

## A STUDY ON ADOPTION OF GREEN PRACTICES AMONG THE STAFF MEMBERS OF HEI'S OF THE NORTH MAHARASHTRA REGION

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### Abstract

Today, not only the business organization and industries concern about the environment but also the Educational especially Higher Educational Institutes also worry to save the environment. By implementing Green Practices in the HEI's institutes and colleges will help to achieve the Environmental Sustainability which is the major concern of the today's world. The study focuses on the awareness of the staff members of the HEI's of the North Maharashtra Region about Green Practices. The study also concentrates on staff members of the HEI's of the North Maharashtra Region are how much concern with adoption of Green Practices in the Campus. The study also focuses on a relationship between awareness about Green Practices and the Gender of the staff members of the HEI's of North Maharashtra Region. The study also enhance the existing form of the knowledge on a relationship between adoption of Green Practices and the Gender of the staff members of the HEI's of North Maharashtra Region.

**Keywords:** Green Practices, Green Employee, Environment Sustainability.

### Introduction

Green practises are actions that assist lessen the effects of human activity on the environment and are environmentally sustainable. Energy and water conservation, trash minimization, and recycling are some examples of green practises. Greening is a holistic process aimed at cleverer energy usage, low costs, low wastage using bearable resources or recyclable materials for end results that are products, targets etc. which are environmentally friendly. (Mamun & Al, 2019)

For Higher Education Institutions (HEIs) to promote sustainable development, staff employees must be aware of green practises. Since HEIs have a big environmental impact, encouraging sustainable practises within their operations can help them cut down on their carbon footprint and work towards a more sustainable future. Employees who work in green surroundings are more likely to be healthier, less worried, and more dedicated, resulting in increased productivity. (G.Selvakumar & Santhiya, May-2023)

Green practises awareness is crucial because it enables employees to comprehend how their actions affect the environment and motivates them to adopt sustainable behaviours in both their professional and personal life. HR professionals specified that inspiring employees to be more environmentally friendly in the workstation is the topmost practice for their organizations. (Das & Reddy, September 2016)

A more sustainable future can be achieved and some of the environmental issues that society is currently facing can be addressed by HEIs by supporting green practises. Promoting sustainable growth in HEIs can be accomplished in part by increasing staff awareness of green practises. HEIs can encourage staff members to embrace sustainable practises in their personal and professional life by educating staff members about sustainable practises.

### Some Green Practices

Following are the some common Green Practices that can easily implement at the work place:

- Switch off the lights whenever there is a natural light.
- Go paperless or use both sides of the paper for printing.
- Come to the office by public transportation or vehicle sharing.
- Avoid the use of plastics in the campus.
- Turn off the computers and air conditioners when there is no use.
- Plant and care the trees and plants in the campus.
- Waste Recycling etc.

### Literature Review

(Bangwal & Tiwari, Green HRM – A way to greening the environment, 2015) in their research paper titled “**Green HRM – A way to greening the environment**” mentioned that encourage staff members to contribute to the organization's efforts to eliminate the causes of environmental degradation through green initiatives, eco-friendly practises, and the preservation of resources for future generations.

(Dr.A.P.Sarode, April 2016) in their research article titled “**study of Green HRM and Its Evaluation with Existing HR Practices in Industries within Pune Region**” discussed about in the current scenario, implementing Green Practices at the work place is crucial. Although they may not fully understand the word, employees are aware of the need to protect the environment.

(Kularathne, November-December, 2020) in his study titled “**Does Green Employee Empowerment Mediate the Relationship between Green HRM and Environmental Performance?**” stated that Green employee empowerment is a psychological process which replicates that when employees recognize empowerment from their organization toward environmental initiatives, they feel grateful to give/ do mutual exchanges.

(Khushboo Sharma, May 2021) in her research paper on “**Green HRM: An Employee Interface for Sustainable Development.**” pointed out that employees feel compelled to contribute and receive reciprocal exchanges when they believe their organisation to be supporting them in environmental activities, according to a psychological process known as "green employee empowerment."

