

# Role of Green-Human Resource Management in Education Institutions: A Study in Dehradun

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## ABSTRACT

The government has ordered businesses and organizations to concentrate on environmental management strategies separate from their core operations as a result of numerous environmental challenges in recent decades. Governments all over the world have created a variety of environmental regulations to guarantee that businesses and organizations follow them in order to accomplish sustainable development objectives. This is due to the enormous depletion of natural resources and ongoing environmental degradation. Today, many businesses are implementing the novel idea of sustainable human resource management. Employees can fulfill their environmental obligations by combining resource management with conventional corporate social responsibility efforts. Institutions of higher learning contribute to society and the environment. To assist students, teachers, and environmental policy makers in improving environmental support, numerous educational institutions have started environmental programmes. The green-man management principles, however, cannot be fully applied. The standard environmental practices used by universities will be defined in this research article, and the degree of environmental management techniques employed by academic institutions will also be determined. This is advantageous for colleges since they have a duty to safeguard the environment.

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

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## INTRODUCTION

### HUMAN RESOURCE MANAGEMENT

Human Resource Management (HRM) is the process of recruiting employees, training employees, obtaining compensation, setting guidelines for employees, and developing strategies for retaining employees. In the past, human resource management meant processing payroll, giving employees' birthday gifts, organizing company events, and ensuring that forms were filled out correctly; in other words, it was more of an administrative function than a strategic function. The seven foundations of human resource work: When we talk about human resource management, several elements are considered to be the pillars of effective human resource policies. These pillars are: Performance Management, Training and Continuing Education, Succession Arrangement, Salary and Benefits, Personnel Information System, Personnel Data and Analysis. These principles of human resource

management are not isolated; they work together and influence each other. In short, these HR frameworks not only enable employees to perform better, but also enable them to do their best.

### **CONTRIBUTION OF HRM IN DEVELOPED COUNTRIES**

Human resources management has undergone tremendous changes, which correspond to the quality of life of people in society. In the past century, developed countries have experienced tremendous economic growth. Due to the use of new inventions and new technologies, the quality and quantity of manufacturing and agriculture have seen unprecedented growth. This gives developed countries the advantage of production and sales on a global scale.

Developed countries are trying to carry out the reforms they want. Although technology has played an important role, human participation cannot be ignored, and there is a growing demand for technical experts, such as engineers, technicians, financial, marketing and resource procurement professionals, and logistics experts. Human resource management in industrialized countries is very aware of the needs of employees as an important resource, and organizations work with the help of different types of employees, from simple workers to the highest management level. They determine the need for the skills and knowledge required to perform specific professional functions. HRM will consider your different training needs and career prospects. The succession process of senior management is planned, and the biggest responsibility lies with the human resources department.

### **WHAT IS G-HRM?**

Green human resource management is the latest buzzword in today's companies. As the management attaches great importance to sustainable development and environmental protection, the company has formulated personnel policies to promote environmental protection measures. "Green Personnel Management" was proposed by Vermeier in 1996. Most people are not familiar with this concept, and those who know it are much less familiar with it. The GHRM concept has achieved some success. Since green human resource management is regarded as an emerging field in management, especially in the human resource management literature, more research is needed to deeply understand and understand the green human resource strategy.

Understand GHRM and the carbon footprint of each employee, reduce and upgrade talents. Efficiency is achieved by reducing and eliminating environmental waste and continuous upgrading to achieve recruitment, work sharing, teleconference, recycling, remote office, online learning and more energy-efficient office space development, and as a green target for all employee recruitment, the employee plan also aims Continue the practice of work-life balance to promote the health and well-being of the workplace in the organization. Sustainable work-life management practices to achieve work-life balance. Organization and increase productivity.

Most progressive companies in India recognize sustainable Management technology, and do not think that management is their art. Many companies have incorporated G-HRM into their strategies to ensure the long-term sustainability of their businesses; we used to measure corporate success by profit, but now they need to go green to create a green environment that rewards loyalty.

## **ROLE OF G-HRM IN EDUCATIONAL INSTITUTIONS**

Many educational institutions have formulated environmental protection measures to help students and faculty who are responsible for protecting the environment, but it is impossible to fully implement the guidelines for green people management. This research paper will help define environmental standard practices applied in universities. Determine the green human resource management practice level of research institutes and scientific organizations with various organizations, which is very useful for colleges and various organizations responsible for environmental protection.

Green denotes toughness. "Green" or "green" has at least four connotations in the context of human resource management (HRM) in the workplace. Environmental protection refers to all aspects of the planet that were not made or are not under human control. The natural environment, which also includes land, woods, plants, animals, and other natural occurrences, is made up of living creatures. To prevent harm, loss, or unfavorable modifications, kindly leave it as is. Please use it with extreme caution so that you can use it. To ensure that future generations can utilize it, keep it around for as long as you can while using it as little as you can.

The government and companies generously use natural resources to produce a variety of consumer products, regardless of future generations. Environmental issues, such as:-global warming, environmental pollution, environmental degradation. Change lifestyles and help everyone live a sustainable lifestyle. The introduction of green practices, environmental behaviors and green measures will help achieve environmental sustainability and contribute to a positive impact on the environment. Avoid or minimize global warming. Rains, tsunamis, floods, hurricanes, droughts, etc. due to informal, harmful and greedy use of natural resources for production and consumption. Avoid or minimize health diseases caused by environmental pollution. Avoid or minimize damage to animals and other natural organisms. Ensure that the relationship between plants, animals, people and their environment is in an appropriate balance. Ensure the long-term survival of people and enterprises. The above reasons are common reasons for landscaping. When it comes to a specific organization, there is such a thing as corporate social responsibility (CSR). CSR is defined as the degree to which an organization seeks to improve the overall well-being of the community.

## **GREEN HR REQUIREMENTS**

In order to achieve ecological or organizational environmental goals, it is necessary to clarify the environmental requirements of human resources. There are four types of environmental work requirements: green skills, environmental attitudes and environmental behaviours and green results. Employees must have sufficient knowledge and skills in this area. Without these knowledge and skills, he cannot be a green employee. Regarding the research gaps in employees' specific environmental skills, empirical research is needed in this area. Employees also need to have a correct attitude towards gardening their behavior. Environmental behavior to create awareness like reusing many office supplies, such as water bottles, glasses, bottles, bags, etc., instead of throwing them away and to report any damage, possible damage, etc. to the authorities.

