

Environmental Sustainability through Green Human Resource Management Practices

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Green HRM involves eco-friendly human resource policies and practices in organizations with the vision of achieving sustainability. The main objective of this study is to find the green HR practices relating to Recruitment (entry), Training and Development, Performance Appraisal and Management, Employee Relations, Pay and Reward, and Leaving (Exit) based on current literature. The methodology of the study was qualitative. Systematic review of literature was conducted by using an archival method. Researcher reviewed 91 articles cited in the online databases of Sage, Google scholar, Springer link, Science Direct, Wiley, and Emerald with green HRM as the topic. Articles published in 1992 and 2019 have been reviewed. Data reduction, data display, and drawing conclusion were the three steps in data analysis. Reduction of data was carried through coding and categorization with respect to six themes mentioned in the objective. Data displayed using a table. The findings overviewed the following, relating to Recruitment (entry) all the articles mentioned that recruit persons with a green mentality was best, when selecting people ask environmental issues/questions in the interview. When it comes to Training and Development found that environmental training was the best way. Considering Performance Appraisal and Management found that managers need to formulate green related measurements to evaluate the employee performance. In Employee Relations found that participative decision making in green related matters. When evaluating the Pay and Reward suggested that green reward management system depends on green performance evaluation. Finally, Leaving (Exit) found that carry out green exit interviews and if the exit was environmental related issues need to improve that area. In Conclusion through green HR functions, it can gain Environmental Sustainability. Finally, it will recommend preparing a green HRM policy to achieve the Environmental Sustainability.

Keywords: Green human resource management, Environmental sustainability, Human resource functions, Human Resource Management (HRM)