

Green Human Resource Management Influence on Organizational Behaviour

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ABSTRACT

The objective of the paper is to study the Green Human Resource Management Influence on Organizational Behaviour. The term 'Green HRM' is most often used to refer to the contribution of people management policies and practices towards the broader corporate environmental agenda. Typical green activities include video recruiting, or the use of online and video interviews, to minimize travel requirements. Green Human Resource Management refers to using every employee interface to promote sustainable practices and increase employee awareness and commitments on the issues of sustainability. It involves undertaking environment-friendly HR initiatives resulting in greater efficiencies, lower costs and better employee engagement and retention which in turn, help organizations to reduce employee carbon footprints by the likes of electronic filing, car-sharing, job-sharing, teleconferencing and virtual interviews, recycling, telecommuting, online training, energy- efficient office spaces etc.

Green Human Resource (HR) plays an important role in industry to promote the environment related issues by adopting it, and in management philosophy, HR policies and practices, training people and implementation of laws related to Environment Protection. It will also make employees and society members aware of the utilization of natural resources more economically and encourage eco-friendly products (Shaikh, 2010).

Green HR initiatives help companies find alternative ways to cut cost without losing their top talent; furloughs, part time work (Jain, 2009). There is significant Positive Correlation between Green Human Resource Management and Corporate Social Responsibility (CSR) (Smedley, 2007). Green Human Resource Management significantly predicts Organisational Citizenship Behaviour (Renwick, 2008).

Key word: Green Human Resource Management, Organizational Behaviour, Sustainability, Corporate Social Responsibility (CSR).