



Role of Green Human Resource Management (GHRM) in Building an Eco-Conscious Training

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Abstract

HRM policies are used to stimulate and support the sustainable use of resources and preserve the natural environment. Green HR focuses on the development, implementation and maintenance of all activities aimed at making staff members supportive and committed to sustainable goals. This study finds the role of GHRM in building Eco conscious training. It is found that the Eco conscious training factor is the highly influencing factor and Green Performance factor is the least influencing factor of the Green HRM of IT sectors. But the model profoundly concludes that Green HRM factor is very important for the employer to determining their Organizational Performance of concern sector.

Keywords: Green Human Resource Management, Eco Conscious, Green Performance

Introduction

Green HR helps in achieving greater efficiency and lower costs within a process, reducing and eliminating ecological wastage and refurbishing HR products, tools, and procedures. Being environmentally conscious, organizations are starting to integrate green attempts into their regular work environment with society.

In green HR, HRM policies are used to stimulate and support the sustainable use of resources and preserve the natural environment. Green HR focuses on the development, implementation and maintenance of all activities aimed at making staff members supportive and committed to sustainable goals.

Green means environmental. 'Green' or 'Greening' has at least four meanings in the context of managing people at work/Human Resource Management (HRM).

- **Preservation of the natural environment:** all the things in the world which are neither caused nor controlled by human beings and they include land, forests, plants, animals, and other natural phenomena are referred to as the natural environment. To keep it in its original form and protect it from harm, loss, or negative change.
- **Conservation of the natural environment:** to be very careful in the way of using it in order to let it last as long as possible, to use it at the minimum level so that future generations will be able to utilize it.
- **Avoidance or minimization of environmental pollution:** to stop contaminating the water, air, atmosphere, etc. through unpleasant and poisonous substances and wastes. To guard against outcomes that will ultimately endanger the planet/earth where humans and nonhumans are living.
- **Generation of gardens and looking-like natural places:** to create parks and places which have plants, trees, and grass.

Review of Literature

ASUJ (2023) The study aimed to examine the impact of green human resource management on improving the organization's performance in the private sector. In this study, 20 studies were used as a sample, and a systematic literature review was employed by extracting articles from open access databases. This study determined that Green Human Resource Management has a positive impact on the performance of the organization. To confirm the sustainability of an organization in the market, improvement of organizational performance is a primary factor. The present study suggested that extent the green human resource management practices Leads to enhance employees' and organizational performance.

Naga Bharani (2023) This paper studies the leading Green HRM practices of Indian Corporate in the current times. Being green should be an organization's moral and ethical responsibility towards the country. Apart from the production & operations, mundane areas like accounting, HRM also has a vast scope of becoming eco-friendlier and green. Therefore, this paper also attempts to discuss the ethical aspect of being green in delivering HR functions. It reflects good corporate citizenship. Many companies agree on green management. In India firms like Wipro, TCS, ACG Associated capsules Pvt. Ltd. and NTT data business solutions adopt Green HRM which helps in environmental sustainability. The study focuses on the implementation of GHRM ideas in Indian business organizations. The study discusses the best practices to observe surveys of Green HRM.

Kiran Reddy (2023) In today's scenario, environmental concern is depleting by the day, and while the entire organisation is focused on monetary benefits, non-monetary benefits are being neglected. This has a direct impact on many organisations. As a result, a number of environmental issues arise, with dreadful consequences for the environment. To address this issue, the concept of green human resource management has been introduced. This paper investigates how these Green HR practices are implemented in organisations and how they contribute to the preservation of a sustainable environment in the industries in kolar district.

Jorge F.S.Gomes (2023) The main objective of this research was to explore the relationship between personal values associated with sustainable behaviors (altruistic, biospheric, egoistic, and hedonic values), organizational outcomes such as engagement and commitment, and GHRM. Results show that of the four personal values only the biospheric one moderates the relationship between GHRM practices and affective commitment so that the relationship between HRM and affective commitment is stronger when biospheric values score higher.

Shaha Faisal (2024) The current study was undertaken to identify various factors and measuring tools of GHRM. Based on the Ability– Motivation–Opportunity (AMO) theory and the review methodology, the study identified various factors and measuring tools of GHRM. A few identified factors include Green Recruitment and selection, Green Training and Development, Green compensation management, Green performance management, Green Employee empowerment and participation, and Green Employee relations. The present research has thus opened fresh avenues for future studies.

Intend of the Study

This study aims to find the role of GHRM in building Eco conscious training.

Eco-Conscious Training

Green training and development is defined as the process of equipping employees with working approaches that ensure adequate resource utilisation, reduce waste, energy conservation, and environmental degradation cause reduction.

Green initiatives and sustainable business practices are top-of-mind for many entrepreneurs right now, but starting such programs can seem like a daunting task. For businesses that want to make the world a better place and save money simultaneously, it's hard to beat training programs designed to teach employees about the importance of green initiatives in their daily lives.