### **IMPLEMENTATION OF G-HRM:**

Many research have been carried out on industry environmental human resource management practices based on products and services. There is a dearth of research on environmental practices with respect to academic institutions. Since Green HRM encompasses reduction in carbon footprints, greater efficiencies, lower cost, sustainable business practices and better employee engagement, more research in this area is needed to cultivate the environmental protection capabilities of employees and analyze the awareness of environmental human resource management.

A formal or informal environmental responsibility policy is present in their workplaces, according to Justin Victor's (2008) survey of HR experts. Encouragement of employees to operate in a more environmentally responsible manner, implementing recycling programmes, and giving or offering discounts on used furniture supplies were the top three green initiatives listed by HR professionals. According to John R. Rathgeber's research from 2007, many corporate executives are adopting Corporate Sustainability and Green Business practices as a strategy to boost their productivity and competitiveness.

Many firms have jumped on the sustainability bandwagon, but little appears to have been done to take the HR function and managers' impact into account, according to Candice Harris and Dr. Helen Tregidga (2008). How corporate sustainability is defined and implemented by HR managers. Due to their position as guardians of value and adept communicators within the firm, all participants agreed that HR functions play a contribution in encouraging environmental practices inside an organization. Findings showed that the HR managers support environmental causes on a personal level, although their personal environmental action appears to be restricted.

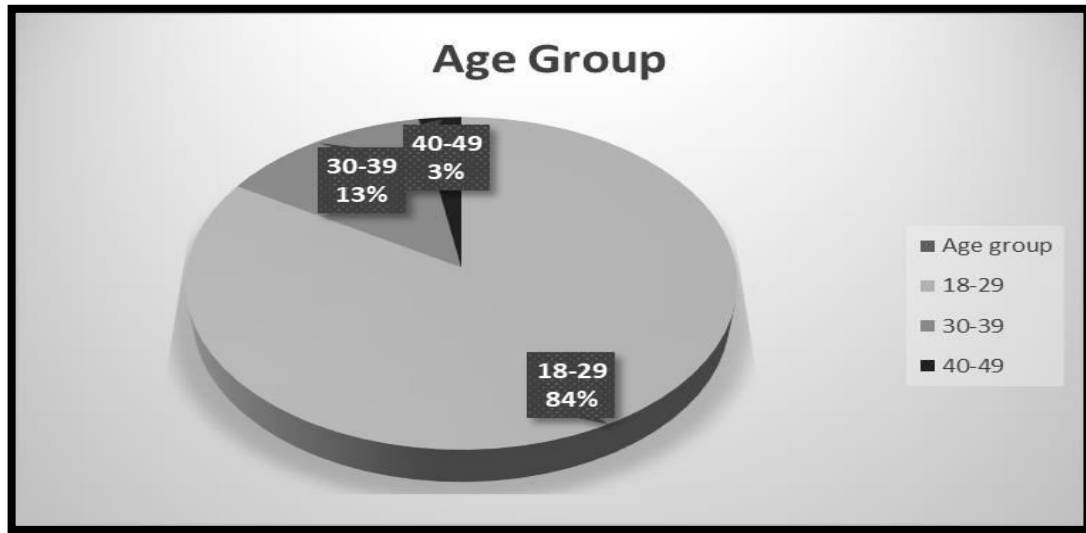
According to Chad Holliday (2001), CEO DuPont says shrinking your environmental footprint is more than just the right thing to do; it also generates tremendous business value. This is the challenge of sustainable growth, and any company must enhance its business performance in order to fulfill it. Environmental and societal advantages will naturally follow. In his research, Malt Bolch (2008) found that while more than one department may be responsible for disseminating information about sustainability initiatives, human resource managers should also speak with staff members and the general public about the potential effects of environmental initiatives.

The research involves surveys to collect data from the respondents with an objective to know the respondents opinion about the current state of affairs. Thus it is a descriptive research wherein the data was collected from primary sources through questionnaire digitally.

The study is carried out in educational institutes in Dehradun capital city of Uttarakhand. Simple random sampling method is used for the collection of data from the employees and students of different educational institutions of Dehradun. Primary data from 110 respondents is collected through structured questionnaire by conducting surveys among teaching and administrative employees and students of educational institutions of Dehradun, Uttarakhand

### ANALYSIS

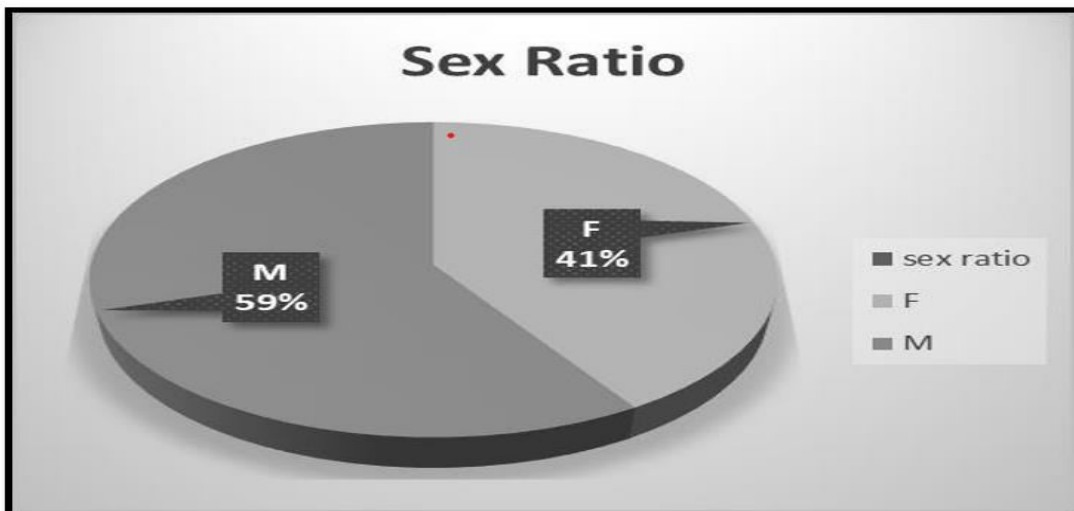
The case study examined the participants' age, gender, and job title as well as other demographic data (student or employee). In essence, this will aid in understanding the general demographics of Dehradun's workers and students.



