A STUDY ON GREEN HRM PRACTICES AT IT INDUSTRY IN BENGALURU

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Abstract Purpose – The purpose of this study is to examine the extent of awareness of Green Human Resource Management among different levels of employers in IT Industry Bangalore. Organizations should employ requisite Green HRM practices to achieve excellent organizational performance. Furthermore, the government may create policies to promote the above practices, since, in the long term, achieving organizational excellence will reflect positively on the economy. All these may be facilitated through proactive organizational and national human resource development initiatives. Originality/value – The significance of the present study stems from the fact that very few studies have explored the awareness level of employees in the field of Green human resource management in Bangalore. The results provide additional insights into HRM practices in IT industry in Bangalore.

Keywords: green human resource practices; green selection; green training; green rewards; sustainable performance.

Definition of Green HRM:
Green Human Resources Management (GHRM) can be defined as a set of policies, practices, and systems that stimulate the green behavior of a company's employees in order to create an environmentally sensitive, resource-efficient, and socially responsible organization

Statement of the problem:

The significance of incorporating green practices in Numerous administrative tasks have been underscored by the rapid depletion of natural resources, growing environmental concerns, and the pressing need for sustainable development. Environmental sustainability can significantly benefit from the critical field of HRM. However, the adoption and use of green HRM procedures continue to incredibly rare and unknown. The general lack of understanding and awareness of green human resources management techniques their potential benefits within organizations is the problem that this project tries to address.

Need for the study:

The need for this study is driven by the increasing understanding that organizations are crucial to environmental sustainability. HRM practices can support the development of a sustainable culture and motivate staff to act sustainably. Understanding the benefits and challenges of implementing Green HRM

procedures can result in improvements in environmental performance, business reputation, and employee engagement and happiness. This study aims to overcome the knowledge gap by providing guidance on how to adopt and incorporate GHRMP into businesses.

Objectives:

1.   To identify the role of green HRM practices influencing work life behaviour in motorcycle dealership company.
2.   To study the outcomes after adopting the Green HRM in the organizations.
3.   To identify the factor affecting green HRM practices in organization.
4.   To identify the suggestions that could improve the green HRM practices in Royal Enfield.

Scope of the study:

The goal aims of this study is to investigate and evaluate using green HRM techniques diverse organizational contexts. It will examine potential areas where HRM practices, including as hiring performance, recruitment, instruction, and development, management, remuneration and rewards, employee engagement, and workplace policies, may be consistent with long-term objectives. The study's major objectives are to comprehend current practices, identify challenges and issues, and provide solutions. Additionally, it will examine how employing green HRM methods may be aided by leadership, corporate culture, and employee attitudes.

Research Methodology:

The project's cornerstone is thought to be its research approach. Without an appropriate and well-organized research plan, it is hard to finish a study and come to any conclusions. On a survey plan, this project was built. A survey's main goal is to collect pertinent information so that conclusions may be made and results can be obtained.

A research technique is thus a process for methodically addressing a research problem. In addition to discussing methodologies, research methodology also illustrates the reasoning behind the methods used in relation to a study and justifies the choice of particular methods over others. study plan: Both the primary and secondary study designs.

Research Design:

There are major and secondary components to research design. Different research papers were examined because it is a very complex subject, and SECONDARY data is used a lot more often than primary data.

A research design act as a detailed roadmap that leads a research inquiry in the direction of its planned objectives. The choice for the study approach is a crucial choice in the intricate web of options involved in creating a research project. The method of data acquisition is determined by this decision.

In addition to creating the elements, designing also entails maintaining their cohesiveness. It is common for initial decisions to be reviewed frequently in light of new knowledge as the process of developing harmony between objectives, research strategy, and research methodologies is iterative.

Designing involves not only producing the elements but also ensuring their cohesion. It is natural for the process of establishing harmony between objectives, research strategy, and research strategies to be iterative, with initial decisions routinely being evaluated in light of new information.

Collection of data:

Data collection comes after an issue has been identified. The researcher should consider both primary and secondary data while choosing the method of data collecting to be used for the study. The initial, fresh, and newly collected data constitute the primary data. The secondary data were acquired by a different party and have previously undergone statistical analysis.The researcher would need to decide what kind of data to use for his study. The methods used to acquire primary and secondary data vary.

Primary data:

While primary data involves the direct collection of information, secondary data involves the process of compiling existing data. Various techniques can be employed for gathering primary data, including:

1)   Method of Observation
2)   Technique of Interviews
3)   Utilization of Questionnaires.

Secondary data:

Secondary Data is information that is pre-existing, having been gathered and analysed by individuals other than the current researcher. When a researcher employs secondary data, they need to explore different outlets to acquire this information. Engaging with secondary data eliminates the challenges typically tied to gathering primary data. Such secondary data could either be in published form, accessible to all, or unpublished, remaining restricted.

DATA COLLETION METHOD :

After defining the research problem, we must decide which kind of data to use for the study. To get the data at this point, a field survey must be planned. Having access to important and valuable data is one of the key tools for conducting research.

Analysis and interpretation of data

1. Survey questions

2. Bar and pie charts

Questionnaires:

This is the data collection tool that is most frequently utilized. A questionnaire contains the questions the researcher wishes to ask his respondents, questions which are always motivated by the aim of the survey.

Bar chart :

This graphical representation method offers an alternative way to depict data visually. As the name suggests, it involves multiple discreet bars that begin at a uniform baseline and maintain equal widths. The length of each bar is directly proportionate to the value it signifies.

Sample unit & size 120 employees of various IT Industry in Bangalore

HYPOTHESES:

Outcomes after adopting GHRM in organizations:

H0: The outcomes before and after the implementation of green HRM practices in organizations do not show a significant difference.

H1: The implementation of green HRM practices leads to significant and positive effects within organizations.

LIMITATIONS OF THE STUDY:

Every research endeavour encounters specific constraints. In my study, too, I encountered limitations that remained beyond my ability to resolve.

1)   The study was carried out with a limited number of participants.

2)   The time limitations faced by some respondents present an avenue for potential enhancement in this report.

3)   Many respondents completed the questionnaire in a somewhat negligent manner, posing challenges in maintaining their attention.

4)   Due to a restricted participant pool, the outcomes are presented as percentages to enhance clarity and presentation.

LITERTURE REVIEW:

1.   Arulrajah (2015) Practices for green HRM: With the help of previously published material, this review seeks to investigate sustainable human resource management methods in enterprises. The field is constantly changing; thus it makes sense to increase our understanding of how HRM functions may support environmentally friendly behaviour.

2.   Sushma Rani (2021) Organizational Culture and Strategic Implementation in Green HRM: The topic of green HRM is currently gaining traction. Strategic Green HRM, which combines environmental management and HRM, is becoming more and more necessary. As a result, Green HRM has two essential parts.

3.   Zahid Hameed (2020) Do environmentally friendly HRM methods affect how well employees perform : Recent surveys indicate that corporate organizations are more aware of the significance of environmental issues. Through the application of green employee empowerment, this study evaluates an

integrated model employee civic engagement within the organization the environment (OCBE), as a result of GHRM policies.

4.   **Jenny Dumont (2016) Employee workplace behavior and green HRM strategies:** The influence of psychological green environment and employee green values :A new notion to swaying employee workplace sustainability behavior is called "green human resource management" (green HRM). This study looked at this connection empirically. The findings demonstrate that employee both in- and out-of-role workplace green behavior is influenced by green HRM, although this occurs through a variety of psychological and social factors.

5.   **Mohammad Rabiul Basher Rubel (2021) :**The green HRM practices' effects on green service behaviors is mitigated by the dissemination of green knowledge. This study aims to explore how sharing green information has a mediating effect on behaviors linked to providing green services, according to bank employees' perceptions GHRM.

