

Organizational Development Intervention Through Green and E HRM: An Initiative Taken By Education Sector

Dr. Anjali Singh¹

Manav Rachna International Institute of Research and Studies, Faridabad

Abstract

“Knowledge is power” This proverb proves that a person who is considering being powerful will be a knowledgeable human being. Now the question rise that what are the several sources through which we become knowledgeable, so according to me there are few key elements such as: Education, family, parents, relatives, peer group, teachers and the consequences. Thus, it is proved in the previous studies that whenever a person is full of knowledge that shows the level of confidence, willingness and loyalty towards his words and factual statement. Now, as far as organization is concern the human resource of an organization is the backbone, so in this regard they should be knowledgeable, competent and loyal. In the era of globalization and digitalization almost all multinational companies are working on green initiatives in term of human resource and marketing. As these two domains plays the most important part to make environment clean and green. In this research paper the special attention laid down on human resource of educational institutions like schools, colleges and universities. As this segment is the most important part of the society every new changes has to be expected from this segment positively then they spread initiative drive to the entire world. The positive effects of green HRM is aim to demonstrate healthy, safe, clean, hygienic and green environment that help each and every living being happy and hygienic surrounding.

Keywords: *Green initiative, empowerment, knowledge, segment, hygiene, surrounding, hygienic etc.*

Introduction

Organization development and change is quite important as well as challenging task of management that constitutes sustainable culture. The process and purpose of organization development intervention has amended automatically over the years after year. Implications of the research for OD practitioners are given a result-oriented approach. Research affects the factors that have influenced those changes and six of the latest trends in the practice of OD are presented.

For growth and sustainable development of organization an origination has to recruit competent human resources for purposeful task. Thus, it is proved in the previous studies that whenever a person is full of knowledge that shows the level of

confidence, willingness and loyalty towards his words and factual statement.

Now, as far as organization is concern the human resource of an organization is the backbone, so in this regard they should be knowledgeable, competent and loyal. In the era of globalization, privatization, liberalization and digitalization almost all multinational companies are working on green initiatives in term of human resource, finance, research and development and marketing. As these two domains plays the most important part to make environment clean and green environment to make organizational culture and growth long lasting.

In this research paper the special attention laid down on human resource of educational institutions like schools, colleges and universities. As this segment is the most important part of the society

¹ E mail: anjali.fcbs@mriu.edu.in

every new change has to be expected from this segment positively then they spread initiative drive to the entire world.

The positive effects of green human resource management or E- HRM is to demonstrate the healthy, safe, green and clean environment that help each and every living being happy and hygienic surrounding.

Green HRM refers “to using individual manpower touch point / interface to promote regular and sustainable practices that help to increase employee awareness and commitments on the issues of growth and development”.

Green HR is the use of “HRM policies to promote the sustainable use of resources within business organizations and, more generally, promotes the cause of environmental sustainability”.

Two essential elements: Green HR involves

1. Eco-friendly HR practices
2. The HR capital affects preservation of knowledge and skills

Definition of HRM

According to Dressler, “Human resource management is the process of acquiring, training, appraising and compensating employees and of attending to their labour relations, health and safety and fairness concern.” It involves proper commitment, internal and external policy, short term and long-term planning, realistic implementation, formulation, measurement and evaluation, review and improvement, Growth, development and change.

It involves such environment that is HR friendly and initiatives outcome:

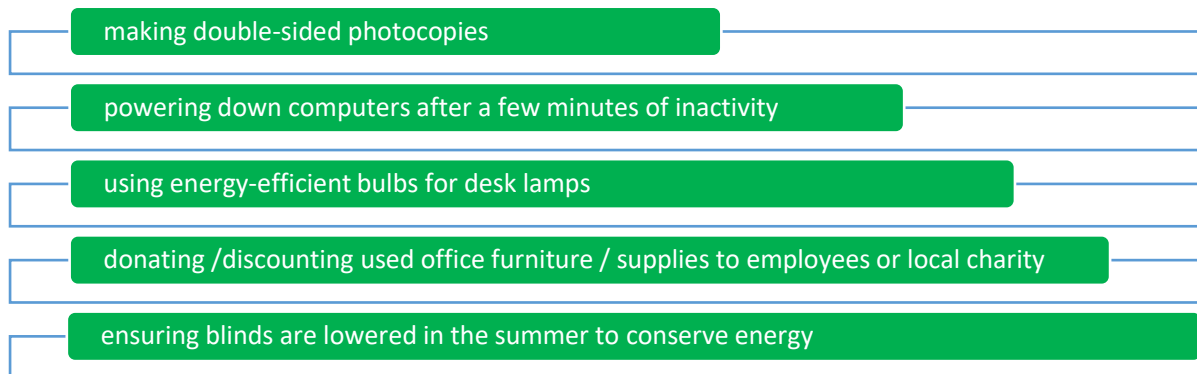
- Greater effectively and high efficiencies
- It help in lower costs, better employee engagement and retention which in turn
- It is quite effective to reduce employee carbon footprints by the likes of electronic filing
- Job caring and job sharing are two important achievement
- Communication through tele-conferencing
- Virtual interviews on all level of management

