

Green Human Resource Management: A Requisite of the 21st Century

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ABSTRACT

Industrialization in India has been progressing rapidly for decades. And the reason behind this progress is, creation of many jobs in the country and the increase in the country's income. But it also noted that the practices of industries were affecting the environment at great pace and also due to the usage of large number of natural resources by the industries, the industrialist shifted their attention towards the term "sustainability." Sustainability, in its simplest definition, is the ability to exist and grow without depleting future natural resources.

Therefore, this chapter focuses on Green HRM and explores everything related to Green HRM, such as the benefits, disadvantages and impacts of Green HRM on employees, organizations, and the environment. The real picture of green HRM in India and the various Green HR practices that are being followed within the organisation. The given things have been explored in order to get aware about Green HRM thoroughly.

Keywords: Green HRM, Sustainability, Green HR practices

INTRODUCTION

Today, competition between businesses is fiercer than ever, and each company is battling against the others by different techniques. Green HRM is an example of such a plan because going green is inevitable. The human resources field called "green human resources management" has been developed with a sustainability understanding. In simple language, sustainability means meeting the needs of the present without endangering future generations.

Therefore, green people management ignites and promotes human resource management for sustainable resource use and environmental protection.

Dr. Lakshmi and Dr. Battu (2018) 2018) An important aspect of HRM practice is green HRM, which helps ensure environmental sustainability by promoting resource use in business organizations. A good environment for human culture and the preservation of intellectual capital are two important elements that lead to green people management.

Md. Ali et.al (2020) Being a green HR professional means using green practices and techniques. includes human capital acquisition, recognition, planning, management control and reward management. The objectives will mirror the organization's overarching vision. While the Human Resource Management Principles are typically seen as conventional, there are numerous eco-friendly methods for all aspects.

An eco-friendly HR program will help organizations achieve their financial goals from a business environment, as well as prevent situations from adverse impacts that are tested by the organization's policies and actions.

Meaning: All aspects and practices of Human Resource Management (HRM) to support the environment are

included in the so-called "Green HRM". The aim is to balance business and social goals without compromising financially. Green HRM has become an important area of applied research in sustainable business development. Green HRM enables the support and promotion of lasting transformations in employee mindsets and actions that are crucial for the overall organizational environment. From an economic standpoint, environmental sustainability holds significance as it decreases organizational expenses, drives employee motivation, and generates fresh employment opportunities.

The Benefits of Green HRM

www.iedunote.com has stated the following benefits of Green HRM. With the aid of which the HR managers can get an idea about the bonus point of implementing the Green HRM in the organisation.

Help businesses cut costs without sacrificing capability.

"Organizations have the potential to expand through embracing environmentally-friendly practices, fostering a more sustainable atmosphere, and achieving notable cost reductions in operational expenses by minimizing their carbon footprint.

Increasing employee productivity and commitment has a direct correlation with overall productivity and stability in the workplace.

Cultivating an atmosphere that considers the safety and health of employees and ensures employee retention.

The overall image has been improved. Every time a business uses green energy in the workplace, take this opportunity to develop good PR. Businesses can use social media posts to highlight their social media efforts to attract new customers and increase sales.

Increases employee morale.

Reducing a company's environmental impact.

The improves overall performance and increases competitiveness.

Significant savings in energy costs. Even small businesses can significantly reduce their energy bills by implementing energy-saving and energy-reducing solutions.

Tax Benefits and Rebates. Federal, local governments, water utilities and energy companies are offering tax breaks and rebates to make eco-friendliness even easier.

Multiple job prospects. Certain government agencies, commercial businesses, and non-profit organizations exclusively consider companies that adhere to specific environmentally-friendly standards eligible to compete for contracts. Additionally, some organizations mandate that their suppliers exclusively utilize products and services from businesses that meet specific environmental criteria.

Reducing environmental hazards. Employees are motivated to explore alternative components through training and incentivized compensation programs.

Drawbacks of Green HRM

Initial Cost- Typically, embracing environmentally-friendly practices involves a significant preliminary investment, making it a notable drawback of adopting a "green" approach.

