



Assessing the Adoption and impact of green Human Resource Management practices in higher Education institutions in Kerala

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Abstract: In response to the proliferation of environmental problems in recent decades, governments throughout the world have mandated that businesses and other organisations implement environmental management programmes as part of their overall strategy for doing business. The government of many countries has enacted various policies to protect the environment, in response to the continuous degradation of our planet caused by the massive extraction of natural resources. These laws aim to encourage businesses and other organisations to incorporate sustainability into their operations. A growing number of companies are embracing the novel idea of "Green HRM." Completely implementing green HRM policies is not feasible, while in order to help students and staff in safeguarding the environment, several educational institutions have created green projects.

Keywords: Green HRM, Green Human Resource Management, environmental management, academic institute

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INTRODUCTION

In order to build a company that is ecologically aware, resourceful, and socially responsible; in order to encourage environmentally responsible behavior among employees, Green Human Resources Management (GHRM) incorporates a number of policies, procedures, and systems. "Green HRM" stands for "human resources management that prioritizes environmental sustainability." within human resource policy, which is driven by the increasing importance of sustainable development in modern companies' competitive advantage.

Numerous shifts in environmental concerns have occurred in the twenty-first century. The fight against climate change has recently elevated the idea of environmentalism to the forefront of public consciousness. Pollution has various detrimental effects on the environment, including damage to human health, depletion of natural resources, and wellbeing, and societal disintegration (e.g., bio- and e-waste). The term "green HRM practices" refers to the programmes, procedures, and strategies that are put into place by organisations to lessen their negative effects on the environment or increase their positive effects. In the end, it is claimed that implementing green HRM practices would enhance the organization's performance in terms of sustainable environmental impact. Additionally, it aids workers in taking the lead in achieving green recruiting, hiring, training, remuneration, and human capital development and advancement for the company.

Green HRM Practices- Theoretical Discussion

Improved employee engagement and retention, reduced expenses, and more efficiency are all outcomes of green HRM's environmentally friendly HRM practices. "Green HRM" encompasses a wide range of practices seen in financial institutions' HR departments. Helps implement green HR practices in areas including employee interactions, management, planning, and selection as well as a decrease in paper consumption. It helps to create a greener work atmosphere. Any practice that boosts bankers' and workers' worth while also reducing negative impacts on the environment, both now and in the future, is known as "green HRM."



LITERATURE REVIEW

Lakshmi Varma et.al (2021) Green HRM must be considered an absolute must-have for educational institutions. This new discipline is a combination of environmental management and human resource management. An EMS system may be implemented swiftly by a university by following GHRM guidelines. The study delves into the fundamental GHRM principles, explains why they are important, and showcases how several universities and colleges have put them into practice. Management and staff will be more likely to follow through on waste management, reduce unnecessary resources, and keep the campus clean given the correct implementation of a Green HRM system. All parties concerned, including workers, will be happy at the end, which will encourage them to work harder and more efficiently.

Ravindra Athula Hew Pathirana et.al (2020) Green HRM is still in its early stages, but it's an exciting and promising area of study that might potentially have a major impact on the growth and improvement of natural environmental sustainability. This study employs a desk research technique in an effort to systematically identify research gaps in GHRM that can inform future empirical investigations. Nine research needs in GHRM were identified after a comprehensive literature assessment. There are a total of nine areas where research is lacking; two of these areas are based on empirical evidence, six on theory and evidence, and one on methodology. These highlighted research gaps might be filled via the design and execution of future research investigations.

Subhadeep Mukherjee et.al (2020) In response to the proliferation of environmental problems in recent decades, governments throughout the world have mandated that businesses and other organisations implement environmental management programmes as part of their overall strategy for doing business. The

government of many countries has enacted various policies to protect the environment, in response to the continuous degradation of our planet caused by the massive extraction of natural resources. These laws aim to encourage businesses and other organisations to incorporate sustainability into their operations. A growing number of companies are embracing the novel idea of "Green HRM." To help employees understand their role in environmental management, several companies across the globe have adopted "Green HR policies" in order to effectively manage their personnel resources, in addition to more conventional CSR initiatives. When it comes to environmental and social responsibility, the academic institution is on its own. It is not feasible to fully adopt green HRM policies, while many schools have developed green programmes to assist students and staff in taking responsibility for environmental conservation. To find out how far down the path to sustainability the academic institution is, this research article will look for common green practices used by universities and colleges. The university, which is responsible for environmental protection, will benefit from this.

I A Ahamed et.al (2023) There is a rich intellectual culture and many educational possibilities in India's higher education system, particularly in the city of Coimbatore in the state of Tamil Nadu. With its many well-respected educational institutions, Coimbatore serves as a magnet for students from all across India and the world. This project aims to investigate how several colleges and universities in Coimbatore have implemented green HRM practices. Chi-Square, the information gathered from were subjected to correlation and multiple regression analysis 170 teaching faculty members at Tamil Nadu Agricultural University, Coimbatore, who were selected using a simple random selection procedure. In an effort to encourage the responsible use of resources, the organisation implemented green HRM practices and policies. It stresses the need of keeping the environment in good repair. Learning about Green HRM practices at universities is very important. In a future when sustainability is paramount, adopting green HRM practices not only enhances faculty job satisfaction but also coincides with the institution's goal. The objective of this piece is to go into the topic of faculty job satisfaction in relation to green HRM practices.