- Training on recycling, reuse and reduce
- Online training on all skilled and semi-skilled level
- Power and energy efficient office spaces for all employees

The eco system of human resource department will become the driver of environmental sustainability within the organization by aligning the sustainability goals reflecting an eco-focus on mobilization of resources to achieve the goals. It involves environment friendly open and closed system that HR initiatives resulting in:

- **Greater efficiencies:** It helps to promote the eco system healthy without loss of time and energy with high potential.
- **Lower costs:** It always helpful to inculcate low budget with high effectiveness. HR professionals always retain the budgets on training and induction program.
- **Better manpower Engagement:** Optimum use of all resources such as manpower, money, material, machine and the minutes.
- **Retention:** Employees discipline and morale play a very eminent role for satisfaction level of workforce culture. Goal harmony respects the human beings.
- **Strategic E-HRM:** Improves the management benefits that create an atmosphere of empowerment. Once employees are fully engaged in decision-making and taking action, management can profit. This management style focus on larger strategic goal and initiatives.

Corporate culture reflects the values, vision and leadership style of a company. Levels of trust between employees and employers differ from culture and culture. The organization has the responsibility to create a work environment which helps foster the ability and desire of employees, so in this context HR professionals indicated that encouraging workforce to make environment friendlier with E- Skills in learning environment. This means that organizations are motivating their employees to perform various activities such as:



Features of Green HRM

- Bio degradable resources
- Paper free stationery
- Time saving
- Organisation effectiveness and change
- New adaptive culture
- Ecosystem improved

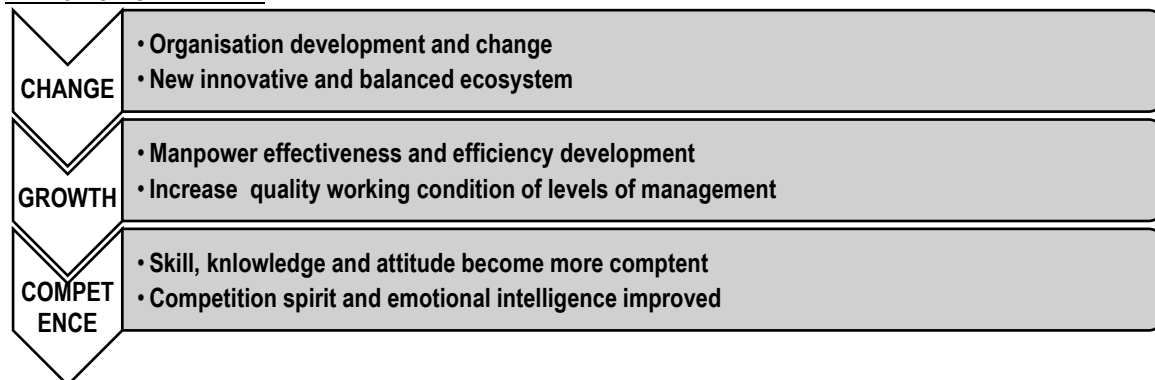
Review of Literature

Due to intense competition and, rapid change in technology and environment, it's the need of the hour to do some innovations at environmental level so that they can beat the competition. Traditionally the ability and appraisal of the employees will be done on the basis of their performance but now it's the need of the hour that how employee will handle the things the organization how smart he or she will be to tackle that things smartly and also the contingency in the organization, their performance and their appraisal will depends upon how smartly he handles the contingency situation in an organization. Now is the time of green human resource management. For an employee to sustain in the long run he must be innovative, creative and have an extra mile to assesses the abilities of the employees within the organization to achieve the goal.