Insufficient Savings- Adopting environmentally-friendly practices, such as purchasing a hybrid car or constructing an energy-efficient home, necessitates long-term savings and a focus on reducing environmental impact. Green buildings and vehicles typically exhibit reduced energy consumption, allowing for eventual

offsetting of early costs through energy savings. However, transitioning to a green lifestyle often involves adjusting expectations and initially lacking the financial justification for such changes.

Additional Investments - While investments can pay for themselves, some green changes require an upfront investment that can hurt a company's bottom line. This can reduce the company's revenue or annual profit.

Variable Competition - Embracing environmental sustainability as a business objective is not only desirable for attracting customers and generating profits but also crucial for gaining commercial advantages. Failing to implement green initiatives can result in the absence of commercial benefits, putting the company at a lack of competitiveness.

To illustrate, consider a scenario where one business voluntarily adheres to rigorous pollution regulations, requiring investments in new equipment and additional staff, while another business opts for more lenient standards. In this case, the latter business would enjoy the advantage of lower production costs.

Minimal Effect - When it comes to the objective of minimizing environmental harm, the ability of individuals to make a substantial impact is limited. Theoretically, if everyone were to adopt a green lifestyle, the collective effect would be significant and noticeable. However, not everyone is persuaded to embrace environmentally-friendly practices, and some are skeptical about the impact of going green compared to other business endeavours. As a result, many individuals opt for a more stable and conventional way of life.

Workers Are Dissatisfied and Unwilling - Many workers feel they have no responsibility to protect the environment while they work. However, workers have recently demonstrated the importance of monitoring environmental awareness when choosing employers.

Impacts of Green HRM

Impacts on Employees -

(Gaumat, A., 2022) has identified the following impact of Green HRM over employees-

Increased Usefulness Rate- Businesses now want to integrate green practices into their operations. Many studies have shown that when representatives participate in green practices, whether they change their eating habits or change their schedule, they do so more often than usual. It helps to create a positive and social feeling in the relations of the representatives of the institution. In addition to their commitment to work, the representatives also feel a moral responsibility to protect the environment. It helps to create a representation of every detail.

Reduces the Cost to Your Association - Any organization can achieve sustainable growth while protecting the environment. Combined with eco-friendly driving, it can help reduce its carbon footprint. Representatives who support and follow these movements rarely get sick. Their work is more likely to result in continued or discontinuation. This is how the organization's financial plan is maintained. Green HRM also helps reduce costs without affecting their skills.

Enhancing Memorability - Green HR practices help managers and decision makers create a positive image and impact on society. It also improves the information resources of the relationship between the public and employees, making products more responsible and environmentally friendly. There are several ways to stand up, but few to lead environmental stewardship, change workplace culture, manage waste, and help those affected by community pollution and their Relatives. When an organization seeks to improve its business, it has the opportunity to be recognized. Promoting real deals through internet websites can generate leads and grab the attention of your customers.

Detailed Representative Maintenance - Implementing green HR practices can help improve customer satisfaction standards. Minority workers can make significant investments when their groups share environmental and social concerns. It gives the impression that an organization cares about its representatives

and helps them to participate in the conduct of the policy that differs from their power.

Increasing Employee Confidence - In addition to enhancing the true health, lifestyle and well-being of employees and people, health can include weather and care to maintain awareness. Measures taken from the management of green people in promoting resource use and promoting environmental protection have also

increased employee satisfaction and confidence.

Impact on The Environment-

(Gaumat, A. 2022) Green HRM can create a culture of concern for the health and well-being of all our brothers and sisters.

Waste recycling creates a cleaner and better environment, as does Green HRM for the environment. Air quality is improved and human health is guaranteed by climate control. To adapt to the environment and improve business performance, this study explores the organization's green business management and looks at the strategies used.

Green practices help organizations achieve good results because they make ecological offerings credible. A friendly community also ensures people's safety and health. The support of the site is provided by the green people's organizations and management in the community.

Impact on Organisation

Baliyan R. and Fatima M.(2021) described the following effects of green human management on organizations:

Excessive paper use can be good green practice First of all, car sharing or integration is also good practice. reputation of the organization in the eyes of stakeholders.

Green human resources practices will help organizations gain a competitive advantage over their competitors.

Green HR practices will help increase the company's market share.

Adopting green people management helps improve resource use and financial impact of the organization.

