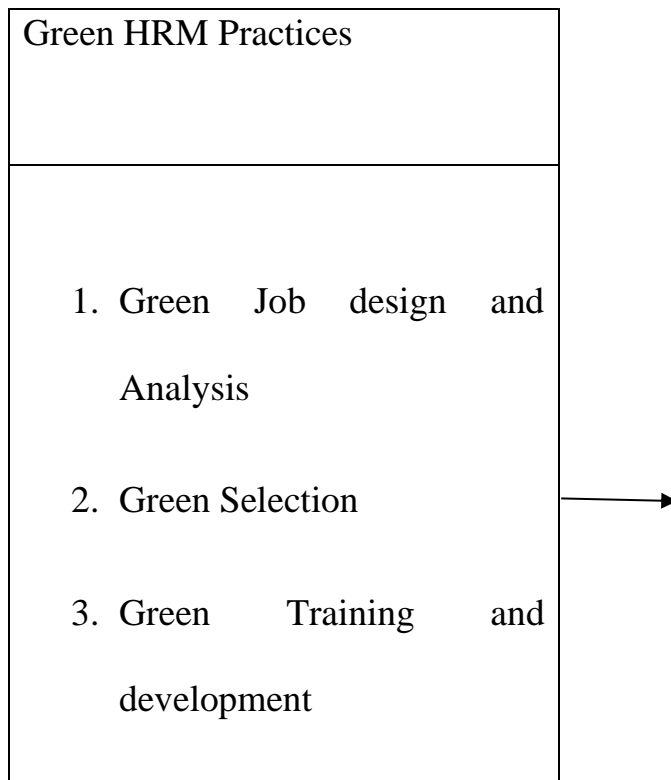
It is an extremely beneficial employee education and practice. Green human resource practices, namely green human resource planning, green job design, green selection, green training and development, and these are some best functions called green human resource management and to cultivate the organization's future green leaders

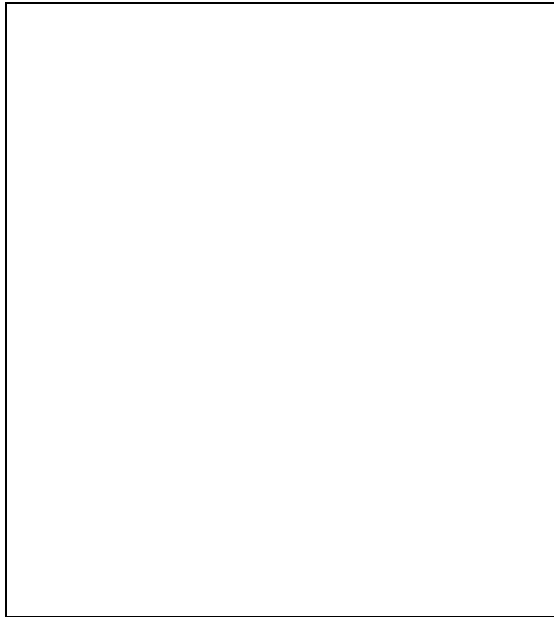
The challenges of Green HRM in developing a green culture throughout an organization are challenging and time - consuming

OBJECTIVES

- Based on their profile, learn about employee's experience is perspectives on green human resource strategies
- To identify the influence of green human resource management techniques on green environmentally employee's performance.

GHRM CONCEPTUAL FRAMEWORK:





Employees Performance

REVIEW OF LITERATURE:

Vijayalakshmi & Dr.Sritharan (2020) the impact of employees political activities on management's political behavior is remembered because of the social factors that can also stifle learning. In societies marked by a lack of trust, the sharing of information from the individual to the group is unlikely to be supported, and an internal governmental issue may be a defining feature

Muhammad Ichsan Hadjri, et al. (2019) identified that Green recruitment and selection, green training, and green remuneration it's all favourable effects on green company culture and environmental performance. The findings also suggest that, through the use of green organizational culture is an intervening variable and there is a connection between green recruiting and selection in an indirect way and green compensation on environmental performance. Other findings indicate that an green corporate culture has emerged a favourable impact on environmental performance.

