

# The Study of Green Human Resource Management and its Effect on Employees in Banking Industries

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## Abstract

This article integrates conservation of resources theory to explore the impact of green leadership on the green behavior of employees. Green human resource management (green HRM) has been conceptualized to influence employee workplace green behavior. This research empirically tested this link. We first developed measures for green HRM, and then drew on the behavioral HRM and psychological climate literature along with the supplies-values fit theory, to test a conceptual model integrating the effects of psychological green climate and individual green values. Results revealed that green HRM both directly and indirectly influenced in-role green behavior, but only indirectly influenced extra-role green behavior, through the mediation of psychological green climate. Individual green values moderated the effect of psychological green climate on extra-role green behavior, but it did not moderate the effect of either green HRM or psychological green climate on in-role green behavior. These findings indicate that green HRM affects both employee in-role and extra-role workplace green behavior; however, this occurs through different social and psychological processes. Organizational management practices have witnessed transformation over the last several years. Green HRM is described as an surroundings pleasant HR exercise that subscribes to the sustainable use of belongings within the industrial sectors anywhere within the country wide surroundings. The Green HRM may be visible as a proactive step toward shielding the surroundings. It is also stated that they have examined that the implementation of green HRM appears to advantage the several enterprise sectors on an international scale. There are some dispositions in regards to analyze on Green HRM even though they have got took place outdoor our country.

## **Introduction**

In the business world today, the phrase "Green HRM" has gained popularity, and as time goes on, its significance becomes more and more complex. The term "Green HRM" today encompasses attention to environmental initiatives as well as social and economical prosperity of the organisation and the employees in the longer term.

Green human resources speak of using each employee contact point as a direct or interface to promote practical practises and raise employee understanding and commitment on manageable problems. It comprises putting into action condition-aligned HR measures that boost productivity, cut expenses, and strengthen employee loyalty. It also involves helping the company save money by encouraging employees to work from home, using the internet for training, validating efficient office spaces, and other measures. As a component of its family management and ability management, the Green HR or individual's management work in this green emphasises maintainability, and associations and centres pull in the public by adapting their plans to it. With partners, employees, and investors they all end up breaking even, including networks, clients, and contract workers.

Green human resources management is a philosophy that encourages organizations, through the policies more focused on sustainable growth, to incorporate strategies in their organization or amend existing strategies in the organization. Green Human resources management is described as an eco-friendlier approach to human resource management policies. The policy on the management of human resources begins with the option, recruitment, training and advancement of workers, through to retirement and compensation policies.

The goal of introducing this shift in the management of human resources is to instill in employees the habit of the optimum use of society's resources. Digital India contributes substantially to the organization's idea of green initiatives. With the goals of digital India in mind, businesses have already opted for a paperless economy. In the implementation of government policy, banks in India play an important role. Banking is also one of the public's most popular utilities. Virtually all in the country used the banking service in one way or another.

Banks also change the strategies of human resources to address the changing market climate.

The constantly shifting environment of today makes it challenging to keep personnel with organisations for longer periods of time, which is detrimental to both the individual and the organisation. The organization's chosen motivating technique will determine whether an employee is kept on staff. The company must offer the employee improved career options, a comfortable work environment, remuneration benefits, and excellent support in order to keep the best and most suitable (key) staff.

## LITERATURE REVIEW

"Green HRM" is the application of HRM practises to support the appropriate use of resources within business projects and advance environmental causes while also enhancing employee morale and fulfilment, according to Mampra (2013). According to some definitions, "Green HRM" refers to the application of HR practises, methodologies, and procedures to encourage sustainable business practises and avoid unintended consequences of related ecological concerns (Zoogah, 2011).

Green initiatives within HRM, according to Mandip (2012), influence certain or larger-scale programmes of corporate social responsibility. Condition-agreeable HR practises and the conversion of information capital are the two core components of green HR. The foundation of any business inside an association, whether it be a financial or practical enterprise, is human resources and their supporting structures. They are the ones in charge of planning and putting those environmentally friendly plans into action in order to create a green atmosphere. They claim that adopting environmentally friendly practises would be challenging to do without motivating the human resource and carrying out workable tactics. Despite the fact that there is a sizable body of literature on the topic of green human resource management, there is still uncertainty as to how effectively green human resource management practises will be implemented in organisations around the world in order to create a fully green corporate culture. This article looks at the steps businesses are taking to assist condition management programmes by setting appropriate human resource arrangements. Additionally, it describes many green HRM practises focused on how to stay in the writing zone. They continue by reviewing the text in the HR sections of Green HRM, which aids in understanding how businesses now develop human resource strategies for taking steps towards environmental friendliness. The inquiry also seeks to suggest various green HR initiatives and specialists to provide a concise explanation of some standard Green HRM methods.