Environmentally friendly corporate behavior has an impact on environmental stability and corporate performance.

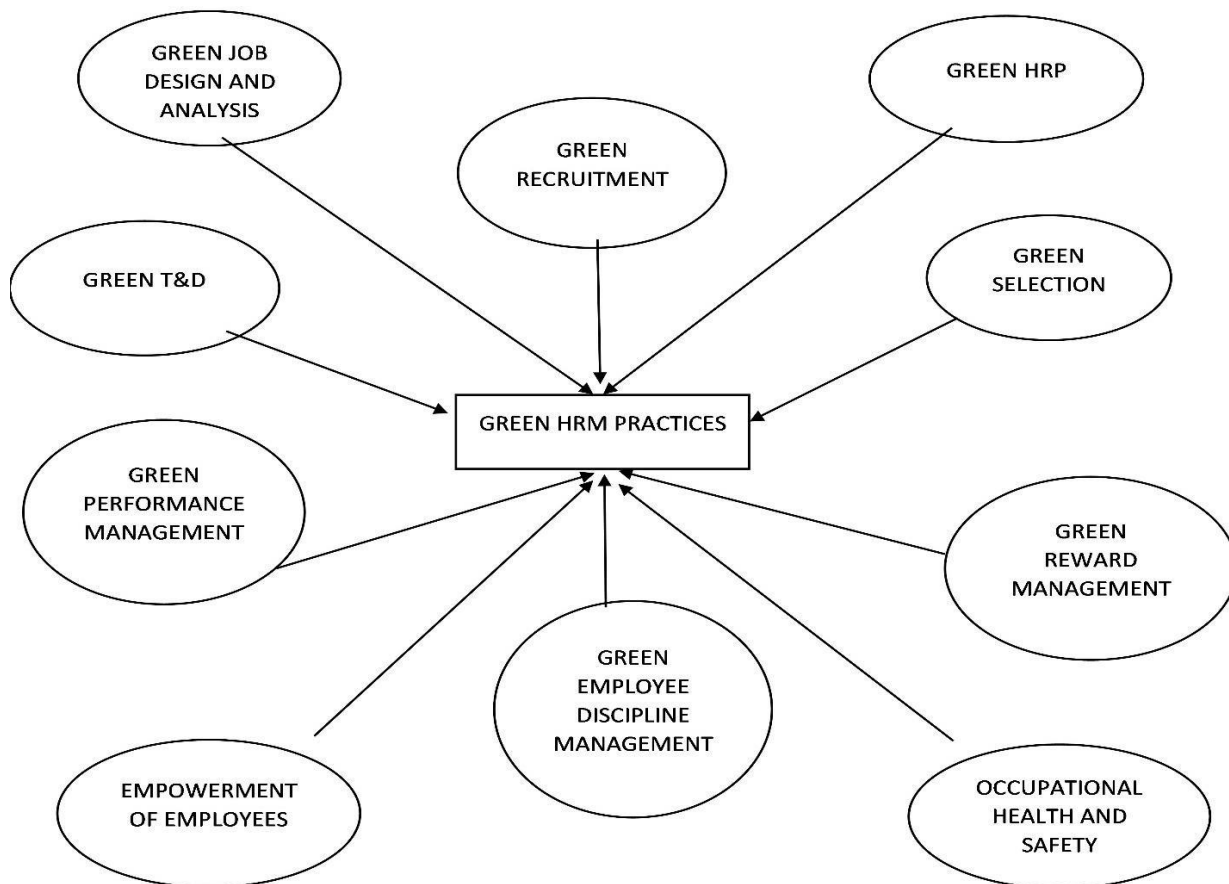
Implementation of green people management in addition to environmental management, including resource management.

Practices of Green Hrm In Organisation-

Dr. Lakshmi P.V. and Dr. Battu N. (2018) described the following practices in their research-

Green Job Design and Analysis-

In general, job descriptions can be employed to describe various jobs, duties and responsibilities related to environmental protection. To protect the environment, some businesses are now incorporating as many environmental and social activities, roles, and responsibilities into every business as possible. Some businesses clearly define relevant environmental responsibilities, and every job description includes at a minimum one environmental obligation. In order to prioritize the comprehensive sustainable practices of their organizations, many companies have introduced new titles and designations specifically dedicated to environmental matters. From a human management perspective, environmental protection is a necessary initiative and practice. Additionally, some businesses are getting involved in restructuring their existing operations to be safer, with a focus on the environment and accountabilities. These represent outstanding examples of green HRM strategies that fall under the category of "green job design" and "green job analysis."