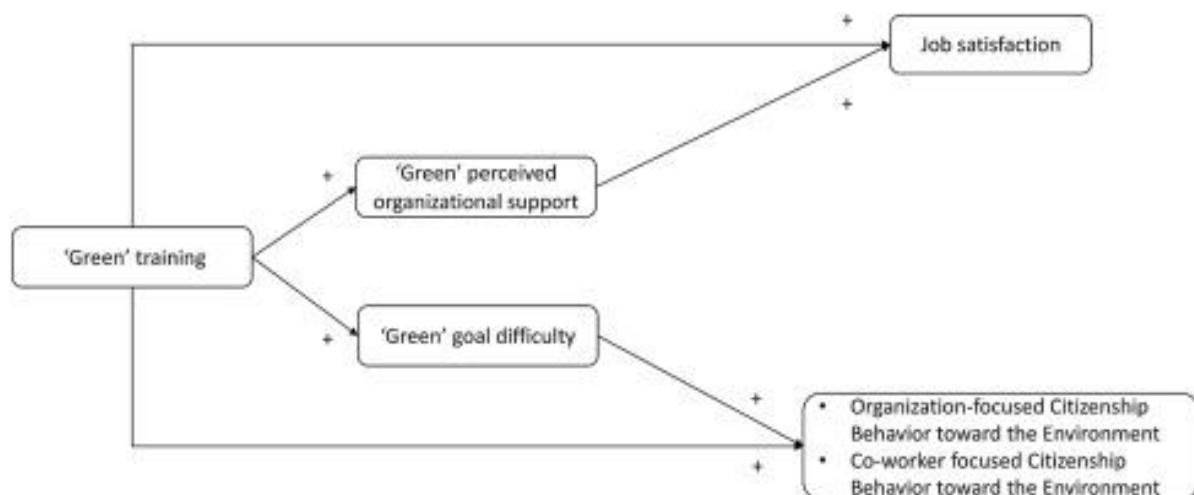


Fig 1: Effects of Green Training

1. Going digital to go green

More and more companies are beginning to transition their business practices to be eco-friendlier. One way to make sure company does its part is by adopting green habits and becoming recognized as an industry leader in sustainability.

By offering employees training on ways they can go green at home, in addition to making environmental initiatives an important part of business operations, It not only enhance bottom line but help set company apart from competitors that aren't yet going green. All that said, want to focus some

time—and even offer incentives for doing so—on educating employees on what going green really means and how it can affect their role within your organization.

2. Give Back to the environment

Not only is it good for your soul to give back to our environment, but it can also boost your professional image in two ways. First, employers often look favourably on employees who care about their community—it's seen as an indicator that treat other people and companies with respect. Plus, if your business is taking extra steps to help out Mother Earth (as well as future generations), potential clients will know they're signing up for more than just your products or services.

3. Encourage Sustainability Among Employees

Companies that are proactive about reducing their carbon footprint are more competitive in today's market. A green training program will have lasting effects on employees, encouraging them to adopt sustainable practices in their daily lives.

4. Make Training Catalyst for Going Green

Many companies around the world are investing in green technology and environmental protection projects. A large portion of these initiatives, however, often fall flat when it comes to employee participation. If want to go green in your business but don't know where to start, implement a comprehensive training program and give employees more opportunities to participate in green initiatives.

Green Performance Management

Green performance management consists of issues related to environmental concerns and policies of the company. It also concentrates on use of environmental responsibilities. It can support organizations to minimize expenses without losing talent. It decreases a company's total costs as it becomes more effective concerning the use of electricity, water, and manufactured goods. It helps to achieve greater employee job satisfaction and dedication, which leads to increased productivity.