In order to attract, develop, and maintain a company's human resource, Lado and Wilson (1994) defined an HRM framework as a collection of evident but connected tasks, competencies, and practises. Typically, organisations structure their HR practises into frameworks that align with their philosophies and business plans.

Green efforts included within HRM pronouncements are a long-term component of corporate social responsibility, according to Daily, Bishop, and Govindarajulu (2009). Using their human resources, associations are currently implementing and incorporating green initiatives into their agenda. Directors make sure that their HR is efficiently utilising green human resource practises. Several authors have also recommended that all association employees obtain a broad variety of specialised and management skills in order to successfully apply a corporate green management framework in businesses.

## OBJECTIVES OF THE RESEARCH

### ➤ Primary objective

The approach that is most frequently utilised is observation. The majority of the data regarding the Green HRM process is gathered from the company's project manual. Another highly popular way for giving the entire study structure is the use of questionnaires.

### ➤ Secondary objectives

➤ The secondary objective is gathered from pre-existing sources in the records and brochures of numerous organisations. The study's secondary data came from publications, internet, and other earlier investigations. The study used qualitative research to achieve its goals.

➤ In order to validate and extract the crucial variables and aspects for the descriptive study, a review of the prior literature was conducted. Secondary sources were used to collect the data. Examples of secondary sources include periodicals, internet, books, office managers, and corporate information.

## RESEARCH METHODOLOGY

Two private and public banks in India, each based in the most numerous branches in India, are assumed to be a sample in this analysis. This study covers the State Bank of India and National bank with many branches in the public sector, while the HDFC and ICICI private sector bank, respectively, with many branches. The data that Indian public and private sector banks use to evaluate green initiatives is a side issue. The data was obtained from blogs, annual papers, and reports written, magazines, journals, and so on. Research of the Corporate Social Responsibility, Sustainable Development and Digital India initiatives is carried out. The effect of these criteria on Green Human Resource Management will be compared on the aforementioned parameters.

The following is a presentation of the research design and methodology:

### **Data collection:**

Data collection activity starts after a research problem is identified and a study strategy is presented. When deciding on the method of data collection to be used for the study, the primary and secondary categories of data should be taken into account.

### Sources of data:

#### A) Primary Data.

The approach that is most frequently utilized is observation. The majority of the data regarding the Green HRM process is gathered from the company's project manual.

Another highly popular way for giving the entire study structure is the use of questionnaires.

S. No	Public Sector Banks	Number of Branches	Number of Interview Schedule Fixed	Sample Fixed based on Valid Replies
1.	Bank of Baroda	3	11	10
2.	Bank of India	4	14	13
3.	Bank of Maharashtra	1	4	3
4.	Canara Bank	30	106	99
5.	Central Bank of India	9	32	30
6.	Indian Bank	11	39	36
7.	Indian Overseas Bank	35	123	115
8.	Punjab National Bank	1	4	3
9.	State Bank of India	25	88	82
10.	UCO Bank	1	4	3
11.	Union Bank of India	5	18	16
<b>Total</b>		<b>125</b>	<b>440</b>	<b>412</b>

#### B) Subsidiary data.

Secondary data is gathered from records and brochures of various organisations that already exist. The study's secondary data came from publications, internet, and other earlier investigations. The study used qualitative research to achieve its goals. In order to validate and extract the crucial variables and aspects for the descriptive study, a review of the prior literature was conducted. Secondary sources were used to collect the data. Examples of secondary sources include periodicals, internet, books, office managers, and corporate information.