Green HRP-

In order to achieve the objectives of environmental management, plans and activities (ISO 14001, cleaner production, responsible monitoring, etc.), some departments of the company are now making forecasts. These are some of the best strategies used by some of the top companies to solve environmental problems. Organizational environmental management requires many new functions and special procedures. In this case, green financial planning is very necessary.

In addition, these businesses consider strategies (One approach is to engage consultants or experts to perform energy or sustainability compliance checks.) to meet the needs of the work environment and sometimes quit. In the case of published documents, green does not specify the processes that fall under HR planning. However, certain HR planning practices can be found based on observations from various organizations and businesses.

Green Recruitment-

In order to ensure that new hires have a comprehensive understanding of and take their Environmental stewardship ethos seriously, the implementation of an induction process is considered essential. Green hiring refers to the process of bringing on new employees who have knowledge of environmentally sound practices, environmental systems, and vocabulary related to conservation and sustainable living. In order to support good environmental management within the organisation, eco-conscious staffing guarantees that newly acquired talent possesses familiarity with resource-efficient practices and environmental systems. Google is a great example of a business that has implemented green hiring just a few businesses rival Timberland, and Yes.

Green selection-

Some employers use a candidate's interest and concern for the environment as a selection criterion when selecting applicants for open positions.

These companies ask questions about the environment when interviewing potential employees or evaluating their choices. These are some truly excellent green hiring practices.

Furthermore, the typical eligibility requirements associated with the specific responsibilities of the position, any organization has the option to recruit individuals who prioritize environmentally friendly practices.

Green Training and Development-

At all levels, employee training and development must address social and environmental issues, from the health and safety of the store front to the safety issues of leaders and the board. The training and development process should include a green induction program for new employees. Every organization must adapt to changes in order to survive in the competitive market. Crucially, it is imperative for every organization to actively resist resistance to change, a goal that can be accomplished through training and development initiatives. Furthermore, environmental education plays a vital role in preventing the decline of environmental management, knowledge, and behaviour.

Personal and professional growth are a practice that is very important to improve the knowledge and skills of employees in certain performance areas.

Green Performance Management-

Employees are motivated, incentivized, or given support to participate or engage to develop their competencies to help better achieve goals and objectives through the performance management (PM) process. The PM is the culmination of the company strategy's recognition. Green performance management plays a vital role in ensuring the long-term effectiveness of environmental management initiatives by linking employee performance with the organization's environmental performance requirements.

Green Reward Management-

Green human resource management incorporates green incentive management as a significant component. The green reward management practices that an organization adopts will have a significant impact on the organization's environmental performance. Green incentive management has been instrumental in encouraging managers and non-managerial personnel to participate in environmental management. Organizations can apply green performance management in various areas, including both financial and nonfinancial aspects. In some cases, employees who demonstrate exceptional performance in environmental practices may receive financial rewards. (Through gifts, bonuses, or cash).

Employees of some organizations receive non-financial rewards (gifts, special recognition, awards, awards, etc.) for environmental performance. The Dow Chemical Company is a good example of rewarding and paying people for creative waste reduction strategies.

Green Employee Discipline Management-

Some businesses have adopted "disciplinary management" as a process to help employees manage themselves in the organization's environmental protection. These companies have established clear guidelines to mandate /manage their employees to take care of the environment in alignment with the corporate eco-policy. In these organizations, disciplinary actions (warning, fine, suspension, etc.) are applied against employees who violate the environment and rules.