Safaa Shaban(2019) found that there is relationship between GHRM and organization sustainability. GHRM assists in the creation, development, and implementation of a sustainable business plan inside the organization.

Vijayalakshmi & Dr.Sritharan (2019) in their article "Effectiveness of Training Program among executives in neycer vadalore". Explain that human activities are ultimately responsible for organizational growth, transformation, and success. Hence training effectiveness is the most important key area where individual and organizational goals are combined to achieve the needed performance levels in order to win the global competition.

Samuel Roscoe (2018) the association between GHRM practices and environmentally employee's performance is favorably mediated by green organizational culture, according to research.

Ahmed (2017) found that there is positive relationship between the GHRM bundle practices and the performance of the company. Hence, manufacturing companies can devise a strategy for implementing GHRM principles that improve organizational performance.

M.K.Ganeshan, C.Vethiraj an (2017) in their article Employee perceptions of the information technology sector and electronic human resource management techniques, the author defined employees perception of e-HRM is a high internal profile, which leads to improved work culture, the establishment of streamlined and standardized procedures, more transparency in the system, cost savings through the process of improvement, and the encouragement of HR Practices and Procedures through software- based web technology.

Longoni, et al. (2016) the author defined among 140 managers working in manufacturing and service firms in Italy, it was confirmed that GHRM practices as a whole had a positive relationship with financial and its employee experience and environmental performance. This research aims to help industrial companies enhance their environmental protection and long-term development

RESEARCH METHODOLOG

The goal of this research is to find green HRM practices and its influence of green environmentally employees performances. According to a previous study, employee feelings for the company can be a predictor of organizational commitment (Goldhaber et al., 1978; Williams & Hazer, 1983). Also Arnold (1989) argues, several aspects relating to the organization's personnel may exit.

This study's questionnaire research instruments, content validity test, reliability analysis, sample technique, data collection procedure, and statistical techniques were all used in this investigation.

STATISTICAL TOOLS:

This study is descriptive in nature sample were selected from sugar industries in cuddalore district. Based on the convenience sampling method the data were collected. The additional information's that is secondary data were collected through research papers published in leading journals, websites, magazines etc. To analyses the data, mean analysis and correlations were used in this research work.

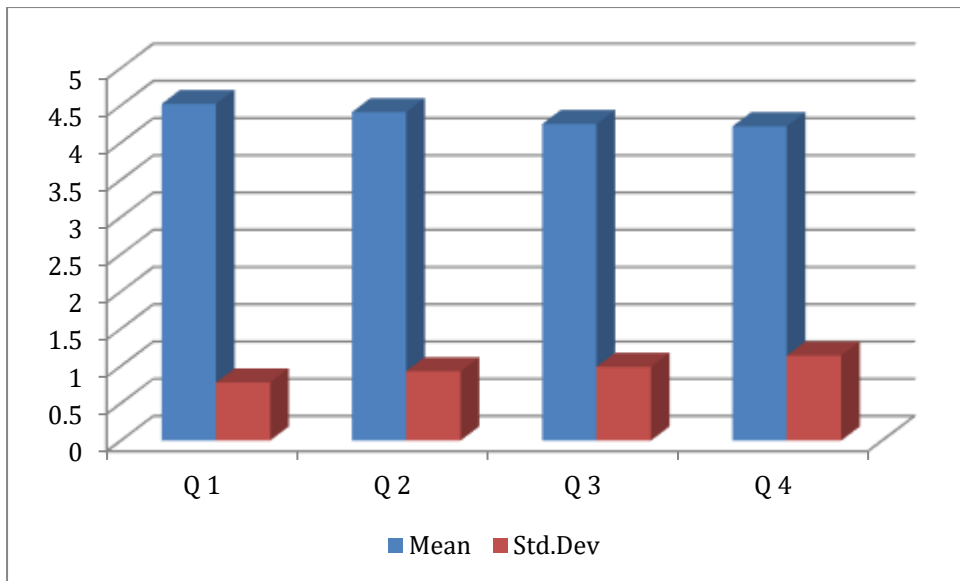
McClave, et al (2005) defined statistics that are descriptive in nature employs both numerical and graphical representations are available to look for patterns in a data set, summarize the information found in the data set, and display the findings data in understandable way (Khan, 2016). The average age of the 100 participants is around 30.24 years, and around two-thirds of the sample is male