6.   **Marco Guerci (2015) The mediation green HRM practices function in converting stakeholder concerns the performance of the environment:**The instrumental value of the theory of stakeholder claims stakeholders have an impact on business decisions and the growth of organizational resources and performance, is the basis for this paper's contribution to the body of existing research on green (HRM).

7.   **Bilal Bin Saeed (2018) fostering environmental stewardship among employees using sustainable human resource management techniques :**Employees' pro-environmental behaviors are crucial to the success of corporate activities for long-term environmental viability. Making sure that environmental sustainability is properly included into human resource policies is among the major problems that HR professionals currently face. Green HRM's effects policies on pro-environmental behavior was tempered by employee environmental knowledge.

8.   **Paul Kivinda Muisyo (2022)The green HRM practices' effects on manufacturing enterprises' ability to compete sustainably:**Business organizations are being forced to change their business models the need to implement green management due to the growing public concern regarding the environment.The majority of manufacturing companies have realized how important green innovation is to their success.

9.   **Shoeb Ahmad (2015) Policies and procedures for managing human resources sustainably:**Recently, the occurrence of noticeable rise in corporate groups' understanding of the value of being green and using various environmental management strategies. The study contributes to the body of literature by addressing the potential future of some GHRM functions. Finally, the study makes some HR initiatives for green firms that could be very successful.

10.   **Mehrajunnisa Mehrajunnisa, (2022) putting Green HRM techniques first from the standpoint of policymakers:**Identifying and prioritizing Green Human Resource Management (GHRM) practices in the manufacturing and service sectors with headquarters in the United Arab Emirates (UAE) is the goal of this study, which aims to enhance sustainable environmental performance.

11.   **Lieli suharti (2020) An Indonesian company's experience is used in a qualitative analysis of sustainable HR procedures and their advantages for the firm:**The goal sustainable human resource management (HRM) is to influence employee behavior to support businesses in achieving their environmental objectives. This investigation aims to illustrate how Green HRM is being implemented across a variety of HRM functions and examine the beneficial effects on people and companies.

12.   **Omar Mohammed Ali Ababneh (2021) How are employees' green actions impacted by green HRM practices? Employee involvement personality traits: A role** by empirically examining the Employee involvement in environmental activities serves as a bridge between green HRM techniques and personal green behavior, this study provides a fresh advancement in the transformation journey toward sustainability. Additionally, this study highlights the significance of interactions between people and organizations in encouraging staff participation in environmental projects.

13.   **Guiyao Tang (2017) Validity and scale of GHRM strategies :**A large majority of earlier research on GHRM is theoretical or qualitative in nature. The findings suggested that the suggested measurement is reliable. The primary human resource environmental management procedures are measured for the first and most complete time which can aid practitioners and future research have a higher emphasis in this study.

14.   **Adedapo Oluwaseyi Ojo (2020)Linking green HRMP to environmental performance through pro-environment behaviour in the information technology sector :**Existing literature acknowledges green human resource management's function (GHRM) in shaping employees' pro-environmental behaviour and environmental performance. However, only a small number of studies have examined the specific impacts of GHRM practices on pro-environmental behaviour from the employees' perspectives. This research attempts to conceptualise GHRM practices as internal resources that has applications to stimulate employee pro-environmental information technology (IT) behaviour.

15.   **Debarun Chakraborty (2020)A Strategic Initiative to Resurrect Business Performance Optimization:** Using Green HRM Practices to Reduce Impact: Organizations have developed a global identity with innovative HRP and operations which stand as a source of competitive advantage for the firms. With the advent of workforce diversity, globalization, technological incisiveness, and expeditious changes across companies, organizations are facing environmental challenges at work, which need to be addressed at large and managed as well.

16.   **Kanika Sharma (2016) Conceptualization of Green HRM and Green HRM Practices:** Dedicated to Sustainability of the Environment :Environmental sustainability is becoming a more popular topic among management academics. Thus, there is a growing demand for the integration of the environment and its eco-friendly resources into research performance and GHRM.

17.   Ms. Poonam Likhitkar (2017) Utilize environmentally friendly methods of managing human resources: Management of Green HRM is an offshoot of Green movement, a political movement which advocates principles of Environmentalism, Sustainability and Social justice to protect environment and save protect the planet Earth from future man-made catastrophes. The Green HRM produced from the organizations that follow those practices and ideologies which are directed towards environmental protection help in ensuring sustainable living.

18.   Sharifa K. Mousa (2020) The effect of sustainable performance on green human resource management in healthcare organizations: A theoretical foundation Stakeholder demand to adopt environmentally friendly company practices has increased over the past few years, and it is now crucial to recognize green practices that improve sustainability. To help policymakers influence and implement green human resource management techniques for the highest level of sustainable performance, a framework was created.

19.   Hiba A. Masri (2017) Analyzing Palestinian manufacturing's use of sustainable human resources management techniques : Empirical research The term "green human resources management" (GHRM) refers to the application of Human Resources Management (HRM) principles to support environmentally sound behavior and heighten employee commitment to environmental sustainability. The approach that is being given provides insightful information on how manufacturing businesses should strategically link their HR activities to support their EP required for competitive advantage.

20.   Khurshid (2016) Utilize environmentally friendly methods of managing human resources: The Green Movement, a political movement that promotes environmental protection, sustainability, and social justice in order to save the planet Earth from future man-made calamities, gave rise to the Green Human Resource Management (Green HRM). alidity and scale of GHRM strategies A large majority of earlier research on GHRM is theoretical or qualitative in nature. The findings suggested that the suggested measurement is reliable. The primary human resource environmental management procedures are measured for the first and most complete time which can aid practitioners and future research have a higher emphasis in this study.
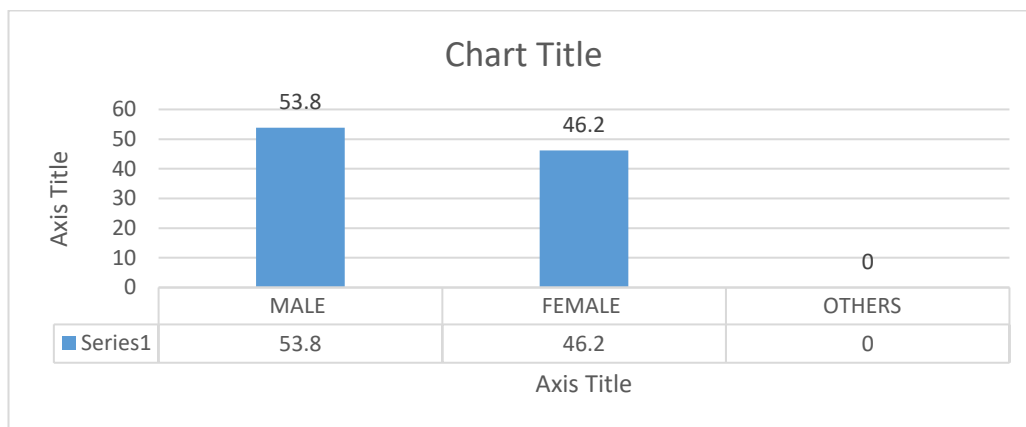
ANALYSIS AND INTERPREATATION