Phuong Lan NGUYEN et.al (2024) The education sector has been significantly affected by the worldwide COVID-19 epidemic, which has prompted the need for reforms in its aftermath. But thus far, studies have failed to provide enough clarity on how GHRM may help create a green culture and encourage green innovation. We also don't know much about how these elements affect the innovation performance and long-term development of organisations. Process innovation, green culture, employee green motivation, and GHRM are the variables that this research aims to analyse. Green innovation and green culture are also examined as moderators of the association between GHRM and process innovation. The goals of the research will be achieved by conducting a thorough survey of 590 university personnel in Vietnam. When it comes to managers seeking to improve their companies' environmental performance via fostering a sustainable culture and promoting green innovation. On top of that, this research adds to what is already known about the link between GHRM and process innovation by showing how green culture and employee green motivation might moderate the association in a good way. It highlights how GHRM can encourage green innovation by creating a culture that values the environment and inspiring workers to make environmental responsibility a top priority. The study has important implications for upper-level management, drawing attention to the mediating function of green culture and employee green motivation, and for generations of managers to come who will be accountable for acquiring this information.

METHODOLOGY

Several advantages the emphasis of this was on environmentally friendly HRM practices in organizations descriptive survey research. The Google form was used to gather the main data. Two hundred private sector bank workers served as the study's sample. The data was analysed using a simple random approach.

RESULT

Participants' ages, sexes, marital statuses, levels of education, and years of work experience were among the demographic variables examined in the case study. As a whole, this will provide light on the demographics of Kerala's workforce.

Table 1: Age Distribution of the Respondents

Age	No. of Respondents	Percentage
20-30 years	37.8	18.9 %
31-40 years	90.6	45.3%
41- 50 years	49	24.5%
51-60 years	18.8	9.4%
60 years above	3.8	1.9%
Total	200	100

Source: Survey, N = 200 Respondents

A look at Table 1 shows that Green Human Resource Management Practices in Keralan Higher Educational Institutions are distributed by age. The age distribution of the respondents is as follows: 45.3% are between the ages of 31 and 40, 24.5% are between the ages of 41 and 50, 18.9% are between the ages of 20 and 30, 9.4% are between the ages of 51 and 60, and just 1.9% are over the age of 60.

Table 2: Gender Distribution of the Respondents

Gender	No. of Respondents	Percentage
Male	139.6	69.8%
Female	60.4	30.2%
Others	----	-----

Total	200	100%
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Source: Survey, N = 200 Respondents

Table 2 shows the breakdown of respondents by gender in the Kerala Higher Education Institutions survey on Human Resource Management Practices. With 69.8% of the total participants being male and 30.2% being female, the majority of the participants being male.

Table 3: Responses from Married People

Marital Status	No. of Respondents	Percentage
Married	147.2	73.6%
Unmarried	52.8	26.4%
Others	--	----
Total	200	100%

Source: Survey, N = 106 Respondents

The results of the Human Resource Management Practices in Higher Educational Institutions survey are shown in Table 3. in Kerala survey are married or not. Only 26.4% of those who took the survey are single, while 73.6% are married.

Table 4: Level of Education attained by the Participants

Educational Qualification	No. of Respondents	Percentage
10 th	3.8	1.9 %
12 th	---	--
Graduation	24.6	12.3%
Post- Graduation	43.4	21.7%

Doctoral	126.4	63.2%
Others	1.8	0.9%
Total	200	100

Source: Survey, N = 200 Respondents

Human resource management practices at Kerala's higher education institutions are detailed in Table 4. Doctorates are held by the vast majority of responders (63.2% of the total). Graduates make up 12.3% of the total, while 21.3% have advanced degrees. A meagre 1.9% and 0.9% have bachelor's degrees or higher, respectively.

Table 5: Green practices as understood by employees

Particulars	No. of Respondents	Percentage (%)
Yes	151	75.5
No	49	24.5
Total	200	100.0

Green practices are known by 75.5% of respondents and are unfamiliar to 24.5% of respondents, according to the statistics shown in Table 5.

CONCLUSION

The present situation calls for an update in Kerala's HR practices that are in line with environmentally friendly practices, as the state's adoption of green HRM is low. They play a significant role in society and are a nationally renowned academic institution in Kerala. Workers in Kerala should therefore do their part to preserve the environment and educate the youth of the state about the need of sustainable lifestyle choices. Achieving green HRM's full potential requires, the institute's upper management must fully embrace it. Teachers and students alike would benefit from their example if they were to adopt more environmentally friendly habits in the classroom and beyond. The level of staff knowledge about environmental regulations is one of the found problems.

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