Source: Primary Data

Fig.1 Age Distribution of the Respondents:

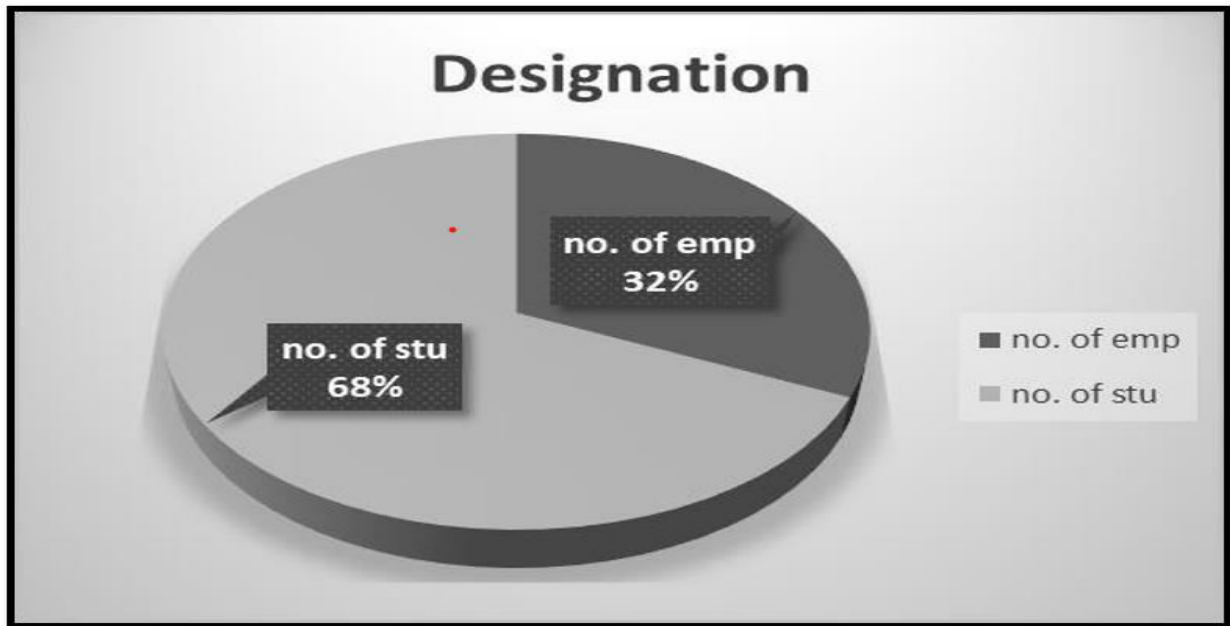
The above chart represents the age group of the respondents. Majority of people falls under the 1st group i.e.18-29 representing as 84%, 13% respondents under the 2nd group 30-39 and just 6% under the last group 40-49.



Source: Primary Data

Fig.2 Gender Distribution of the Respondents

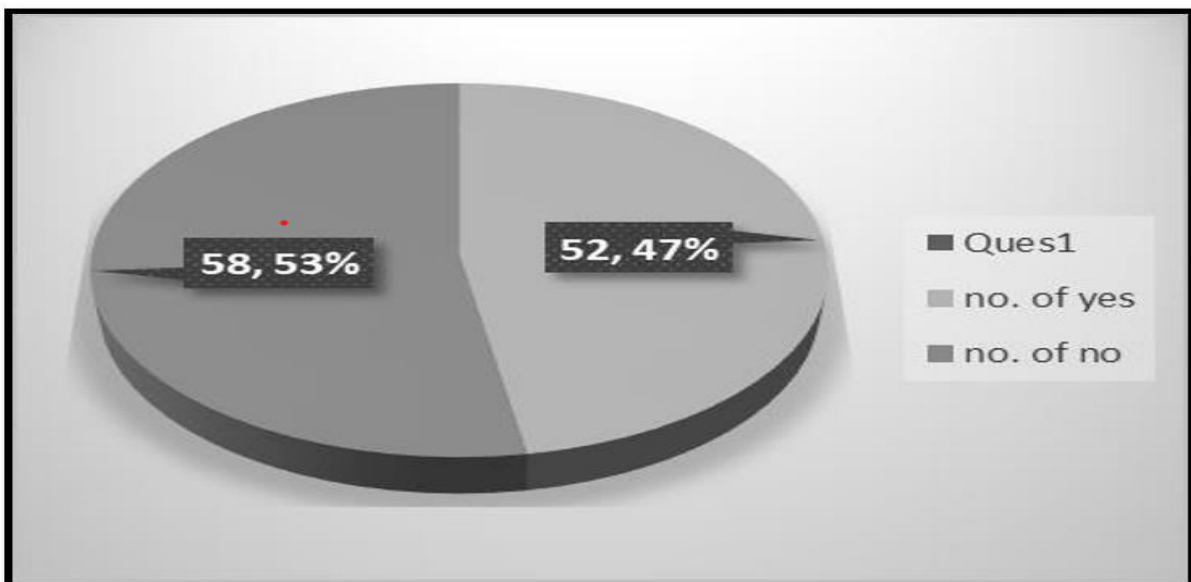
In fig.2, the above chart represents the sex ratio of male and female respondents of the surveys. The female respondent contributes 41% out of 100% and whereas Males 59%.