ANALYSIS & DISCUSSION:

Table :1Mean value of Green Job Design and analysis Processe

Questionnaires	Mean	Std.Dev
1.	4.52	0.78
2.	4.41	0.93
3.	4.25	0.99
4.	4.22	1.14
Total	4.36	0.84

Figure: 1

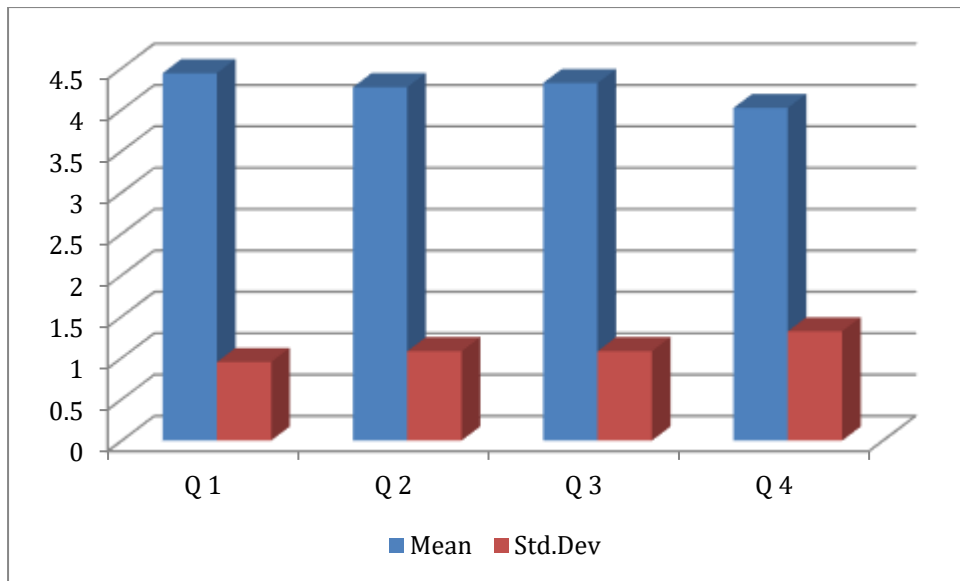


Green job design and analysis is examined, and the mean standard deviation for each assertion is calculated. The computed mean values range between 4.22 and 4.52. The standard deviation value calculated ranges from 0.78 to 1.14. According to the mean values, employees strongly believe that the organization has planned the number of employees who should participate in green HRM activities.

Table: 1 Mean value of Green Selection processes:

Questionnaires	Mean	Std.Dev
1.	4.44	0.95
2.	4.27	1.08
3.	4.32	1.08
4.	4.02	1.32
Total	4.26	1.01