### Objectives

- To study the awareness about Green Practices among the staff members of HEI's of the North Maharashtra Region.
- To study the staff members of HEI's of the North Maharashtra Region implements Green Practices in the campus.
- To study the relationship between awareness about Green Practices and the Gender of the staff members of the HEI's.

- To investigate the relationship between following Green Practices and the Gender of the staff members of the HEI's.

### Hypothesis

H01: The staff members of the HEI's of the North Maharashtra Region are not aware as well as not follow the Green Practices in the campus.

H02: There is no relationship between awareness about Green Practices and the Gender.

H03: There is no relationship between following Green Practices in the campus and Gender.

### Research Methodology

To study Awareness about Green Practices among the staff members of HEI's of the North Maharashtra Region researcher focuses on colleges and institutes of North Maharashtra Region specially Jalgaon and Dhule district. To carry out survey questionnaire was designed. Data was collected by preparing questionnaire and getting it filled with the help of Google form (free service by Google).

For data collection teaching staff of 10 colleges and 5 higher educational institutes were selected from North Maharashtra Region. Data was collected from September 2023 to November 2023. Non Probability Convenient Sampling was adopted for collecting the data from the respondents and the sample size is 100.

Primary data was collected through questionnaire was manually distributed among staff members of the HEI's of North Maharashtra Region with guidelines including the purpose of the study and data collection procedure and secondary data collected through Research papers, articles, websites, magazine etc. Data is analyzed using IBM SPSS.

### Data Analysis and Interpretation

**Objective 1 and 2:** To study the awareness about Green Practices among the staff members of HEI's of the North Maharashtra Region. And study the staff members of HEI's of the North Maharashtra Region follow Green Practices in the campus.

**H0:** The staff members of the HEI's of the North Maharashtra Region are not aware as well as not follow the Green Practices in the campus.

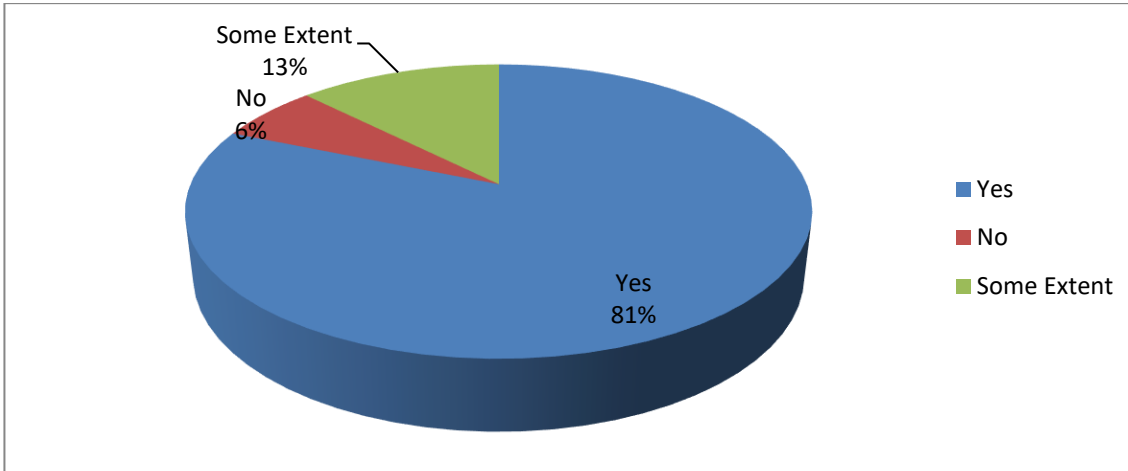
**Ha:** The staff members of the HEI's of the North Maharashtra Region are aware as well as follow the Green Practices in the campus.