Source: Primary Data

Fig. 3 Designation of the Respondents

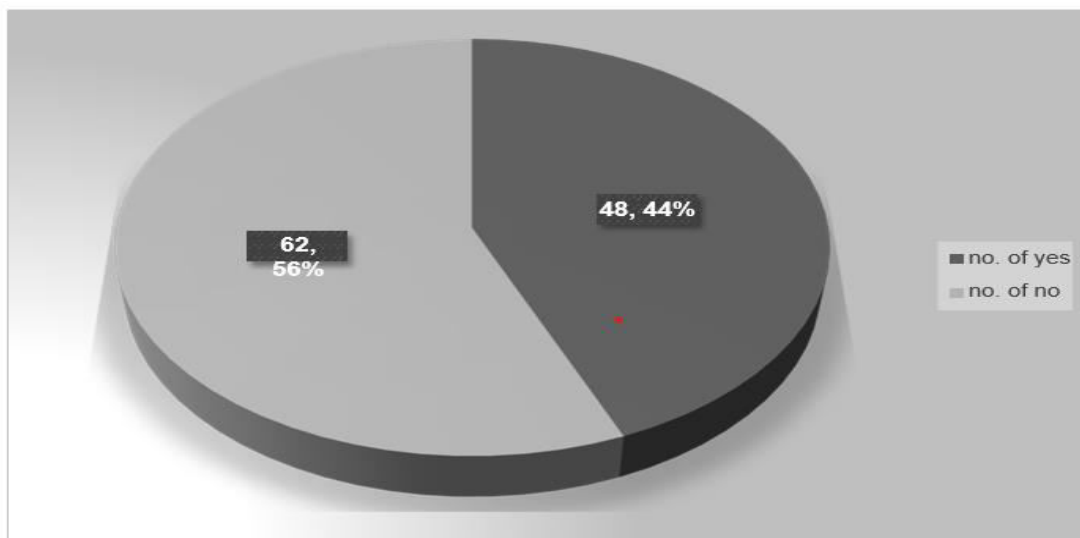
In the fig.3, the above chart represents the Designation of the respondents i.e., Employee or Student. 68% of the respondents were students and the rest 32% belonged to the employee category.



Source: Primary Data

**Fig. 4 Awareness about Green-HRM**

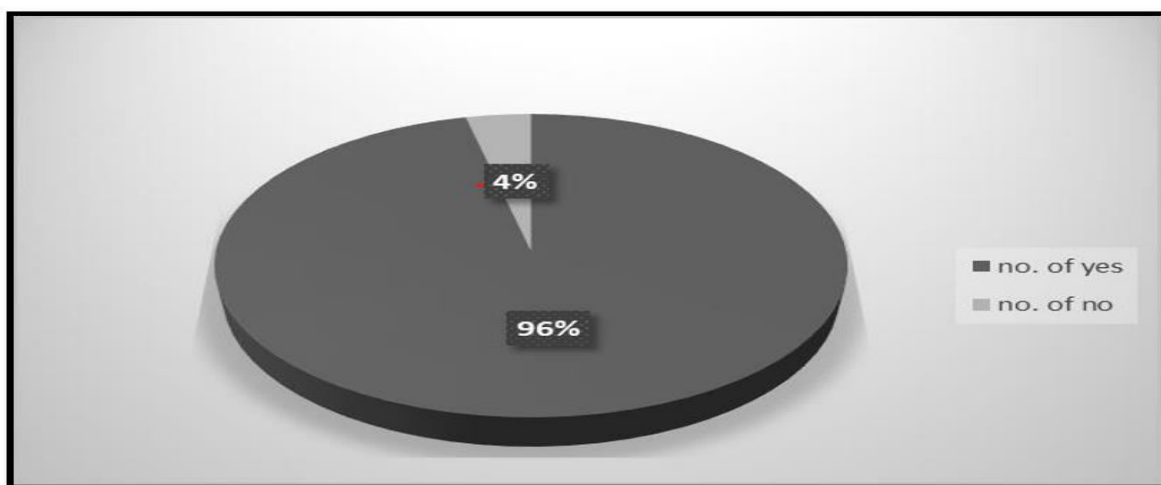
The percentage of respondents who are aware of GREEN-HRM and vice versa is seen in fig. 4 of the above chart. Therefore, 52 participants, or 47% of the total respondents, responded with a yes, indicating that they are aware of G-HRM, as opposed to 58, or 53%, who said they are not. Many people are unaware of what "going green" and "GREEN-HRM" genuinely entail.



*Source: Primary Data*

**Fig. 5 Does your institute use Green-HRM?**

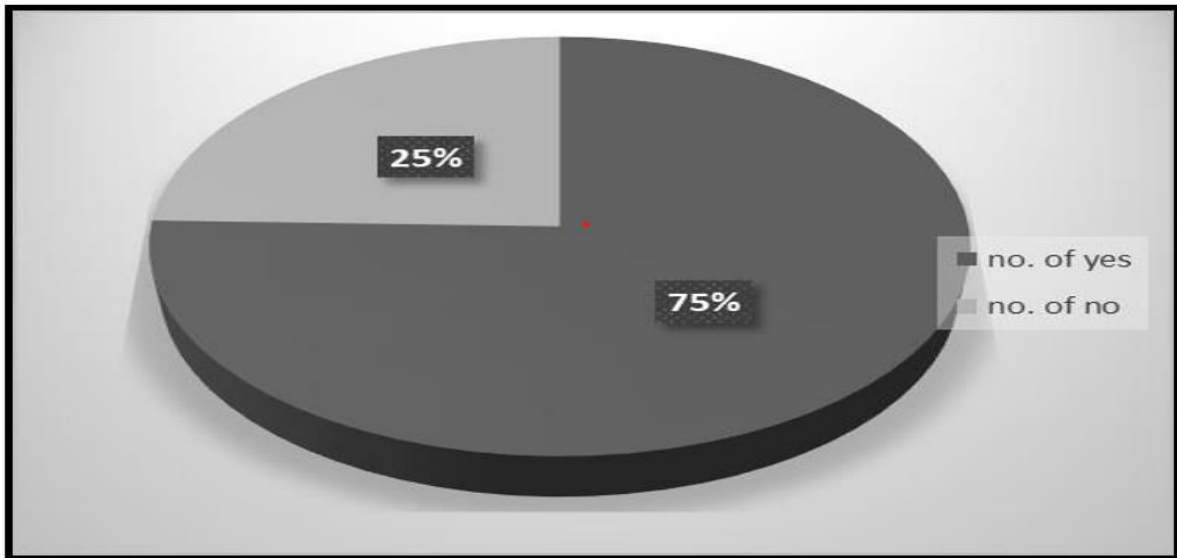
The above chart shows how GHRM is used in each person's institute in fig. 5. 48 participants, or 44% of respondents, said that their institutions do in fact follow GHRM, while 62, or 56%, of respondents, chose to say no.