	1	2	3	4	5	6	7	8	9	10	11	12
<b>Correlation</b>												
E-Recruiting	1.000											
E-Filing	0.436	1.000										
Paperless office	0.632	0.663	1.000									
Car sharing	0.457	0.479	0.731	1.000								
Job sharing	0.728	0.481	0.723	0.536	1.000							
Teleconferencing	0.616	0.584	0.678	0.476	0.642	1.000						

Re-cycling	0.488	0.596	0.434	0.419	0.554	0.486	1.000					
Telecommuting	0.506	0.682	0.576	0.423	0.592	0.629	0.712	1.000				
Online training	0.096	0.192	0.273	0.188	0.254	0.102	0.142	0.295	1.000			
Green rewards	0.396	0.742	0.634	0.465	0.462	0.586	0.621	0.883	0.358	1.000		
Energy efficient officespace	0.328	0.413	0.292	0.373	0.384	0.395	0.727	0.539	0.038	0.469	1.000	
Virtual interviews	0.203	0.117	0.278	0.403	0.194	0.075	0.0162	0.201	0.679	0.231	0.162	1.000
E-Recruiting	0.000											
E-Filing	0.000	0.000										
Paperless office	0.000	0.000	0.000									
Car sharing	0.000	0.000	0.000	0.000								
Job sharing	0.000	0.000	0.000	0.000	0.000							
Teleconferencing	0.000	0.000	0.000	0.000	0.000	0.000						
Re-cycling	0.000	0.000	0.000	0.000	0.000	0.000	0.000					

Telecommuting	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000				
Online training	0.142	0.015	0.002	0.018	0.002	0.126	0.057	0.001	0.000			
Green rewards	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
Energy efficient officespace	0.000	0.000	0.002	0.000	0.000	0.000	0.000	0.000	0.000	0.321	0.000	
Virtual interviews	0.012	0.096	0.002	0.000	0.014	0.201	0.036	0.012	0.000	0.004	0.036	0.000

## FINDINGS

- The investigation discovered that there were differences in the outcomes that seemed to come from using Green HR Practises.
- This study may lead to the conclusion that stress-free driving practises like carpooling and car sharing, pollution control, no-smoking zones, workplaces free of plastic, and no-smoking zones have the potential to improve the health of automotive sector workers.
- The size of an organisation may have an impact on the benefits realised as well as the challenges encountered when putting Green HR Practises into practise.
- Significant organisations have established structures, offices, and resources to successfully and efficiently implement these practises.
- In order to implement Green HR Practises, small and medium-sized businesses typically need resources, money, and top management backing.
- All of the theories that were put forth were verified.
- At the organisational level, green HRM management favourably correlates with the environmental performance of the organisation, and green HRM culture positively correlates with both.
- Individually, green HRM has a favourable impact on workers' job satisfaction, and meaningful work serves as a potent mediating factor in this relationship.
- This study is crucial because it provides fresh perspectives on green HRM's causes and consequences at the organisational and individual levels, as well as across two different economies (developed and developing).
- Additionally, it provides some insight into the little-discussed effects of green HRM at the employee level.
- The study emphasises meaningfulness via work as a significant factor, which helps us comprehend green HRM and its positive benefits on employees.



## CONCLUSIONS

Our daily activities have an impact on how we live, consuming natural resources and causing abnormal weather changes. This recognition encouraged both individuals and groups to adopt ecologically responsible practises. Organisations are focusing on developing and implementing green strategies in the association as a result of the growing concern for ecological balance on a worldwide scale. Organisations started working towards their goals while being mindful of others' expectations. By incorporating eco-friendly practises and setups, human resource management is evolving into the power of natural manageability. One such vast area of management that aims for supportability is green HRM. An association's green HRM increases efficiency while reducing waste. Holding onto employees for new positions rather than letting them go and hiring new ones is a prudent business decision and a wise financial one. By developing HR arrangements and processes with a particular goal in mind to achieve the authoritative purpose, green HRM started with the expectation that individuals would develop an eco-friendly nature within them and get a glimpse of the authoritative setup. The scope of the investigation had been established based on the interviews with the HR team and the workers of the company whose employees made up the vehicle component that served as the basis for the audit.

The role of human resources in managing the workforce is crucial. Modern human resource managers place a greater emphasis on methods that combine human asset and green resource thinking. Among other prominent advantages, implementing green HRM has led to improvements in efficiency, cost savings, worker retention, and profitability. The field of executive green human resources management offers research opportunities and bridges the knowledge gap between the board's green human resources expertise and environmental management research.

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