As stated by Ehnert, Harry and Zink (2014), Department of human resource management is very precious to any organization because the employees are the assets to an organization .While supporting the context lado and Wilson says that human resource is the raft of activities ,in which all the

functions and activities are interrelated for attracting, developing and retaining the employees within the organization. According to Pandey et al (2016) human resource management consists of various strategies and policies which are well designed and have their support in human resource department. According to Deepika and Karpagam (2016), for an employee to build an image of of good employee within the organization green employer is the best strategies of increasingly attracting new talents. The authors continue to highlight that recruitment and selection practices are central to ensuring effective environmental management. This is achieved by ensuring that the new recruits are made aware of and are familiar with an organization's aim in maintaining its environmental values. Organizational performance has important role in the development of an organization because there is strong and positive correlation between the employee training and development because human resource management imparts training and development skills Knowledge is the most important source within the employees to remain competitive in the market. among the employees in order for them to remain competitive in the job market. In this context this context, Boromisa, Tisma, and Lezaic (2015), note that organizations have the ability to acquit the employees with relevant knowledge regarding the concepts of "going green". Some of the employees may possess these basic concepts of "going green" during the recruitment and selection process while others may not. However, regardless of the employees' status as regards to the concept of

IMPACT OF GREEN HRM



sustainability, it is the mandate of the particular organization to train the employees on the “going green” concepts and also advance the knowledge and skills of those employees who are already familiar with environmental management techniques in relation to sustainability. Ahmad (2015), states that compensation and rewards are the most important means through which the employees are appreciated for their performance. It is the most important and powerful tool which impacts the performance of employees in the organization. Through incentives such as accolades, different employees will be ensuring full commitment to their work as well as work extra harder in order to help deliver the particular organization’s goals and objectives. In the context of GHRM, the green compensation and rewards are considered as latent elements that can be used in the support and promotion of the environmental activities in the Particular organization or business entity.

Objective of the study

The main purpose of this study is to:

- To find basic understanding of green HRM to the reader,
- To know the significance of works on green HRM,
- To study green practices that incorporate for building a Green market, and
- To recommend few green initiatives for HR.

Research Methodology

The research design of this paper is conclusive and the data collection is purely secondary. Secondary data are collected from the databases like EMERALD, EBSCO, GOOGLE SCHOLAR.

Limitation of the Study

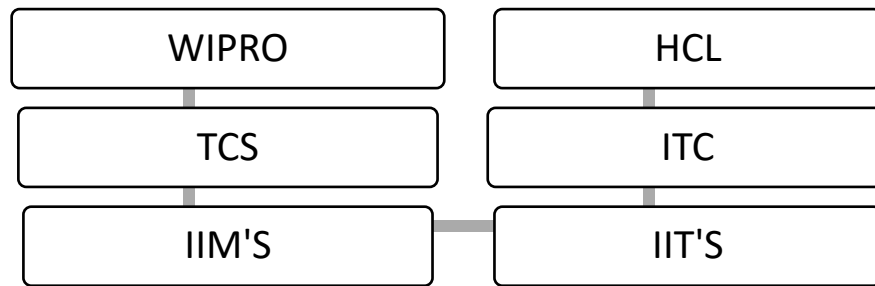
The research is based on secondary data, hence, it just provides with the overview of the practices adopted and implemented E-HRM by the successful organizations, however these procedures and practices may change from organization to organization because of change in geographical size, financial clout, and multiple organization structure and culture.

Suggestion and finding of opportunities In India

“Energy audit on E-HRM” affects the energy efficiency, energy conservation activities and initiatives in the organization on a regular basis:

- Green purchase buying raw materials that has undergone recycling, reuse and reduce to be made from- green companies
- The use of computer applications and computerized Human Resource Information System (HRIS)
- To manage data about movement of human resources in an organization: E-signatures and biometrics for software documents This will create a mandate sense of energy conservation within the organization helping in molding green employees.

GREEN RECRUITMENT & SELECTION (HRM) : TOP 6 INDIAN COMPANIES



Conclusion

Green HRM is the most powerful tools in making organizations and their operations green. Our study concludes that “E-HRM is the new way of learning process that understanding and increases the value analysis and depth of green HRM practices, that every organization should improve their environmental performance in a more sustainable way”. To procure “Green HRM is helpful for green performance, green behaviors, green attitude, and green competencies of workforce and it can be shaped and reshaped the adaptation of green HRM practices”. Thus, we suggest that all organizations must be required to give more priority to make each function of HRM green for advancement and growth with effective eco system.

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