*Source: Primary Data*

**Fig. 6 Interested in making institution Green**

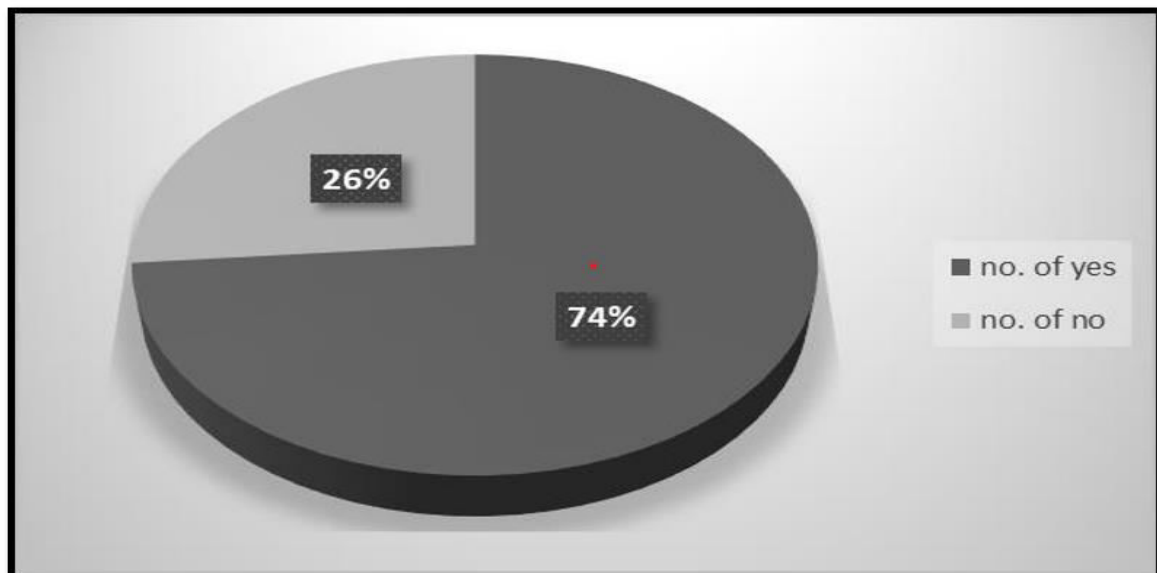
In fig.6, the above chart represents the interest of the respondents whether they're interested in making their institutions Green. 96% of respondents have selected yes that they're interested in making their institution Green and other 4% are not interested making their institution Green.



Source: Primary Data

Fig. 7 Does the organization recruits employee with Green awareness:

In fig.7, the chart is representing about the organization recruitment of employee on basis of Green awareness. 75% of organization does recruit employee with Green awareness and 25% doesn't recruit employee with Green awareness.