GENDER

GENDER	NO OF RESPONSES	PERCENTAGE
MALE	63	53.8
FEMALE	54	46.2
OTHERS	0	0
TOTAL	117	100%

Analysis

Based on the data obtained in referring to the table above been observed that 53.8%of the respondents were Male employees where as 46.2% them were Female employees.
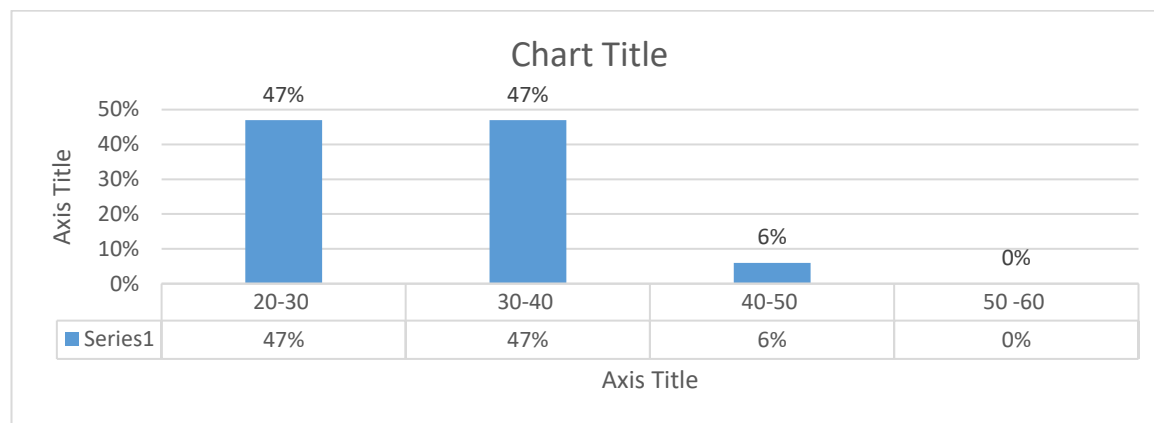

INTERPRETATION:

Considering the analysis, it might inferred that the majority employees are male.

AGE

AGE	NO OF RESPONSES	PERCENTAGE
20-30	55	47%
30-40	56	47%
40-50	6	6%
50-60	0	0%
TOTAL	117	100 %

Analysis:

The table above shows that 47% of respondents are 20-30 years old, 47% of respondents are 30-40 years old, 6% of respondents are 40-50 years old, and 0% of respondents are 50 years or older.
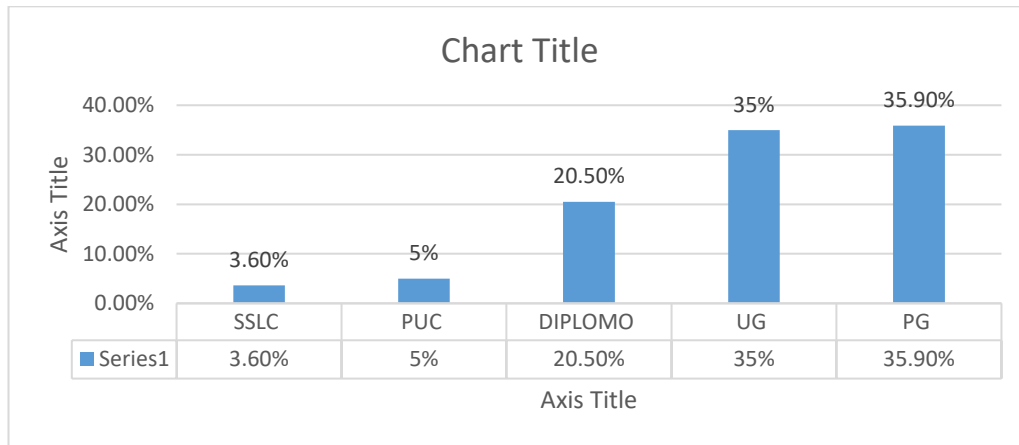

INTERPRETATION:

Based on this We can assume the workers are spread throughout all age groups.

Qualification :

PARTICULARS	NO OF RESPONSE	PERCENTAGE
SSLC	2	3.6%
PUC	8	5%
DIPLOMO	24	20.5%
UG	41	35%
PG	42	35.9%
TOTAL	**117**	**100%**

Analysis:

The presented data reveals that 3.6% of participants have completed their SSLC education, 5% have pursued PUC, 20.5% have pursued a diploma, 35% have attained an undergraduate (UG) degree, and 35.9% have completed their postgraduate (PG) education.

Chart Title

|	SSLC	PUC	DIPLOMO	UG	PG
Series1	3.60%	5%	20.50%	35%	35.90%

INTERPRETATION:

It follows that the majority of personnel inside the company clearly possess a range of credentials.

Marital status:

PARTICULARS	NO OF RESPONSES	PERCENTAGE
MARRIED	52	44.4
UNMARRIED	65	55.6
TOTAL	**117**	**100%**

Analysis:

The overview clearly indicates that 55.6% of the participants are unmarried, while 44.4% of them are in a married status.
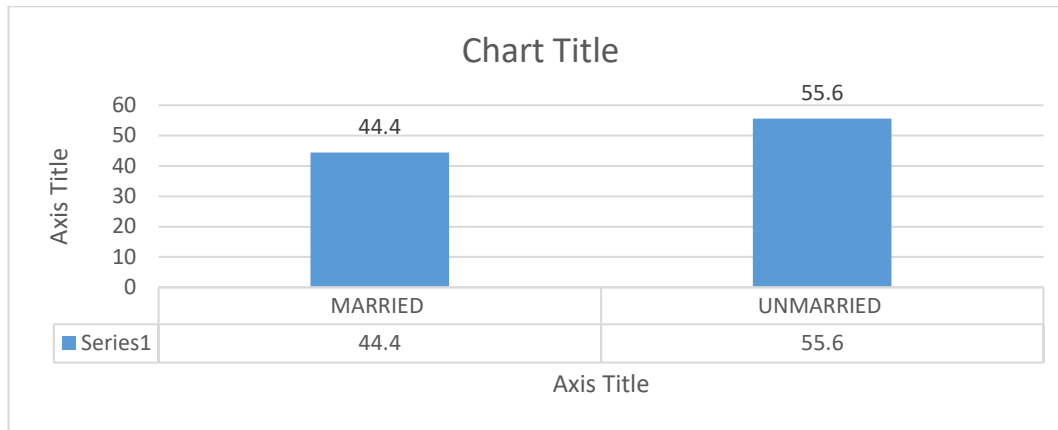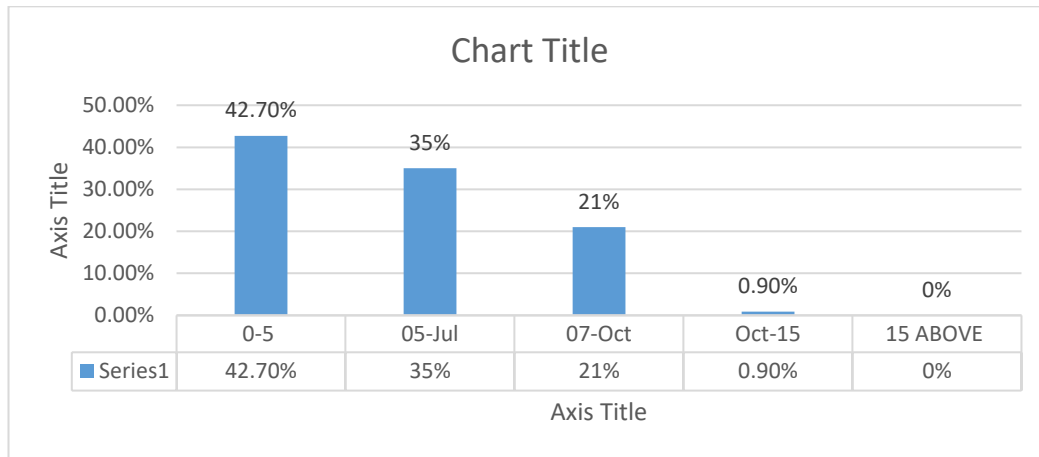
Interpretation :

It is seen from the research that the majority of the representatives are unmarried.