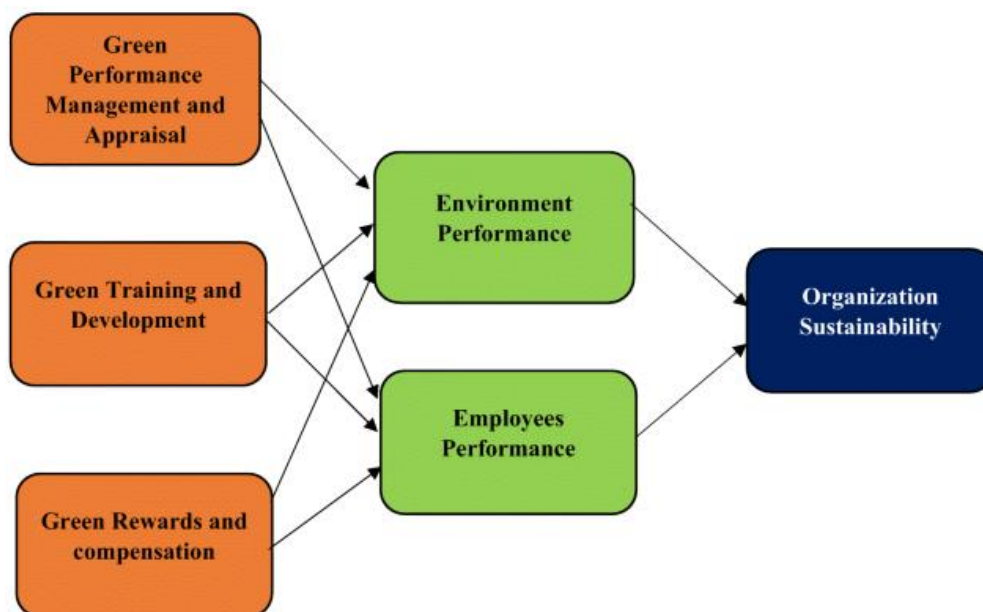


Fig 1: Effect of Green HRM on Organization sustainability

Some of the things found in Pre survey are that the company's System Green Performance Appraisal does not include employee involvement in environmental issues. The Green Compensation and Rewards system is not clear, so employees are not enthusiastic about doing green behavior or activities. Associated with OCBE is the lack of employee awareness of the importance of preserving the environment, which sometimes causes environmental problems and minimal contributions regarding the implementation of green environment for employees

Green HR initiatives help companies find alternative ways to cut costs without losing their top talent. Focus on Green HRM as a strategic initiative promotes sustainable business practices.

Green HRM involves undertaking environment-friendly HR initiatives resulting in greater efficiency, lower costs and

better employee engagement and retention, which in turn, help organizations to reduce employee carbon footprints by electronic filing, car sharing, job sharing, teleconferencing, and virtual interviews, recycling, telecommuting, online recruitment and training, energy-efficient office spaces, etc. The goal of the Performance management (PM) system in green management is to measure ecological performance standards through different departments of the organization and achieve useful information on the green performance of managers. Green performance indicators should be included in the PM system. Green PM system can be successfully initiated through developing performance indicators for each risk area in environmental awareness and instruction. The compensation package should be adapted to reward green skills acquisition and achievement by employees. Monetary, non-monetary, and recognition based

environmental reward systems and monthly managerial bonuses can be provided based on performance outcomes in environmental balance.

Carbon emission standard and regeneration sources of energy are the key consideration for executive payment as an appreciation of green efforts. Employees meeting green goals can be rewarded.

Influence on Eco-Conscious Training on Organizational Performance

The Eco-Conscious Training factor consist of eight variables and it subsequent influence over Organizational Performance is measured through linear multiple regression analysis. The results are shown below

Table 1: Model Summary for Eco-Conscious Training

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.761 ^a	.580	.572	3.436

a. Predictors: (Constant), ET8, ET3, ET6, ET4, ET5, ET2, ET7, ET1

Source: Computed data

It gives in the above table $R=.761$ $R\text{ square} = .580$ and adjusted $R\text{ square} .593$. It has given that the Eco-Conscious Training variable creates 60% variance over the Organizational Performance. The cumulative influence of

eight variables of Eco-Conscious Training over Organizational Performance is ascertained through the following one-way analysis of variance.

Table 2: ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1					
Regression	7431.335	8	928.917	78.661	.000 ^b
Residual	5384.936	456	11.809		
Total	12816.271	464			

a. Dependent Variable: Organizational Performance

b. Predictors: (Constant), ET8, ET3, ET6, ET4, ET5, ET2, ET7, ET1

Source: Computed data

From the above table illustrates that $f=78.661p=.000$ are statistically significant at 5% level. This leads to all the eight variables cumulatively responsible for Organizational

Performance. The individual influence of all these eight variables is clearly presented in the following co-efficient table.

Table 3: Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1						
(Constant)	8.016	1.303			6.150	.000
ET1	3.269	.383	.419		8.527	.000
ET2	-2.280	.344	-.317		-6.625	.000
ET3	1.482	.399	.153		3.716	.000
ET4	3.269	.267	.464		12.263	.000
ET5	-.506	.279	-.070		-1.815	.070
ET6	.521	.306	.067		1.702	.090
ET7	2.680	.287	.417		9.354	.000
ET8	-1.639	.320	-.231		-5.123	.000

a. Dependent Variable: Organizational Performance

Source: Computed data

It was explained in the above table Learning techniques to optimize algorithms, reduce code redundancy, and design software that consumes less power during operation ($\text{Beta}=-.419$, $t=8.527$, $p=.000$), Understanding the environmental impact of data storage and taking steps to minimize unnecessary data accumulation ($\text{Beta}=-.317$, $t=-6.625$, $p=.000$), Utilizing cloud-based services to reduce the need for physical servers and associated energy consumption ($\text{Beta}=.153$, $t=3.716$, $p=.000$), Encouraging digital document sharing and minimizing paper usage through electronic signatures and online forms ($\text{Beta}=.464$, $t=12.263$, $p=.000$), are statistically significant at 5% level. By adopting sustainable practices, IT companies can significantly decrease their environmental impact.

Findings and Conclusions

Green HRM is believed to promote environmentally conscious behavior among employees, thereby enhancing their performance. In the IT industry, Green HRM (GHRM) enhances organizational performance by fostering sustainability, boosting employee engagement, attracting environmentally conscious talent, and improving brand reputation, ultimately leading to cost savings and long-term business success. It is found that the Eco conscious training factor is the highly influencing factor and Green Performance factor is the least influencing factor of the Green HRM of IT sectors. But the model profoundly concludes that Green HRM factor is very important for the employer to determining their Organizational Performance of concern sector.

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