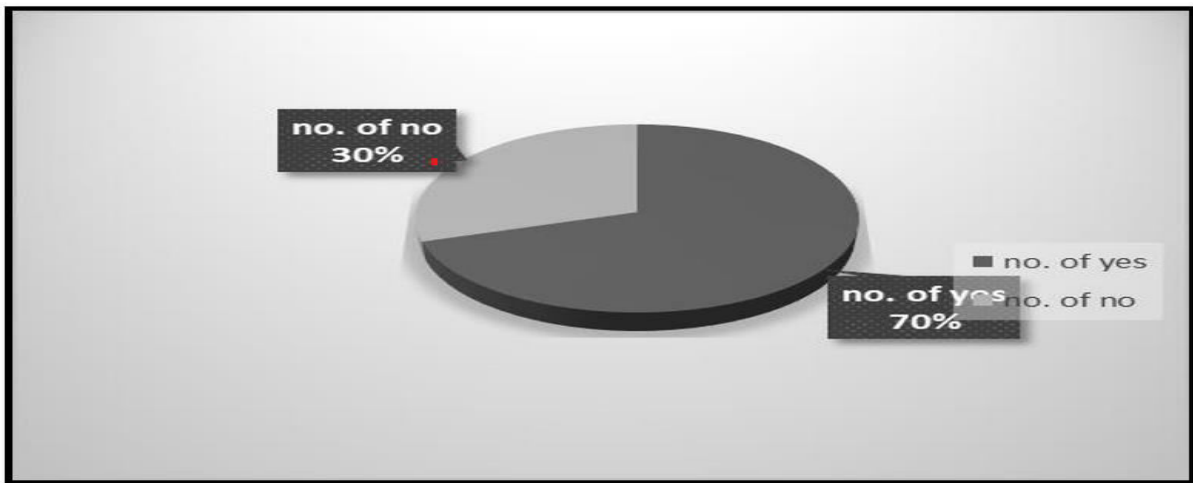


Source: Primary Data



**Fig. 8 Rewards to develop eco-friendly organization:**

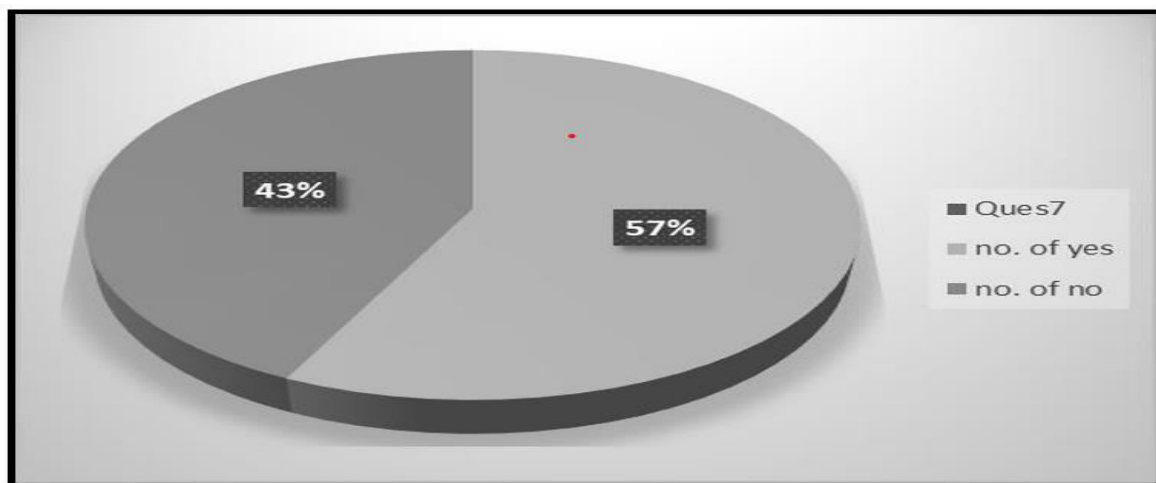
Figure 8 of the above chart shows the percentage indicating if the organization offers incentives to promote environmentally friendly business practices and environments. In contrast, 26% of respondents said there is no provision for awards for creating eco-friendly organizations, while 74% of respondents said their own organizations and institutions do offer rewards for creating eco-friendly places.



Source: Primary Data

**Fig. 9 Seminar on Green Practices**

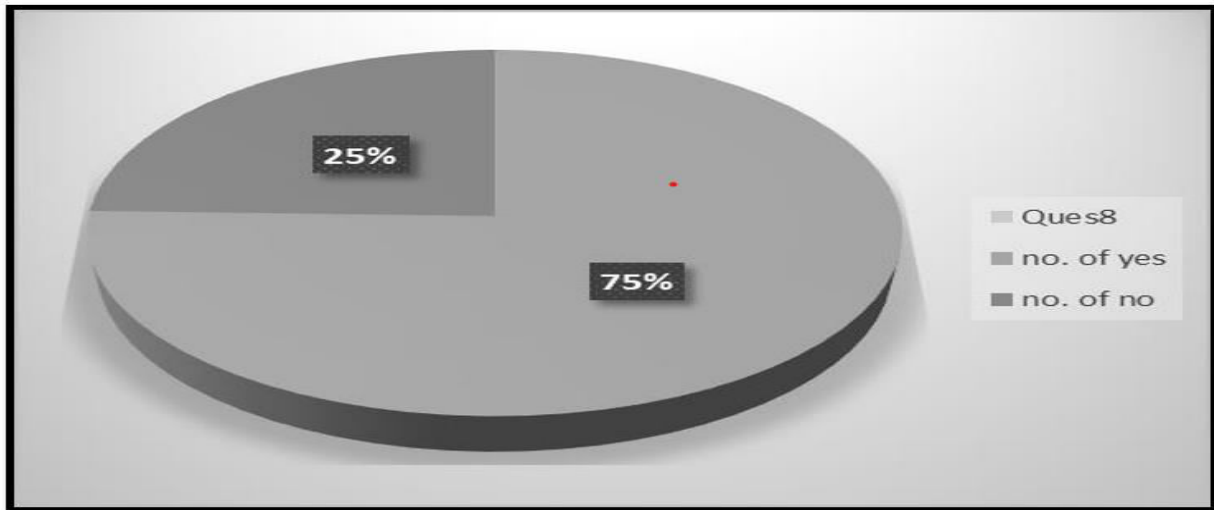
In fig.9, the respondents were asked in the questionnaire whether their institutions organize Seminars on Green practices or not. The above pie chart is depicting the result in percent of the respondents. 70% said yes their institutions do organize such informative seminars and 30% said no for they do not have any such organized seminars on Green practices.



Source: Primary Data

**Fig 10 - Usage of electric vehicles in campus**

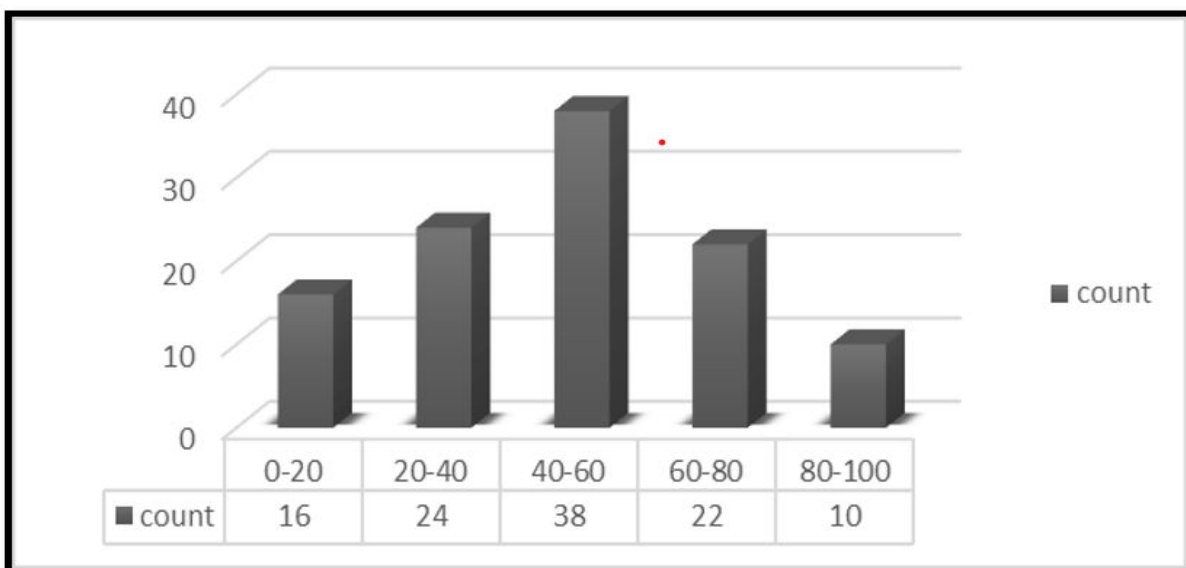
In fig.10, the chart is showing the usage of electric vehicles in campuses of the respondents, more than half of the respondents do have usage of electric vehicles in their campuses i.e., 57% and the other 43% respondents don't have access to electric vehicles in the campus.