### Awareness about Green Practices in the campus

**Table 1**

Yes	81
No	6
Some Extent	13

**Graph 1**



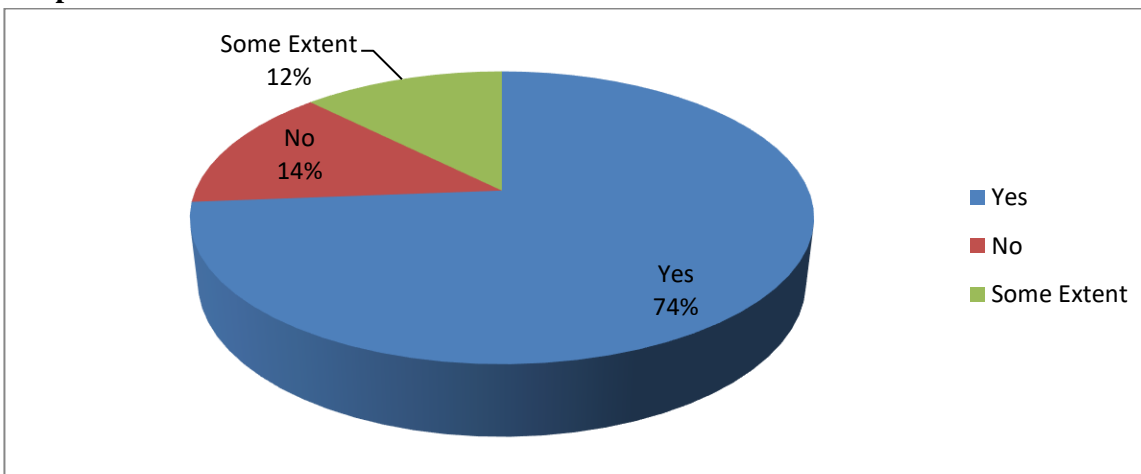
From above graph it has been observed that more than 80% of staff members of HEI's of North Maharashtra Region are completely aware about Green Practices in the campus while only 6% staff members are not aware about Green Practices in the campus. And 13% staff members know Green Practices to some extent.

#### Staff members of HEI's follow Green Practices in the campus

**Table 2**

Yes	74
No	14
Some Extent	12

**Graph 2**



From above graph it has been observed that nearly 75% of staff members of HEI's of North Maharashtra Region follow Green Practices in the campus while only 14% of staff members are follows Green Practices in the campus to some extent. And only 12% of staff members not follow Green Practices in the campus.

Following table (**Table 3**) will show the mean value which determine staff members of HEI's of North Maharashtra Region aware about Green Practices or not and they follow Green Practices in the campus or not.

To test the above hypothesis descriptive statistics technique is used:

**Table 3**

Descriptive Statistics							
	N	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance
Green Practices	100	1	3	220	2.75	.563	.316
Follow Green Practices	100	1	3	208	2.60	.722	.522
Valid N (listwise)	100						

### Interpretation

From the above table to know the awareness level of Green Practices amongst the staff members of the HEI's of North Maharashtra Region the mean value of 2.75 shows that majority of the respondents aware about the Green Practices and also they accept it as a good concept. And also a mean value of 2.60 shows that majority of the staff members of the HEI's of North Maharashtra Region follows Green Practices in the campus. So the null hypothesis is rejected. And the alternate hypothesis is accepted that the staff members of the HEI's of the North Maharashtra Region are aware as well as follow the Green Practices in the campus.

**Objective 3:** To study the relationship between awareness about Green Practices and the Gender of the staff members of the HEI's of North Maharashtra Region.

**H<sub>0</sub>:** There is no relationship between awareness about Green Practices and the Gender of the staff members of the HEI's of North Maharashtra Region.