Figure: 3

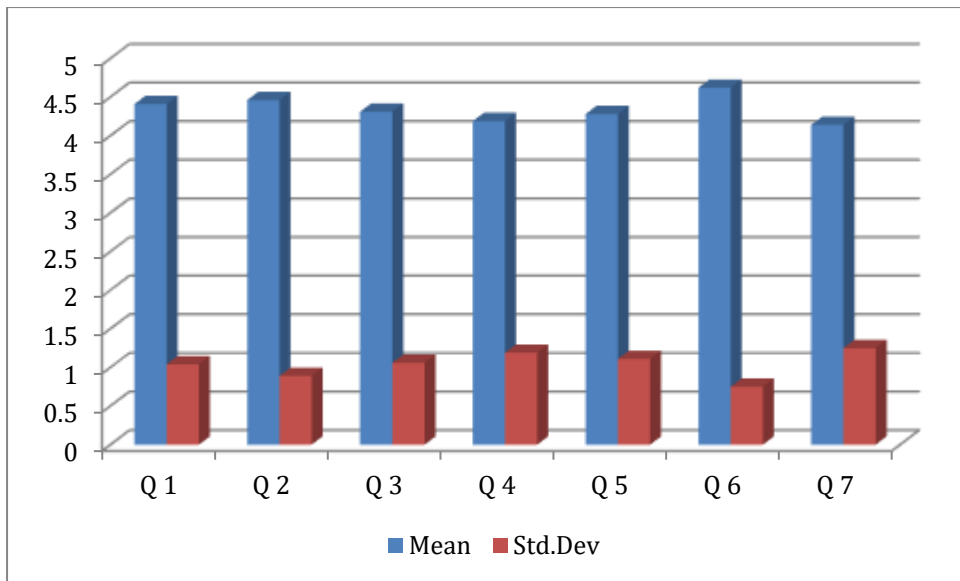


Companies assessed the candidates green HRM concern and interest during the selection process. People can choose environmental criteria in addition to the usual ones. The statements of scale are used to examine green selection. In addition, the mean and standard deviation are determined. The mean value calculated range from 4.02 to 4.44. The standard values calculated range from 0.95 to 1.32. The employer then inquired if you were sufficiently knowledgeable of green selection during the interview. According to Revil (2000) any firm can choose green environment individuals for employment openings. Candidates should be evaluated during the interview by asking questions (Wehrmeyer, 1996).

Table 5: Mean Value of Training and Development Process

Questionnaires	Mean	Std.Dev
1.	4.41	1.04
2.	4.46	0.89
3.	4.31	1.06
4.	4.19	1.19
5.	4.28	1.10
6.	4.62	0.75
7.	4.14	1.25
Total	4.34	1.21

Figure: 5

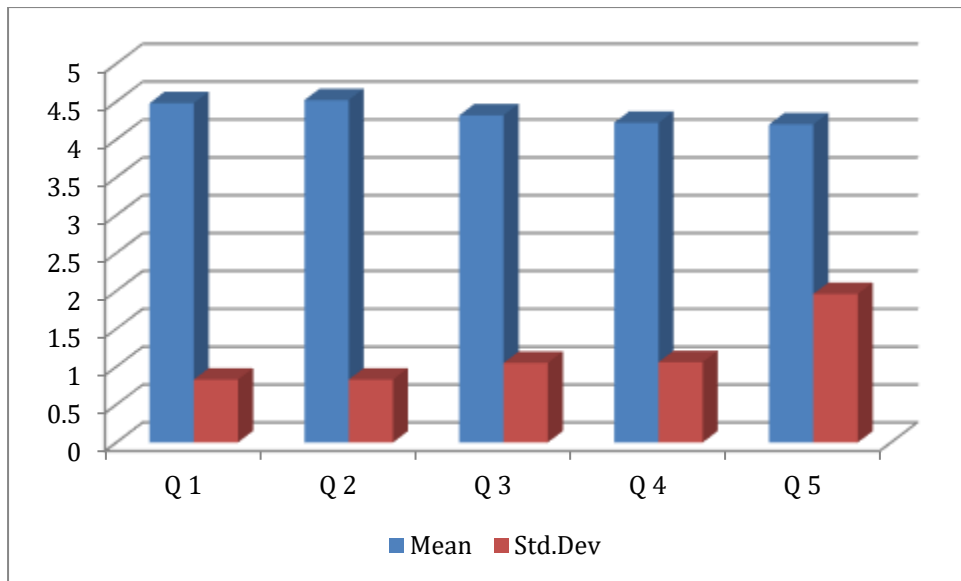


Green training and development programmes should emphasis social fairness and include employee working practices such as proper resource usage, energy conservation, and environmental degradation causes, among other things. Seven assertions are used to examine green training and development. Each statement’s mean and standard deviation are also determined. The computed mean values vary between 4.14 and 4.47. The standard deviation values calculated range from 0.75 to 1.25.