WORK EXPERIENCE

PARTICULAR	NO OF RESPONSES	PERCENTAGE
0-5	50	42.7%
5-7	41	35%
7-10	25	21%
10-15	1	0.9%
15 ABOVE	0	0%
TOTAL	117	100%

Analysis:

The provided table illustrates that 46.5% of participants possess a work experience ranging from 0 to 5 years, while 42.7% have a work experience spanning 5 to 7 years. Additionally, 35% of respondents hold a work experience of 7 to 10 years, 21% have accumulated 10 to 15 years of experience, and there are no respondents with 15 years or more of experience.

Chart Title

|	0-5	05-Jul	07-Oct	Oct-15	15 ABOVE
■ Series1	42.70%	35%	21%	0.90%	0%

INTERPRETATION:

This observation allows us to infer that the majority of employees' working experiences within the organization differ from one another.

1)   Do you agree Green HRM practices, such as promoting eco-friendly commuting and waste reduction, have positively impacted my daily work routine and lifestyle.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	49	41.9%
A	47	40.2%
N	15	12.8%
D	3	3%
S/D	3	2.1
TOTAL	117	100%

Analysis:

Based on the information presented in the table, it is evident that 41.9% of the participants strongly agree, 40.2% hold an agreeable stance, 12.8% remain neutral, 3% disagree, and 2.1% strongly express their disagreement.

	S/A	A	N	D	S/D
Series1	41.90%	40.20%	12.80%	3%	2.1
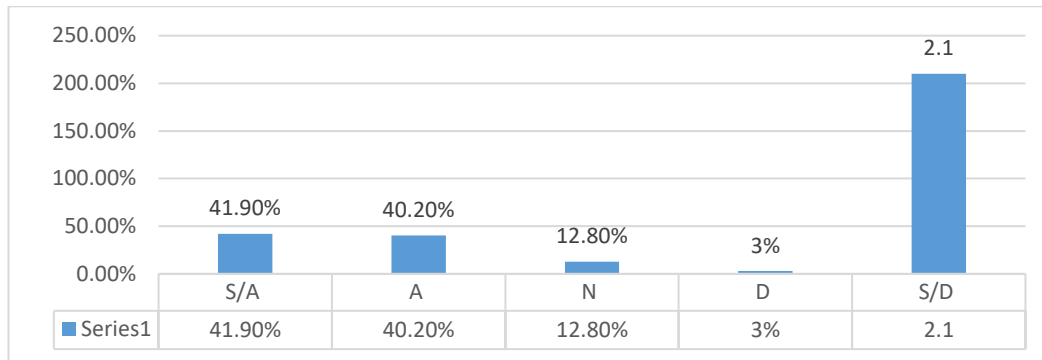
Interpretation:
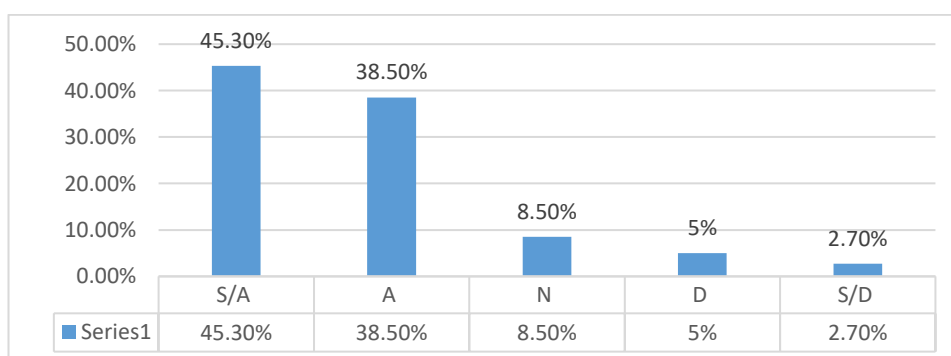
The data suggests that a majority of the respondents have opted for the "strongly disagree" choice.

2)   Do you agree the motorcycle dealership company's emphasis on green HRM practices has contributed to a healthier and more sustainable work environment.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	53	45.3%
A	45	38.5%
N	10	8.5%
D	6	5%
S/D	3	2.7%
TOTAL	**117**	**100%**

Analysis:

According to the data in the provided table, it is indicated that 45.3% of the participants express a strongly agree, 38.5% indicates agree, 8.5% remain neutral, 5% hold a stance of disagree, and 2.7% firmly disagree with the statement.

|	S/A	A	N	D	S/D
Series1	45.30%	38.50%	8.50%	5%	2.70%

Interpretation:

The information indicates that a majority of the respondents choose strongly agree that motorcycle dealership company's emphasis on green HRM practices has contributed to a healthier and more sustainable work environment

3)   Do you agree the Green HRM initiatives, like energy-saving measures and sustainable resource usage, have influenced my sense of responsibility towards the environment at work.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	58	49.6%
A	41	35%
N	11	9.4%
D	5	4%
S/D	2	2%
TOTAL	**117**	**100%**

Analysis:

49.6% of respondents strongly agree, 35% agree, 9.4% say they are neutral, 4% disagree, and 2% strongly disagree, according the aforementioned data.
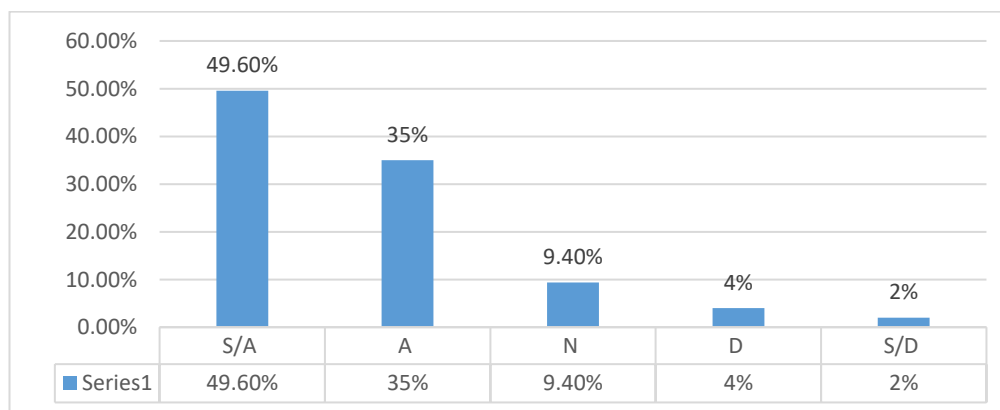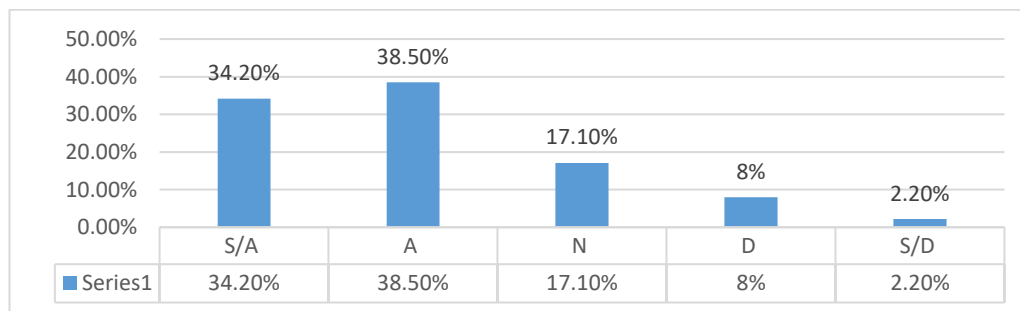

Interpretation:

The majority of respondents show a strong agreement that initiatives related to Green HRM, such as implementing energy-saving strategies and promoting sustainable resource utilization, have had a significant impact on enhancing their environmental responsibility mindset in the workplace.

