

# Fresh and Vigorous Human Resource Custom: A Fresh Prospect to Keep Alive

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**Abstract:** The evolution of green administration for keep alive evolve the impulse to the necessity for balance between industrial growth for valuable formation and secure escort the natural environment for future origination. These research paper indicates significant toil in green HRM research from 2012 to 2017. The objective of this research paper to evolve an view on green HRM practices in organization based on the existing literature .A methodical review of literature was conducted on the following ,HR practices such as recruitment ,selection ,induction training deed position Administration compensation management and displacing .The aim of this paper is to extend the scope of fresh and vigorous human resources custom in unspiritual prospect.

**Keywords:** fresh and vigorous human custom.

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## 1. INTRODUCTION

The Term Fresh and vigorous human resources custom May seem to be strange concept to majority of Indian nation Enclose academics and vocation in HRM.A make over aspect of sustainable HRM, is the way HRM defends the 'greening' of the organization. Terms like green associate green career and green jobs are more common today.

The evolution cause to begin from the donation by wehrmeyer who edited a book titled Greening people.

Human resources and environmental (Jabbour and Muller Camen 2011)

Green Human resources management is the unification of environmental management into human resources management action. Growing environmental effect and the promote of industrial units are creating the need for business to adopt formal environmental strategies and program me.

The evolution of green management for sustainable evolve input to the need for surplus between industrial growth for affluence creation secure defend the natural environment for the future generations. Implementation of work together green management initiatives insight a high level of pert and management skills among associate ,According to Renwick 2008 the implementation of severity recruitment and selections of associate deed based on appraisal system and introduce of training program me are powerful tools to increase the associates In mighty implement. These savants broadly specified that distinguished policies in the field of recruitment, performance management and appraisal, training and development employment relations, pay and rewards are considered to be powerful tools for aligning employees within organization's environmental strategy. According to Jabbour et al;(2011),green HRM is 'the level of greening of human resource management practices' in terms of ceremony and strive breadth of HRM . Green HRM refers to "all the activities overwhelm in development implementation and ongoing maintenance of a system that direct at making associate of an organization green. It is the side of HRM that is aim with transforming normal employees into green employees so as to gain environmental destination of the organization and last decisive to frame a significant contribution to environmental sustainability. It refers to the policies , practices and systems that make employees of the organization green for the benefit of the individual , association , natural environment and the business" (Opatha, 2013;Opatha Anton Arulrajah,2014). As far as the above describe actuaries are concerned, the very latest describe actuaries provides a clear aim and understanding about what green HRM is in the dispute of organizational setting.

### **Objectives:**

The paper has two objectives

1. To red tail a model of HR practices complicate in green HRM.
2. To become an bigger attitude on green HRM practices in organizations based on the state of living

## **2. RESEARCH METHODOLOGY**

The paper adopts a literature review of very important works in green HRM research from 2012 to 2016. The seeking opinion articles are taken from database sage, Sheffield, Springer link, Wiley online library and emerald with Green hrm that can work as a topic. Literature review is adopted as it enables to construction research and to build atrusted knowledge base in this field. the type of research done for this paper in desk research rather than a survey or any other mode of research .The concretion is given to the following HR process namely.

- Enlist new solider
- Act of Selecting
- Install
- Practical Education
- Carrying out
- Counter balance
- Order

## **3. REVIEW OF LITERATURE**

The examples from many organization suggests that HRM leadership can play a vital role in helping articulate the organizations green HRM mission , expressing the role of the business in society beyond that of simply making profit. The human resource department of accompany is said to have a capability to play significant role in the creation of company's sustainability culture. Many researchers, especially in the area of HRM, argued that the effectiveness and success in any management innovation and strategic tools depends on the quality and ability of their human resources, Green HRM refers to using every employee to endorse sustainable practices and increase associate awareness and commitments on the issue of sustainability. Green HRM has got different meaning for different people, Ashok Ramachandran ,Director HR Vodafone Essar Ltd defines green hr as using every employee touch point to espouse sustainable practices and raise employee level of awareness ,Anjana Nath Regional Head HR ,Fortis Healthcare Ltd. Defines Green HR as environment- Friendly HR initiatives leading to better efficiencies ,lesser cost and heightened associate engagements levels.