Empowerment of Employees-

Provide equal opportunity for all employees, both individually and collectively, to participate in promoting environmental behaviour in the organisation. having a well-structured organizational framework that allows all employees to participate in eco-office initiatives in office buildings. (Lieli SUHARTI*, Agus SUGIARTO, 2020)

Occupational Health and Safety-

The Corporate Safety Committee is dedicated to prioritizing occupational health and safety by ensuring the

implementation of OSH (Occupational Safety and Health) standards in compliance with local, national, and international laws. This commitment extends to safeguarding the well-being of workers, clients, and other stakeholders. (Lieli SUHARTI^{*}, Agus SUGIARTO, 2020)

Issues of Green Hrm In the Organisation

Kaur S. and Dr. Aggarwal K. (2019) identified the following issues of the Green HRM-

Executing Energy Efficiency Audit-

The key local service entities offer complimentary in-situ consultations to discuss cost-saving measures and efficient resource utilization for businesses. Improving insulation, improving auto-off time, using energy-saving light bulbs, and keeping the temperature at acceptable levels (it is recommended to be warm and warm in winter, not too cold in winter).

Conducting Annual Survey-

Conducting an annual employee survey is crucial for assessing the organization's advancement in implementing environmentally friendly business practices. For the organization to truly embrace sustainability, it is important to incorporate insights related to environmental initiatives within the survey. This can be achieved through a dedicated survey focused solely on environmental issues or by including relevant questions within a broader survey that seeks employee satisfaction and feedback. By conducting annual surveys, the organization can effectively gauge its progress towards sustainability and gather valuable information, guidance, and insights for future actions.

Green Purchasing-

Establish transparent objectives for procuring recycled, reconditioned, or pre-owned items and communicate to suppliers your preference for sustainable products. Take environmental factors into account when making purchasing decisions, considering not only the price but also the ecological impact.

Reduce Commuting –

Encourage carpooling by granting priority parking to car poolers and installing bike racks for cyclists. Additionally, provide transit passes to employees who rely on bus transportation.

Detoxify –

Chemicals such as old batteries and printer toner are found throughout the industry. Ask your dealer about the safety of other chemicals and make sure the product you need to use is properly disposed of.

Rethink Transportation-

Consider the gas that needs to be delivered and received. Assess the impact of the products you purchase or sell and develop strategies to minimize their environmental effects. Consider procuring or leasing cars and trucks to meet your employees' commuting and business delivery requirements.

Offer Direction and Tools for Embarking Green Journey-

A trusted leader is responsible for leading the sustainability and green operations of the organization. Integrate "greening" into your company's mission statement and business goals.

Conversing About Environmental Concerns –

Inform your customers and suppliers regarding your initiatives, and communicate with local regulatory authorities, some of whom provide fiscal assistance to companies implementing environmental programs. Keep

your employees, shareholders, and investors informed about the advancements you have made in your sustainability endeavours.

Look for Ways to Use Alternate Sources of Energy-

Determine whether there are any opportunities to use solar power, biofuels, wind power, and other forms of alternative energy.

Implement Environmentally Friendly Manufacturing Techniques-

Reduce levels, materials, and packaging by using efficient energy sources and streamlining processes.

Challenges of Green Hrm

Dr. Rana Zehra Masood (2018) stated the following challenges of the Green HRM in his study. They are as follows-

It is difficult to change the employee's job or nature of their job in a short time.

Establishing a green human resource management culture and practice throughout an organization is a long and enduring task.

Finding and hiring green employees with specific skills is difficult.

Not all employees are equally willing to support implementing environmentally friendly HRM (Human Resource Management) practices within the organization

Measuring the effectiveness of green HR practices in employee Behavior is easier said than done.

The success of green initiatives relies on the support and commitment of both the organization's management and government entities.

The implementation of green initiatives often involves significant inceptive investment and may result in a comparatively slower rate of return.

HR professionals encounter challenges in effectively establishing the necessary green structures, processes, tools, and philosophy required to select and cultivate future environmentally conscious leaders within the organization.

By incorporating green materials, companies can utilize higher-cost materials, resulting in the production of more premium products that can be offered to consumers at a higher price point.

Transitioning to solar power as an alternative energy source. should install panels in commercial areas. The energy savings from greening are not always sufficient to cover initial conversion costs.

Green Hrm Practices

www.iedunote.com has suggested few Green HRM practices as given below, which all the HR's of the organisation can take into consideration before introducing the practice of Green HRM in their workplace-

Employees are actively encouraged, through training and incentivization, to explore methods of reducing the use of ecologically toxicants in their products.

Assisting personnel's in identifying items that can be recycled and repurposed for constructing playgrounds aimed at providing safe play areas for children facing a lack of access to such spaces.