4) Do you agree that it would be beneficial to research how Green HRM practices have helped the organization since they were implemented?

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	45	34.2%
A	40	38.5%
N	20	17.1%
D	8	8%
S/D	4	2.2%
TOTAL	**117**	**100%**

Analysis:

According to the above table, 34.2% of respondents highly agree, 38.5% agree, 17.1% are neutral, 8% disagree, and 2.2% severely disagree. Of the total respondents, 8% agree and the remaining 2.2% strongly disagree.
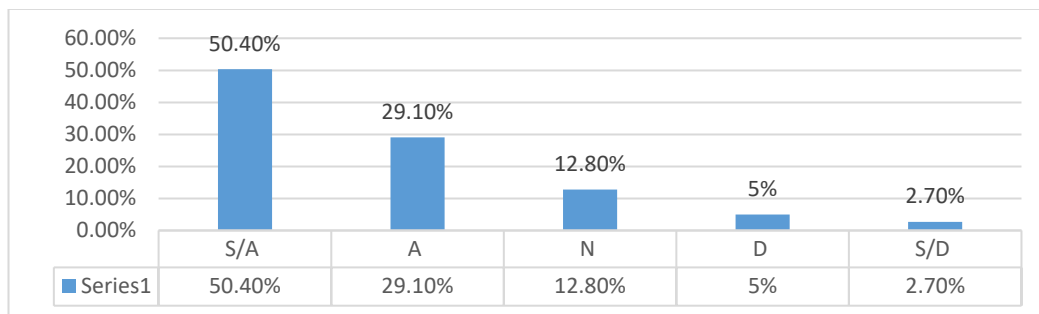

Interpretation:

We can comprehend why the majority of responses choose agree that to research outcomes after adopting the Green HRM in the organizationsThe organization has observed positive outcomes after adopting Green HRM practices

5)   Do you agree the adoption of Green HRM practices has resulted in a reduction in energy consumption.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	59	50.4%
A	34	29.1%
N	15	12.8%
D	5	5%
S/D	4	2.7%
TOTAL	**117**	**100%**

Analysis :

According to the above table, 50.4% of respondents strongly agree, 29.1% of respondents agree, 12.8% of respondents say they are neutral, and 5% and 2.7% of respondents, respectively, say they disagree.
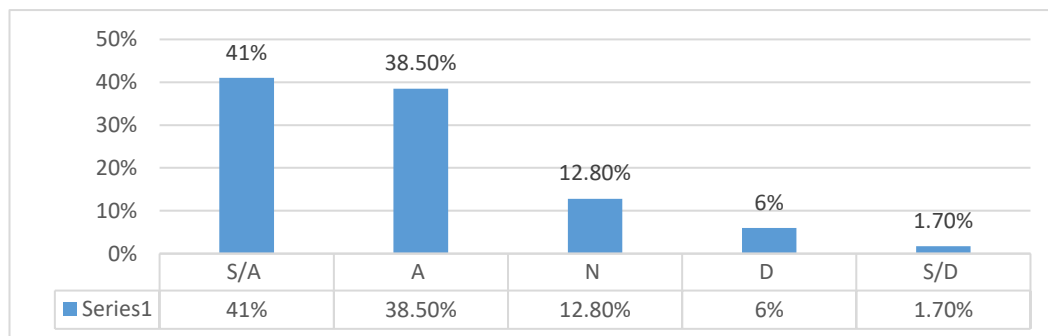

Interpretation:

We can understand that the majority of respondents decided to strongly agree that the adoption of Green HRM practices has led to a decrease in energy consumption.

6)   Do you agree the organization has experienced cost savings as a result of implementing eco-friendly initiatives through Green HRM..

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	48	41%
A	45	38.5%
N	15	12.8%
D	5	6%
S/D	4	1.7%
TOTAL	**117**	**100%**

Analysis :

According to the above table, 41 percent of respondents strongly agree, 38.5% of respondents agree, 12.8% of respondents claim they are neutral, 6% of respondents disagree, and 1.7% of respondents strongly disagree.

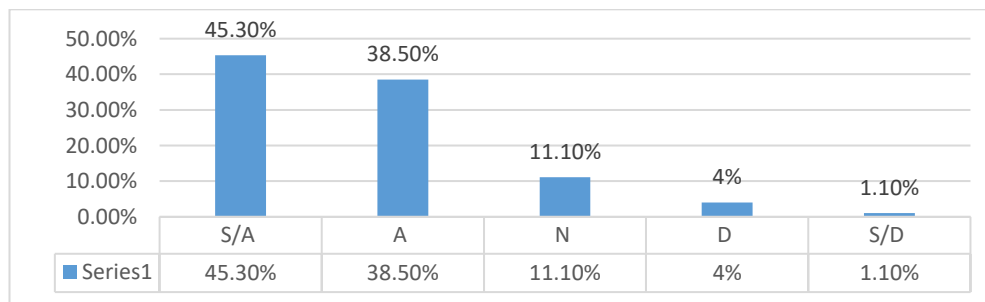|	S/A	A	N	D	S/D
Series1	41%	38.50%	12.80%	6%	1.70%

Interpretation:

We can understand that most of the respondents choose strongly   agree that the organization has experienced cost savings as a result of implementing eco-friendly initiatives through Green HRM..

7)   Do you agree employee satisfaction and engagement have increased after adopting Green HRM practices.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	53	45.3%
A	45	38.5%
N	13	11.1%
D	5	4%
S/D	1	1.1%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 45.3% of respondents say strongly agree,   38.5% of the respondents Agree, and 11.1% of the respondents say that Neutral, and 4% respondents disagree, and 1.1% of the respondents say strongly Disagree.
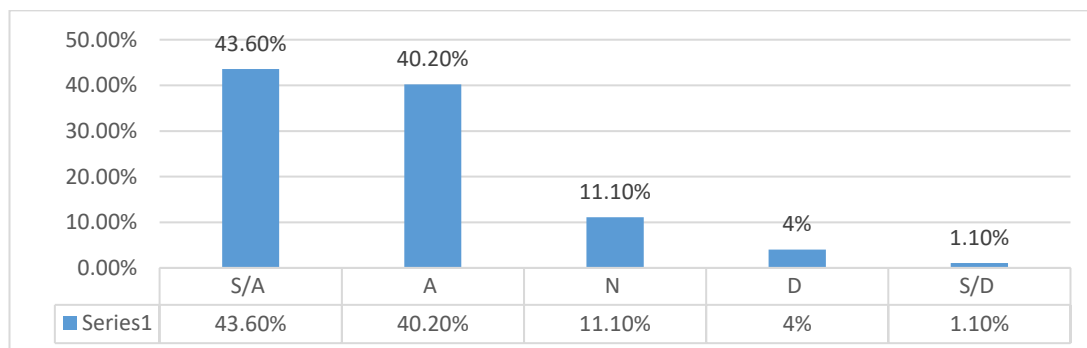

Interpretation:

We can understand that most of the respondents choose strongly   agree that employee satisfaction and engagement have increased after adopting Green HRM practices.