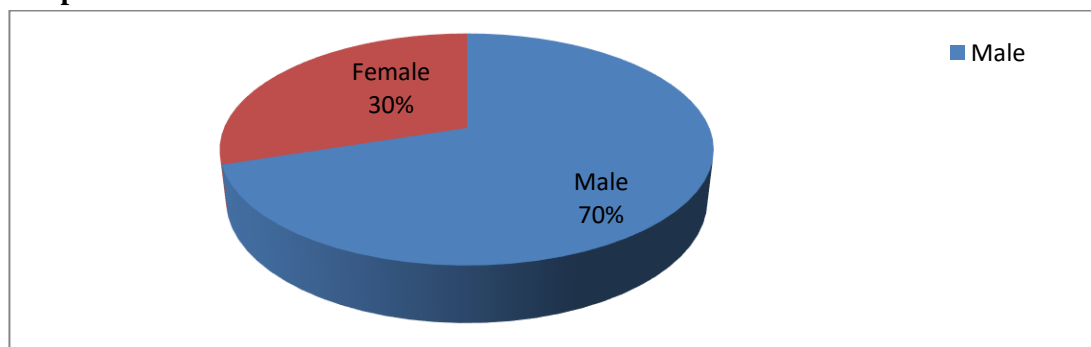
**H<sub>a</sub>:** There is a relationship between awareness about Green Practices and the Gender of the staff members of the HEI's of North Maharashtra Region.

### Gender of the Respondent

**Table 4**

Gender	
Male	70
Female	30

**Graph 3**



From the above graph it is cleared that out of total respondent 70% are male respondent and 30% are female respondent.

To test the above hypothesis one-way anova technique is used:

**Table 5**

ANOVA					
Green Practices					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.238	2	.238	.750	.389
Within Groups	24.762	98	.317		
Total	25.000	100			

### Interpretation

When we compare the calculated F value with the tabulated value and observe the key statistics for interpreting the results of ANOVA, it is seen that the key value .389 is greater than the alpha value which is taken 0.05 for this analysis the null hypothesis is accepted and the alternate hypothesis is rejected. It is clear from the above data and statistical results that there is no relationship between awareness about Green Practices in the campus and the gender of the staff member.

**Objective 4:** To investigate the relationship between following Green Practices and the Gender of the staff member of the HEI's of the North Maharashtra Region.

**H<sub>0</sub>:** There is no relationship between implementing Green Practices in the campus and Gender of the staff member of the HEI's of the North Maharashtra Region.

**H<sub>a</sub>:** There is relationship between following Green Practices in the campus and Gender of the staff member of the HEI's of the North Maharashtra Region.

To test the above hypothesis one-way anova technique is used:

**Table 6**

ANOVA					
Follow Green Practices					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.642	2	.642	1.235	.270
Within Groups	40.558	98	.520		
Total	41.200	100			

### Interpretation

When we compare the calculated F value with the tabulated value and observe the key statistics for interpreting the results of ANOVA, it is seen that the key value .270 is greater than the alpha value which is taken 0.05 for this analysis the null hypothesis is accepted and the alternate hypothesis is rejected. It is clear from the above data and statistical results that there is no relationship between implementing Green Practices in the campus and the gender.

## Findings

1. Most of the staff members of the HEI's are aware about the Green Practices in the campus.
2. Most of the staff members of the HEI's follow Green Practices in the campus.
3. There is no relationship between awareness about Green Practices in the campus and the Gender of the staff members of HEI's of the North Maharashtra Region.
4. There is no relationship between implementing Green Practices in the campus and the Gender of the staff members of HEI's of the North Maharashtra Region.

## Conclusion

Today, there is a need to follow the Green Practices not in the offices of the industries or companies but also the campus of the HEI's to save the environment. Most of the staff members of the HEI's are aware about the Green Practices in the campus. Most of them also follow some Green Practices in the campus to save the environment. There is no relationship between the gender and the awareness about Green Practices in the campus of HEI's of North Maharashtra Region. And also there is no relationship between the gender and following the Green Practices in the campus of HEI's of the North Maharashtra Region. HEI's should also take some initiatives to promote Green Practices in the campus. At the end implementing Green Practices to save the environment is the individual responsibility rather than administration responsibility.

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