Source: Primary Data

Fig 11 Initiative to organize training programs to increase awareness:

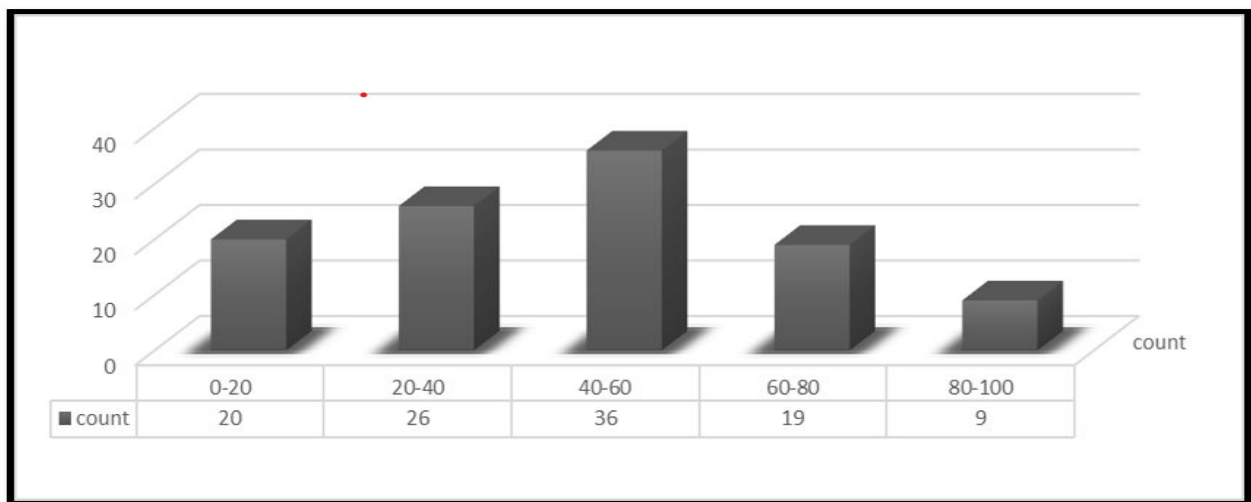
In fig.11, the above chart is showing the percentage result of initiatives to organize training programs to increase awareness by the institutions, and 75% respondents' institutions do take initiative to organize training programs for students and faculties to increase awareness and on the other hand 25% respondents are not privileged with training programs by their institutions.



Source: Primary Data

**Fig. 12 To what extent concept of paperless office work is implemented:**

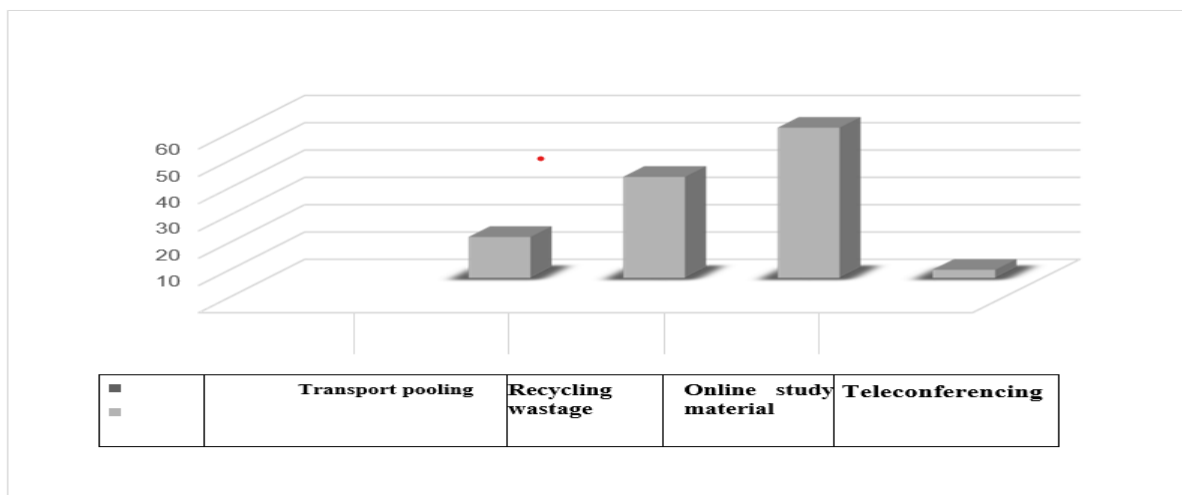
In fig.12, the above graphs are used to graphically explain to what extent concept of paperless office work is implemented in institutions. 16 respondents have said 0-20%, 24 respondents have said 20-40%, 38 respondents have said 40-60%, 22 respondents have said 60-80% and only 10 respondents have said 80-100% in their institutions