8) Do you agree the adoption of Green HRM practices has enhanced the corporate image and reputation of the organization.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	51	43.6%
A	47	40.2%
N	13	11.1%
D	3	4%
S/D	3	1.1%
TOTAL	**127**	**100%**

Analysis :

From the above table it states that 43.6% of respondents say strongly agree,   40.2% of the respondents Agree, and 11.1% of the respondents say that Neutral, and 4% respondents   disagree, and 1.1% of the respondents say strongly Disagree.
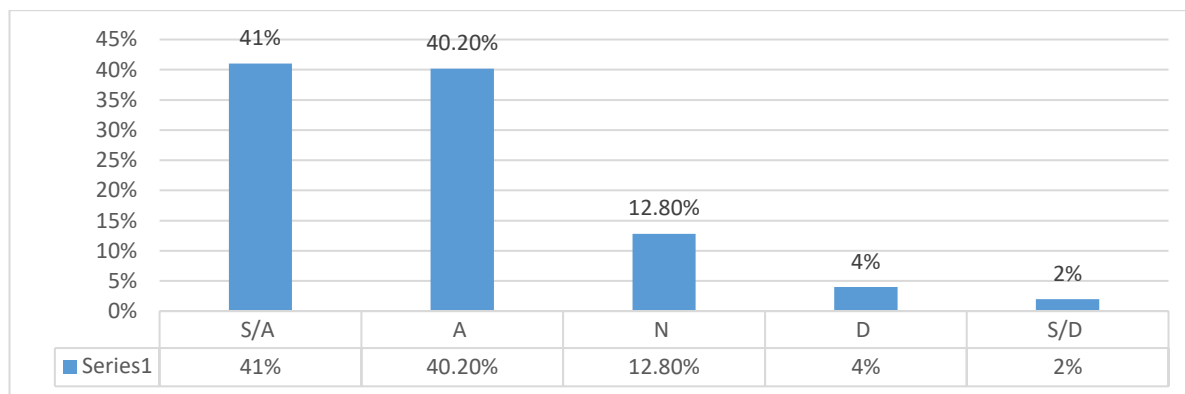

Interpretation:

We can understand that most of the respondents choose strongly   agree that the adoption of Green HRM practices has enhanced the corporate image and reputation of the organization

9)   Do you agree leadership support plays a significant role in promoting the adoption of Green HRM practices in the organization.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	48	41%
A	47	40.2%
N	15	12.8%
D	4	4%
S/D	3	2%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 41% of respondents say strongly agree,   40.2% of the respondents Agree, and 12.8% of the respondents say that Neutral, and 4% respondents disagree, and 2% of the respondents say strongly Disagree.
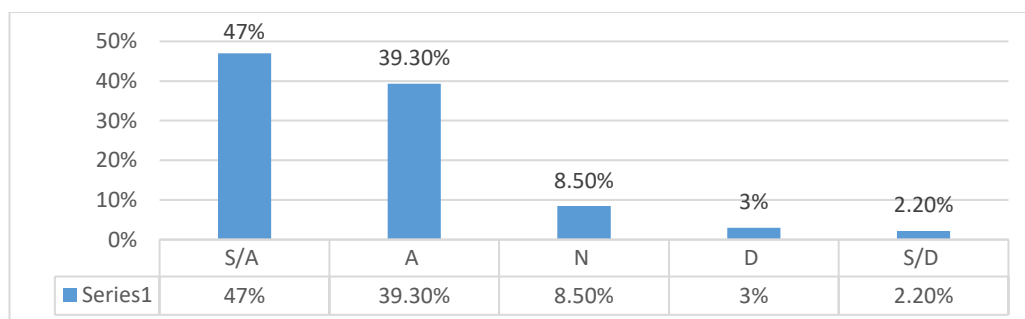

Interpretation:

We can understand that most of the respondents choose strongly   agree that the leadership support plays a significant role in promoting the adoption of Green HRM practices in the organization

10) Do you agree employee engagement and participation are crucial factors in the successful implementation of Green HRM practices.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	55	47%
A	46	39.3%
N	10	8.5%
D	3	3%
S/D	3	2.2%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 47% of respondents say strongly agree,   39.3% of the respondents Agree, and 8.5% of the respondents say that Neutral, and 3% respondents disagree, and 2.2% of the respondents say strongly Disagree.
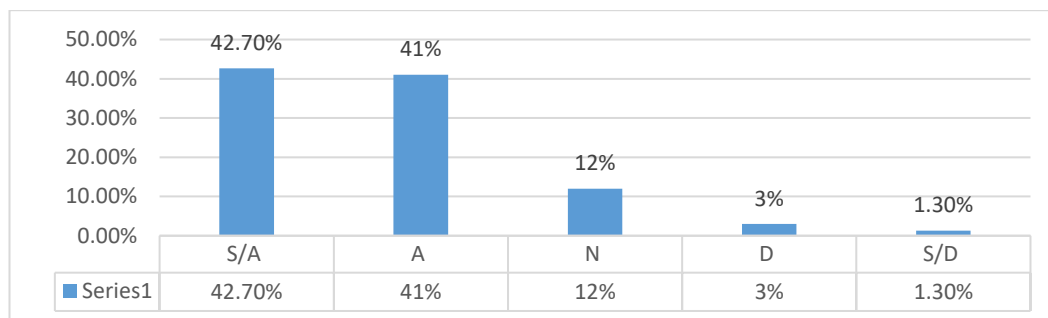

Interpretation:

We can understand that most of the respondents choose strongly   agree that the employee engagement and participation are crucial factors in the successful implementation of Green HRM practices.

10)   Do you agree limited availability of resources (financial, technological, etc.) can hinder the effective practice of Green HRM.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	50	42.7%
A	48	41%
N	14	12%
D	3	3%
S/D	2	1.3%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 42.7% of respondents say strongly agree,   41% of the respondents Agree, and 12% of the respondents say that Neutral, and 3% respondents disagree, and 1.3% of the respondents say strongly Disagree.

|	S/A	A	N	D	S/D
Series1	42.70%	41%	12%	3%	1.30%

Interpretation:

We can understand that most of the respondents choose strongly   agree that the limited availability of resources (financial, technological, etc.) can hinder the effective practice of Green HRM.

12)Do you agree the organizational culture and values significantly influence the adoption and implementation of Green HRM practices.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	53	40.2%
A	47	45.3%
N	9	7%
D	5	5%
S/D	3	2.5%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 40.2% of respondents say strongly agree,   45.3% of the respondents Agree, and 7% of the respondents say that Neutral, and 5% respondents disagree, and 2.5% of the respondents say strongly Disagree.
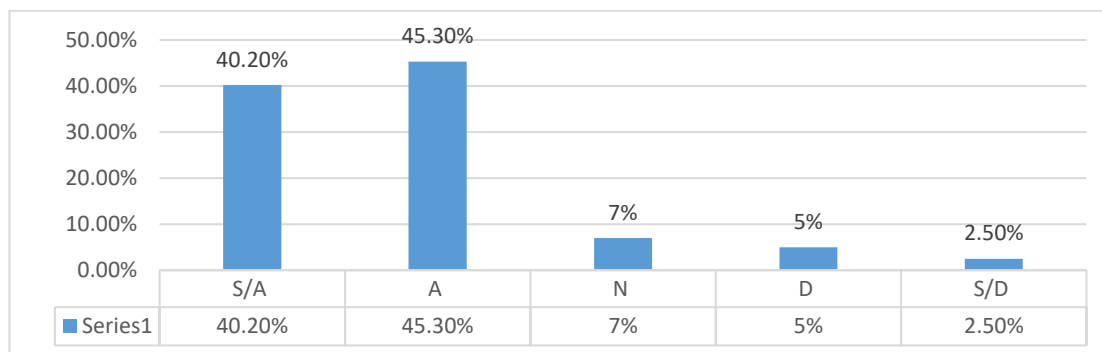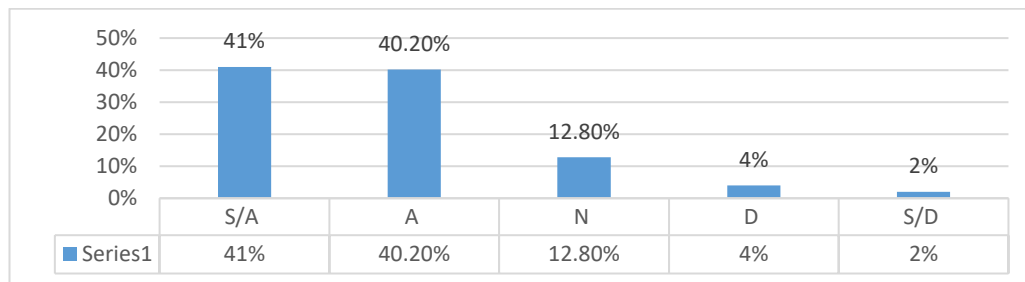

Interpretation:

We can understand that most of the respondents choose   agree that the. organizational culture and values significantly influence the adoption and implementation of Green HRM practices.