Table 6: Mean Value of Green Employees Performances Processes:

Questionnaires	Mean	Std.Dev
1.	4.48	0.83
2.	4.52	0.82
3.	4.32	1.05
4.	4.22	1.06
5	4.20	1.97

Figure : 6

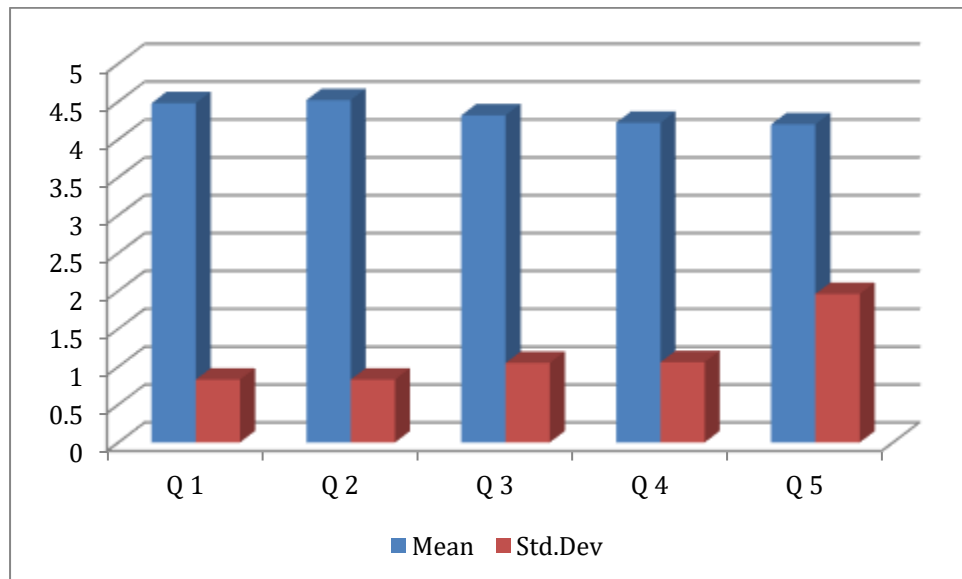


A five- point statement scale is used to assess green employee’s performance. For each report of green environmentally employees performance, mean and standard deviation figures are calculated. The mean values calculated range from 4.20 to 4.48. The computed standard deviation values ranged from 0.83 to 1.97, indicating that the green environmental performance model was able to fit the unobserved data. The level of fit indicated by fitting indices is adequate

Table: 1 Correlation Choose the Relationship between Green HRM Practices and Green Employees performances

Green HRM Practices	Employees Performance	
	r-value	p- value
1. Green job design and analysis	0.755	0.001*
2. Green Selection	0.754	0.001*
3. Green Training and Development	0.646	0.001*

Figure: 7



The goal is to figure out what the connection is between green human resource practices & Green environmentally employees experience and employees performance. The r-values calculated varied from 0.755 to 0.646 . The related p-values are 0.001, which are statistically significant at the 1% level. As a result of hypothesis is disproved. It's been a while discovered that environmentally friendly human resource practices have a link to the firm's use of environmentally friendly green products.

FINDINGS

Managerial workers have received enough training in order to implement Green HR practices in order to train employees. Induction and training programmes for employees, which are specifically designed to convey the proper knowledge and skills concerning greening, are often disregarded by industries.

Employees experience agreed that the sugar sector has a well-thought-out environmental management strategy. To address its environmental challenges, the sugar sector successfully implemented cleaner production and responsible care.

Employees experience, on the other hand, believe that the corporation is not conducting environmental audits properly. Employees agree hiring procedures. The candidates were informed about the industry's employees performance by the industry.

SUGGESTIONS

Green HRM approaches that are utilized to teach workers have acquired sufficient training at the managerial level. Employees experiences that break the rules of green practices may face repercussions.

The financial incentives were proposed as a technique to motivate employees to engage in environmentally friendly conduct and to build new eco-friendly procedures within the organization's framework and regulations. Greening should be introduced to employees experiences, and they should be encouraged to embrace green interpersonal behavior. To avoid numerous health concerns among employees, the sugar industry should maintain a green zone environment

CONCLUSION

While the green movement and Green HRM Practices are still in their early stages, growing green movements will ensure that natural resources are appropriately utilized and that future generations have a safe working environment, resulting in a green employees performance . The awareness among companies and in private life is helping to advance the of green environment and entire HRM department, whether it's any firm's employees, practitioners, or academicians is responsible for green HRM. As a result, HRM management can raise awareness among young people and those who work for the company and the environment. Green HRM had a huge opportunity to contribute to the green movement by motivating employees to work for more environmentally friendly practices. It can be deduced that individuals are unfamiliar with the hot topics in Green HRM.

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