A company's HRM (Human Resource Management) system should be structured to embody fairness, growth, and welfare, aiming to foster the long-term sustainability of both internal (employees) and external communities.

To mitigate disruption for employees, their families, and the surrounding communities, it is crucial to prioritize protracted job security.

Employing company employment websites for recruitment purposes and adopting practices such as utilizing the internet, phone, and online interrogations can minimize the need for candidates to travel and contribute to the reduction of filing system.

Companies can offer green incentives to employees by establishing environmentally friendly work environments and providing lifestyle benefits that support sustainability. This can include initiatives such as offering carbon credit equalizers, Facilitating the provision of complimentary bicycles to employees as a means of transportation, and facilitating pollution-free transportation options for commuting to the workplace, with the aim of actively involving employees in the organization's climate action plan.

Employees who possess knack, mastery, and experience are increasingly showing a solicitude for the environment, and they are actively seeking opportunities for self-actualization and engagement in their work. GHR (Green HR) practices can promote this commitment by adhering to green principles and methods, thereby fostering a sense of dedication among employee.

With minimal paper and printed material consumption in hiring, training, and performance evaluation, green actions can be accomplished.

Companies can contribute to building a green economy by implementing various practices such as minimizing the use of printed materials, enhancing recycling efforts, opting for eco-friendly food products and lunch bags, and prohibiting the use of water bottles and plastic within the workplace.

Energy-efficient and eco-friendly products like light bulbs can be implemented within the office environment.

Establishments can motivate employees to modify their trips and transit habits by reducing reliance on cars, opting for public transportation during business trips, facilitating interest-free loans for the acquisition of hybrid cars, and promoting cycling or walking as commuting options to the workplace.

In order to reduce business travel, use the internet, telephone, video conferencing, etc., as much as possible.

Provide flexible working hours for employees working remotely or at home using email and company portal on the intranet and the internet.

Health care camps can be organized for employees, their families, and the general public, with a focus on health, nutrition, and wellness. Environmental management, as a crucial objective aligned with sustainability, can be incorporated into the corporate's guiding principles to demonstrate corporate obligation. Organizations can proactively establish measures for sanitation and scraps handling within the workplace and community surroundings to enhance awareness and understanding of environmental concerns.

Employees are motivated to switch off lights, computers, and printers when not in use, including after work hours and during weekends, to promote additional energy conservation.

Encourage labor force to keep their computers and printers in the designated area when they are temporarily away, promoting efficient use and minimizing unnecessary energy consumption.

Depower office lights during evenings and weekends when joining forums. When the room is not in use, it can be used as a bathroom, conference room, library, etc. turn off the lights in the areas.

Collaborate with the IT department to transition from desktop computers to laptops, which consume up to 90% less energy, thereby promoting energy efficiency in the workplace.

Organize green themed events to encourage environmentally friendly Behavior and employee engagement.

Provide green incentives, including discounts on loans for energy efficient vehicles and home improvements, and discounts at local green merchants.

Statistical Data of Green Hrm Practices in India

Sarode et.al. (2016) studied about existing HRM practices in 10 types of various industries, such as, IT, manufacturing, Auto, Automation, and its evaluation with Green HRM in the Pune Region.

The findings of this study stated that –

A discovery was made that fewer than 50% of the workforce were entirely unacquainted of the era of Green Human Resources Management, while the employees still had little understanding.

Employees have knowledge about energy saving strategies.

Most organizations try to keep records with things like online application forms and electronic form creation, but some still use traditional methods.

A limited number of businesses incorporate recycled PCR (Post-Consumer Recycled) paper in their workplaces, while approximately 50% of organizations have yet to adopt the use of reprocessed paper.

When asked about the plastic-free space in and around premises, some staff disapproved, while plastic-free bans were banned in other organizations. Research has shown that there is not enough awareness across the industry to reduce plastic waste.

It has been observed that some organizations have a strong motivation for car sharing, while others have little motivation to compete for transport sharing and car-pooling.

Most organizations use videoconferencing, e-recruitment, EHRM, etc., but others are less tech savvy.

It has been observed that most organizations store information electronically; A few organizations generally maintain electronic records.