It involves undertaking environment friendly initiatives resulting in greater efficiency, lower costs and better associate engagements and retentions which in turn help organization to reduce carbon foot prints by the means of

- Pert to electronic filling
- Car sharing
- Person of patience sharing
- Teleconferencing
- Online training
- Flexible working hours
- Tele commuting

The HR department of the organization plays a vital role in formulating and maintaining the corporate green culture. The tradition HR practices that belong to the Hr department are recruitment, selection, induction, training and development of associate performance appraisal, and compensation management. It is a challenge as to what extent it is possible to keep the green element in these HR practices. It will be discussed as follows

### **Recruitment vs. Green Recruitment:**

Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. The Recruitment process begins when the personnel department receives requisitions for recruitment from any department of the company locating and developing the sources of candidates as possible for applying are the major steps of recruitment. Green recruitment means paper free recruitment process with a minimal environment impact,

Applications are invited through online mediums like email, online applications form or the global talent pool, Telephonic or video based interviews help to reduce travel related environment impact, A survey by the British carbon trust confirms that most of the employees more than 75% considering working for an organization that have an active environmental policy to reduce carbon emission, Indicating or making transparent about the organization environmental performance in recruitment message will attract candidates with green competency and attitude, The finding suggests that confirms that when firms present a proactive stands towards protections of the environment then it would help improve the attractiveness of the firm and it is effective way to attract new talents. The Range rover carmaker in Britain makes environment responsible and qualification part of every job profile, Including environmental criteria in the recruitment message and reflecting environmental policy and strategies of the organization in its recruitment policy help to stimulate green candidates to apply for the job. Moreover expressing some environmental values in job advertisement will be a reliable strategy a green firm can follow, According to the suggestion by MR.Ahmed the recruitment process must be aligned with environment friendly issues. The potentials job seekers rate the green employee on the basis of Parameter of sustainability as claimed namely the presence of green job description eco friendly locations paper less interview and such other practices in recruitment portfolio.

#### **Art of selecting vs. The raw art of selecting:**

The purpose of the selection process is to determine whether a candidate is suitable for employment in the organization or not. According to Thomas Stone, "selection is the process of differentiating between applicants in order to identify and hire those with a greater likelihood of success in a job. Selection is now centralized and handled by the human resource department The process of selection is lengthy ie, it include preliminary interview, selection tests, selection interviews, checking reference, final selection, and job offer.

In this selection context, the selection committee can consider candidates' environmental concern and interest. During the interview the committee can ask environmental related questions to the interviewee ( Wehrmeyer, 1996, North, 1997, Revill, 2000, Arulrajah, 2015). These are some of the good green selection practices any organization can adopt to select environmental friendly people in addition to the normal selection criteria. The selection of wrong candidate will mean loss of time, money, more over destruction of environmental policies of the organization.

#### **Induction vs. green induction:**

The selection procedure ends with the placement of a worker to the job. When a new employee joins an organization, he should be welcomed as a new member of the organization. Induction is the welcoming process to make the new employee feel at home and generate in him a feeling of belonging to the organization (Flippo)

New employees need to ensure that they understand and approach their corporate environmental culture in a serious way (Wehrmeyer, 1996). Companies can adopt two approaches in respect of green induction. They are general green induction and job specific green induction. After the selection company provides basic and necessary information about the corporate environmental management policy, system, and practices. Job specific green induction includes fa new employees about environmental orientation programs specific to their jobs (Arulrajah, 2015). Now a day these two green induction practices are important to organizations.

#### **Instructs vs. Fresh Vigorous Training:**

Every organization needs the services of trained persons for performing activities in a systematic way. It is an organized procedure for increasing the knowledge and skill of people for specific purposes. Training also provides an awareness of the rules and procedures to regulate their behavior.