13)Compliance with environmental regulations is a crucial factor affecting the implementation of Green HRM practices.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	48	41%
A	47	40.2%
N	15	12.8%
D	4	4%
S/D	3	2%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 41% of respondents say strongly agree,   40.2% of the respondents Agree, and 12.8% of the respondents say that Neutral, and 4% respondents disagree, and 2% of the respondents say strongly Disagree.
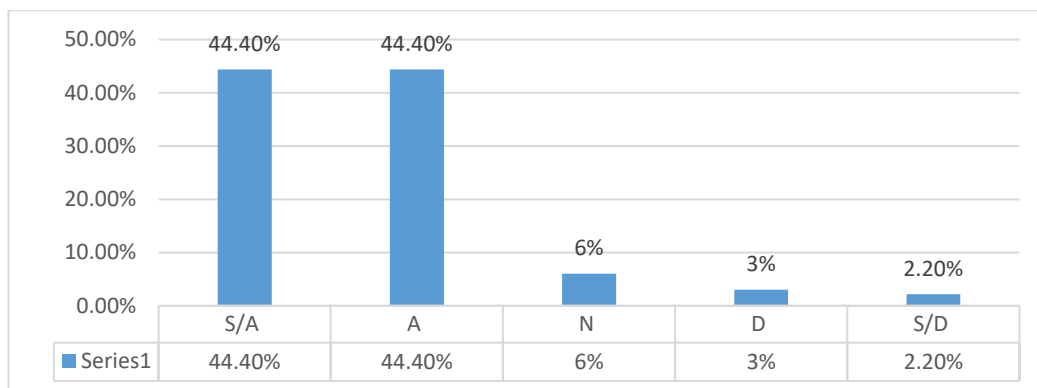

Interpretation:

We can understand that most of the respondents choose strongly agree that the Compliance with environmental regulations is a crucial factor affecting the implementation of Green HRM practices.

14) Do you agree Green HRM practices encourage employees to adopt sustainable work practices in their daily routines.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	52	44.4%
A	52	44.4%
N	7	6%
D	3	3%
S/D	3	2.2%
TOTAL	117	100%

Analysis :

From the above table it states that 44.4% of respondents say strongly agree,   44.4% of the respondents Agree, and 6% of the respondents say that Neutral, and 3% respondents disagree, and 2.2% of the respondents say strongly Disagree.
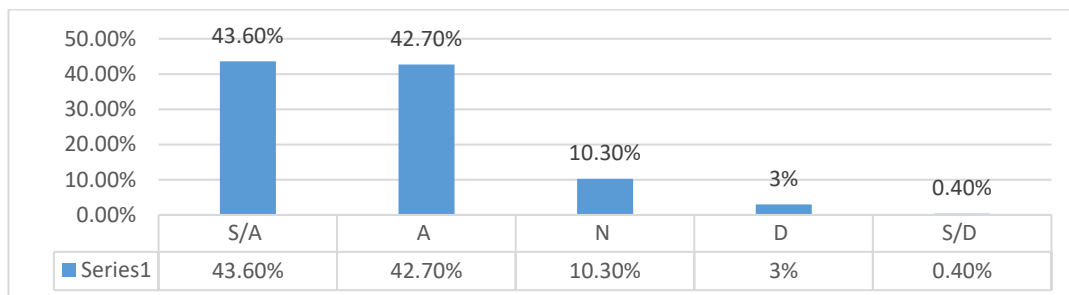

Interpretation:

We can understand that most of the respondents choose strongly agree that the Green HRM practices encourage employees to adopt sustainable work practices in their daily routines

15) Do you agree Green HRM practices positively influence employees' work-life balance by promoting eco-friendly initiatives.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	51	43.6%
A	50	42.7%
N	12	10.3%
D	2	3%
S/D	2	0.4%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 43.6% of respondents say strongly agree,   42.7% of the respondents Agree, and 10.3% of the respondents say that Neutral, and 3% respondents disagree, and 0.4% of the respondents say strongly Disagree.
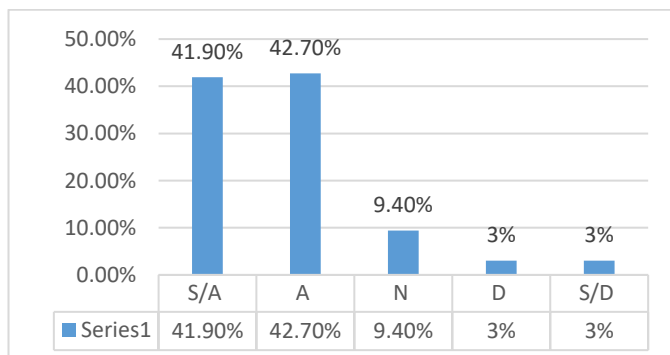

Interpretation:

We can understand that most of the respondents choose strongly agree that the Green HRM practices positively influence employees' work-life balance by promoting eco-friendly initiatives .

16) Green HRM practices enhance employees' awareness and knowledge about environmental sustainability.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	50	41.9%
A	49	42.7%
N	11	9.4%
D	4	3%
S/D	3	3%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 41.9% of respondents say strongly agree,   42.7% of the respondents Agree, and 9.4% of the respondents say that Neutral, and 3% respondents disagree, and 3% of the respondents say strongly Disagree.
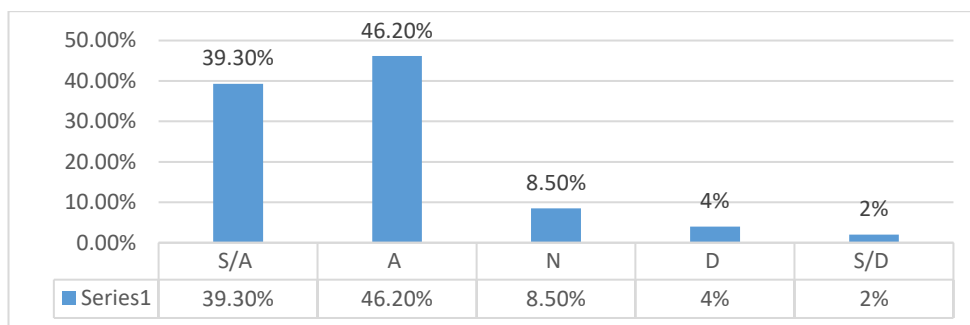

Interpretation:

We can understand that most of the respondents choose strongly agree that the Green HRM practices enhance employees' awareness and knowledge about environmental sustainability

17)   Do you agree Green HRM practices in Royal encourage employees to act in an ecologically conscious manner.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	54	39.3%
A	46	46.2%
N	10	8.5%
D	6	4%
S/D	1	2%
TOTAL	**117**	**100%**

Analysis :