Research indicates that only a small number of organizations have integrated resource conscious criteria into their staffing policies. Moreover, certain organizations lack any such parameters altogether.

It is worth noting that some organizations use letters without an interview and admissions process, and some departments do. However, there are very few organizations that do not use paperless formalities for documents and interviews.

Few organizations only identify candidates who are compatible with the organization's support environment. However, some organizations do not have any sustainability yardstick for the selection process.

Organizations do not have specific green plans for new employees. Only a few organizations offer induction programs.

When asked about the training needs assessment process, a few employees indicated that they have prior standard set for environmental training needs, but most employees stated that they have criteria for environmental benchmark at the workplace.

Few organizations provide appropriate training to their employees before implementing green plans. Some organizations hold introductory meetings.

It is important to highlight that certain organizations arrange workshops to enhance cognizance regarding prevailing environmental issues and strategies for environmental protection. Conversely, some organizations do not offer environmental education initiatives.

It has been observed that there are very few organizations that create specific training for all employees to teach practical knowledge and skills, but most organizations do not provide such effective training.

Training requires employee involvement, but only a few employees actively participate in training and other employees are not enthusiasm enough to participate in the implementation of green activities.

Organizations know how to save paper, but only some organizations have gone paperless in their courses, while other businesses have worked hard to reduce paper use.

Many organizations do not actively promote employee participation in training sessions, conferences, and discussions related to various dimensions of Eco-consciousness. Similarly, some organizations fail to encourage their employees to attend safety meetings.

Half of HR leaders encourage employees to adopt green practices to some degree, but few HR leaders truly encourage employees to adopt green practices.

Only a portion of managers have received adequate training in utilizing green HR practices for employee training. Additionally, less than 50% of managers lack sufficient training to effectively train employees in these practices.

It has been observed that very few organizations celebrate the success of green culture and reward their participation in the process for the environment. However, some organizations do not give gifts.

It is worth noting that few organizations offer non-commercial awards such as recognition and praise for their environmentally friendly work. A quarter of organizations do not have incentives to promote green operations.

Few organizations have the discipline to punish employees who violate the green culture the organization has established. Other industries are less aware of penalties for green violations.

Nearly half of organizations say green behaviour of employees is not considered when evaluating performance. Some organizations said they have embraced this trend to some extent.

Green Hr Practices Adopted by The Companies

Joyce, Mrs. & Vijai, C. (2020) stated the following practices that are adopted by the different organisation-

Google- uses a green recruiting strategy because it thinks it attracts the most talented individuals.

Wipro Technologies-Wipro Infotech, the IT division of Wipro Ltd serving India and the Middle East, is a renowned provider of IT and business innovation services. Recently, they introduced the Wipro Greenware desktop, an environmentally friendly product that is devoid of harmful chemicals like polyvinyl chloride (PVC) and bromides flame retardants (BFRs). This launch marks the first instance of such an eco-friendly desktop being introduced in India.

ITC Limited- For the first time in India, elemental chlorine-free bleaching method treated with ozone. The earth-friendly all-purpose paper stands as a revolutionary addition to the market, offering a new range of state-of-the-art green products and solutions. It surpasses its conventional counterpart in terms of eco-friendliness and reduced pollution, marking a significant advancement in sustainable alternatives.

Indusind Bank- IndusInd Bank has implemented a comprehensive strategy to reduce its carbon footprint as a crucial component of its environmental initiative. Solar-powered ATMs, thin computing, paperless fax machines, e-archiving, e-learning, energy conservation, CNG vehicles, and additional support for financing green programme incentives are just a few of the innovations being implemented under this plan.

Tata Metaliks Limited- As part of its sustainability mission, Tata Metaliks wants to establish itself as a market leader by offering real benefits to all its stakeholders and practising sound environmental management. Along

with the financial sustainability, environmental challenges are being handled with a clear strategy.

CONCLUSION

Human resource management systems have evolved over time and every organization does its best to create a positive image in the minds of its customers/stakeholders. Therefore, they always try to come up with new ideas. Green Human Resources Management is a new application. Green human resource management is very important in today's world. Because it is an application that considers not only the current generation workers, but also future generations.

If environmental degradation is not controlled, it will be harmful to future generations. Therefore, human resource managers should take appropriate measures to transform human resource management into green human resource management.

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