Providing environmental education to the work force will help to create environmental awareness among workers (North 1997). Training the staff to produce green analysis of work place, job rotation to train green managers of the future are some techniques of green T&D (Renwick et al, 2008). Green training and development includes education of employees about the value of environment management, training them in working methods to conserve energy, reduce waste, diffuse environmental awareness within the organization, and providing opportunity to engage employees in environmental problems-solving (Zoogah, 2011). To entertain the "go-Green" concept there should be extensive use of online and web-based training programs and interactive media to deliver training rather than printed material to reduce the use of paper (Tulsee Giri Goswami, Saroj Kumar Ranjan, 2015).

#### **Deed of Direction Of Affairs vs. Raw Deed Affairs Management:**

Performance management is the process of measuring quantitatively and qualitatively an employee's past or present performance against the back ground of his expected role performance .Edward Flippo says that, "performance management is the systematic, periodic, and impartial rating of an employee's excellence in matters pertaining to his present job and his potential for a better job.

In the aspect of green HRM, performance measures, standards and indicators for appraising environmental performance is a difficult task. The measurement criteria of employee green performance of job must be carefully aligned with the firm's environmental performance. Normally organizations are using Environmental Management Information System (EMIS) and environmental audits for evaluating the green performance. Organizations must include responsibilities and the success of communicating environmental concerns and policy with in the performance evaluation system of the company (Wehrmeyer,1996) .

Communication of green schemes keeping performance indicators and standards of all level of employees and establishing firm wide dialogue on green matters will help to materialize targeted environmental performance (Renwick et al, 2008;Renwick et al,2013).

Shoeb Ahmad, suggests that green performance appraisal should also focus on environmental incidents, environmental responsibilities, communication of environmental policy, and green information system and audits. The job description should be aligned with green tasks and goals to be achieved.

The HR manager plays a strong role achieving green outcomes such as familiarization towards green management and encouraging green HR learning and inviting green ideas from employees by developing green performance standards and green behavior indicators. (Tulsee Giri Goswami, Saroj Kumar Ranjan, 2015).

The adequacy of green rewards was best observed in a study conducted by Berrone and Gomez- Mejia (2009) on 469 US companies operating in high- polluting industries. They found that the companies having eco- friendly performance paid their CEOs more than the non eco friendly companies. (Shoeb Ahmaad, 2015).

Denton (1999) examined the impact of employee involvement in pollution control. The employee rewarded those who came up with innovative waste reduction ideas. (Jackson et al, 2011) and those who provided incentives to encourage environmental friendly activities such as recycling and waste management.

#### **Advent Management vs. Raw Advent discipline Management:**

Discipline refers to the presence of orderliness in any particular field of activity. Discipline is the tool for implementing various rules and regulations for the smooth running of the organization.

Wehrmeyer (1996) stated that green discipline management is a pre- requisite in corporate environmental management. It is important to ensure the green behavior of employees in the work place. For achieving the environmental management objectives and strategies of organization green discipline are needed.

Setting penalties for non compliance on targets in environmental management and dismal for environment breaches are some green disciplinary practices; Opatha also suggested that implementing discipline management as a tool to self regulate employees in environmental protection activities of the organization. Some of company has developed a clear set of rules and regulation which imposes on associate to be concerned with environmental policy of the organization. In such a company's if an employee violates environmental rules and regulations Disciplinary action such as warning, fining, suspension etc are taken against him.

### **4. DISCUSSION**

This research paper is focused on the greening of the most important seven HR activities practiced by all organizations. The selection of described activities is done on the basis of scope and practical implementation of green practices rather than a theoretical description. A key role of HR environmental executives is to guide all employees in term of gaining full cooperation towards implementing environmental policies. Green HRM practices helps organization to win accost effective green cooperate image. Before implementing the green practices, all employees of the firm must be educated about the methods, practices and benefits of green HRM. This will help to prevent the resistance from employees about

the impending change in the work place. Without the formation of a right attitude about greening among employees it is difficult to practices a sustainable work culture the organization.

## **5. CONCLUSION**

Based on the review, it is possible to conclude that green HRM practices are the powerful tools that an organization can utilize to maintain its work place sustainability .Green HRM practices are providing a new outlook to the sustainable growth of the organization. Along the profit maximizations It helps the organization to maintain the surroundings that would be useful for the future. Hence it is suggested that organizations should implement new measures and give more preference to make each function of HRM green.

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