From the above table it states that 39.3% of respondents say strongly agree, 46.2% of the respondents Agree, and 8.5% of the respondents say that Neutral, and 4% respondents disagree, and 2% of the respondents say strongly Disagree.
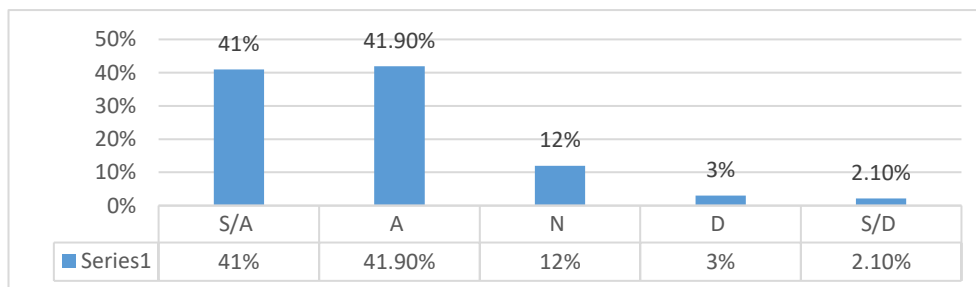

Interpretation:

We can understand that most of the respondents choose strongly agree that the Green HRM practices in Royal Enfield Encourage employees to adopt environmentally conscious actions.

18) Do you agree Green HRM practices in Royal Enfield encourage employees to adopt sustainable work practices in their daily routines.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	49	41%
A	48	41.9%
N	14	12%
D	3	3%
S/D	3	2.1%
TOTAL	**117**	**100%**

Analysis:

From the above table it states that 41% of respondents say strongly agree, 41.9% of the respondents Agree, and 12% of the respondents say that Neutral, and 3% respondents disagree, and 2.1% of the respondents say strongly Disagree.

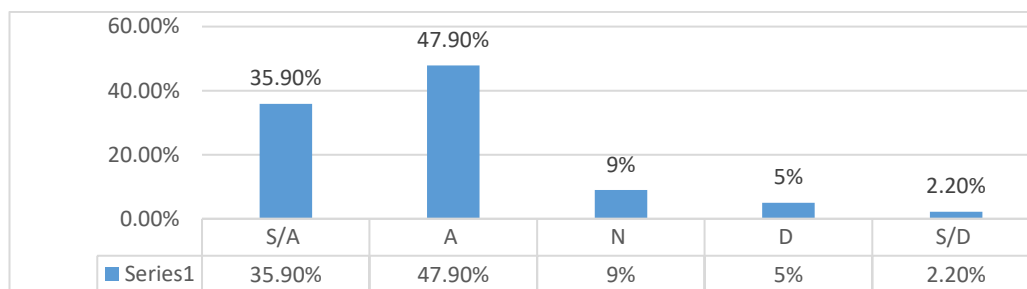|	S/A	A	N	D	S/D
Series1	41%	41.90%	12%	3%	2.10%

Interpretation:

We can understand that most of the respondents choose strongly agree that the Green HRM practices in Royal Enfield encourage employees to adopt sustainable work practices in their daily routines.

19) Do you agree Green HRM practices in Royal Enfield company enhance employees' awareness and knowledge about environmental sustainability.

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	42	35.9%
A	56	47.9%
N	9	9%
D	6	5%
S/D	4	2.2%
TOTAL	**117**	**100%**

Analysis:

From the above table it states that 35.9% of respondents say strongly agree,   47.9% of the respondents Agree, and 9% of the respondents say that Neutral, and 5% respondents disagree, and 2.2% of the respondents say strongly Disagree.
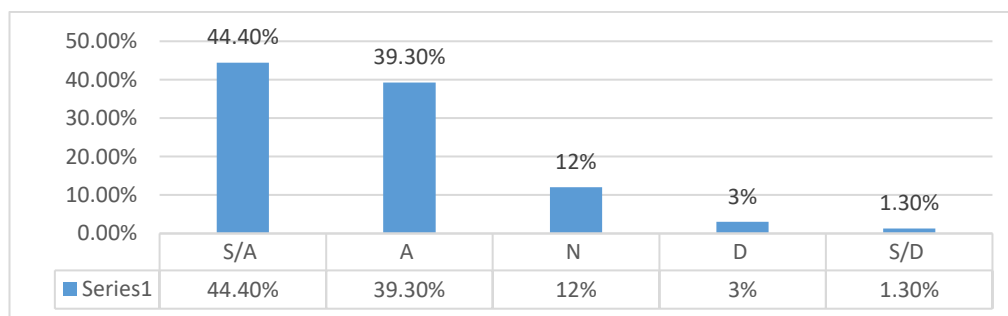

Interpretation:

We can understand that most of the respondents choose agree that the Green HRM practices in Royal Enfield company enhance employees' awareness and knowledge about environmental sustainability

20) Do you agree that the implementation of Green HR practices has positively influenced your awareness and understanding of environmental sustainability

PARTICULARS	NO OF RESPONSES	PERCENTAGE
S/A	52	44.4%
A	46	39.3%
N	14	12%
D	3	3%
S/D	2	1.3%
TOTAL	**117**	**100%**

Analysis:

From the above table it states that 44.4% of respondents say strongly agree, 39.3% of the respondents Agree, and 12% of the respondents say that Neutral, and 3% respondents disagree, and 1.3% of the respondents say strongly Disagree.

Interpretation:

We can understand that most of the respondents choose agree that the implementation of Green HR practices has positively influenced your awareness and understanding the sustainability of the environment .

FINDINGS, CONCLUSSION, SUGGESTIONS

FINDINGS:

The study reveals the numerous Green HRM techniques that Royal Enfield, such as energy conservation, waste reduction, eco-friendly commuting options, and sustainable procurement.

The outcomes will include improved employee morale, enhanced employer branding, reduced environmental impact, and increased operational efficiency.

The study identifies potential barriers to the successful implementation of Green HRM, such as resistance from employees, lack of top management support, and resource constraints.

CONCLUSION

Historically, the primary emphasis of green HR initiatives has been on enhancing skill levels in operations, minimizing environmental harm, and revitalizing HR tools and methods that lead to improved efficiency and reduced expenses.

The outcomes encompassed electronic documentation, virtual communication, shared transportation, recycling, remote work, online training, and creating energy-efficient workspaces. As society grows more eco-aware, companies are integrating environmentally friendly suggestions into their daily operations. These green HR ideas lead to heightened effectiveness, reduced expenses, and foster improved employee engagement, thus aiding organizations in environmentally responsible practices.

With the aid of this study paper, the researcher has attempted to concentrate on the responsiveness and implementation of green HR practices in enterprises, which is an important topic for both businesses and workers. The concept of "green HR" has been pushed to assist businesses in maintaining a green environment, but Only a few companies have been successful in put it into practice in many functional areas of human resource management.

The investigator has also been helped by this research to identify areas where the Green HRM method is not being used, including training and development, the performance evaluation framework, and routine chores.

SUGGESTIONS:

By boosting employee morale and possibly aiding environmental preservation, green HRM practices benefit both the firm and the employee. Implementing green HRM has a number of benefits for both an organization and its staff, including:

People in the business world are becoming more and more aware of the importance of green buildings in addressing environmental challenges. Due to their affordable engineering and construction, green buildings can provide a platform for businesses to save costs.

A paperless workplace reduces or completely eliminates the usage of paper by automating the processes for handling crucial official documents and other resources.

Numerous businesses are introducing recycling programs as part of their green initiatives to increase the amount of recycled goods and decrease waste.

Business organizations are enhancing their recruiting capabilities in the race to hire the most inventive and creative people. By using ecologically responsible practices, they also attempt to recruit the best employees.

By training employees on green HRM ideas, environmentally beneficial methods, resource conservation for future generations, and responsible use of natural resources.

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