**Source: Primary Data**

**Fig. 13 Adoption of Green training and Development**

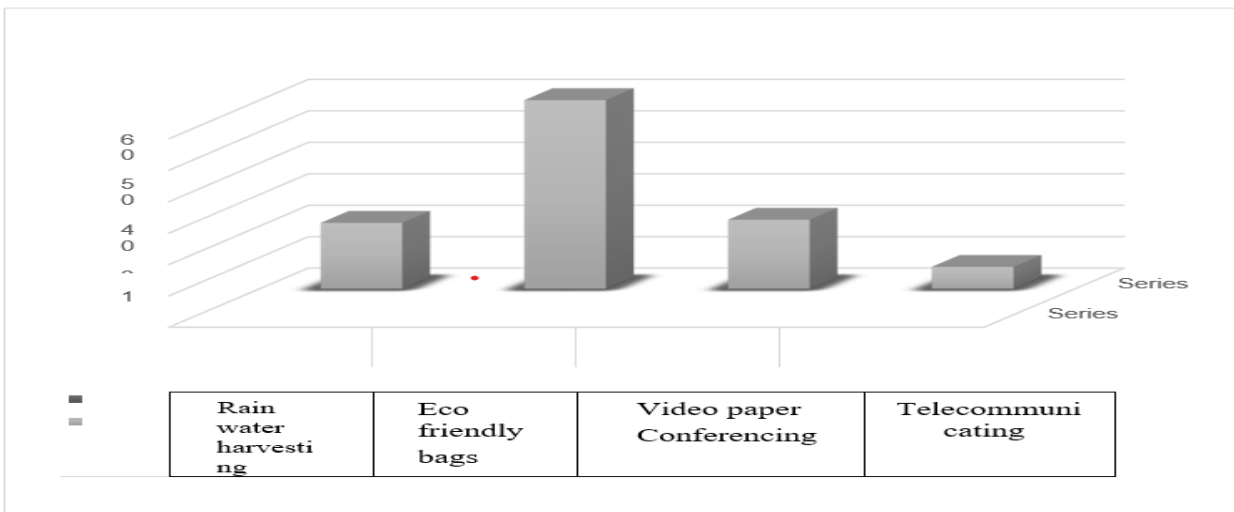
The adoption of green training and development in the companies and institutions of the respondents is shown in fig. 13 of the graph above. The highest slab contains the fewest respondents, or 9 in the 80-100% slab, followed by the second highest slab with the most responders, which is 20-40%. Respondents in the lowest and second-highest slabs, ie 0-20% and 60-80%, respectively are roughly comparable.



**Source: Primary Data**

**Fig. 14 Most common GHRM Practices in your institutions**

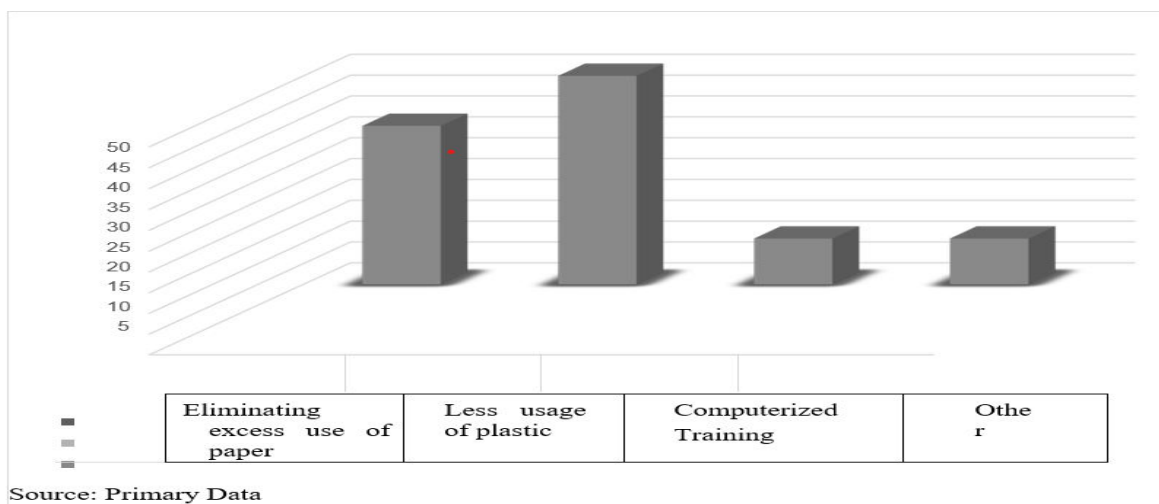
In fig.14, through the above fig. most attractive GHRM practice in each individual respondent institution is graphically represented. And online study came out to be the most attractive practice according to our sample survey with 55 responses; the 2nd and 3rd practices are recycling wastage & transport pooling with 37 & 15 respective responses. The least attractive practice is Teleconferencing with just 11 responses



Source: Primary Data

**Fig. 15 Adoption of Green HRM Practices in routine activities:**

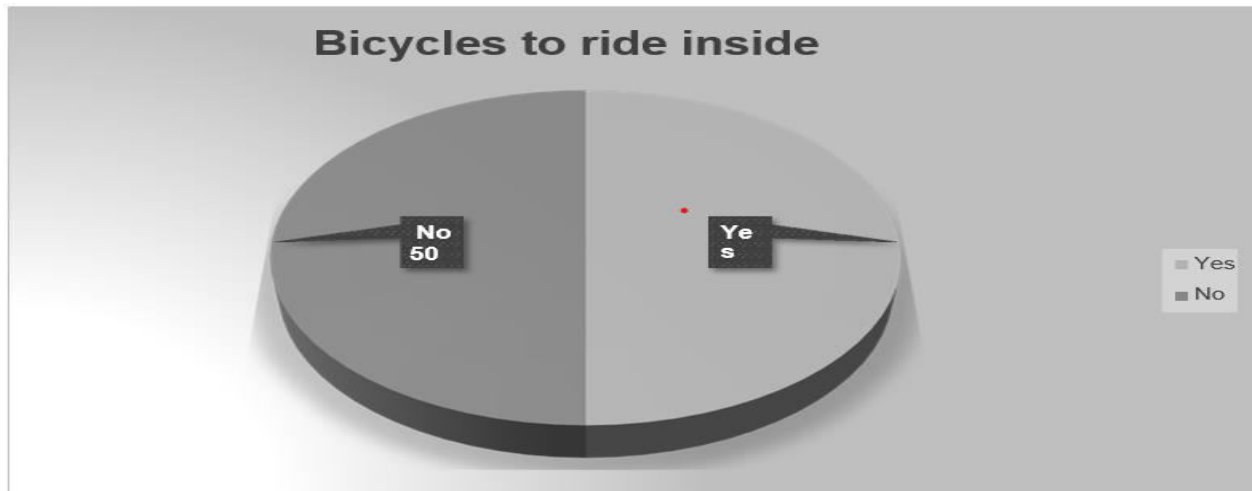
In fig.15, the graph is depicting Green HRM practices in routine activities of the respondents. The highest ranked activity with 60 responses is eco friendly bags, 22 responses for video conferencing, 21 responses for rain water harvesting and 7 responses for telecommunicating.



Source: Primary Data

**Fig. 16 Best Practice for going Green**

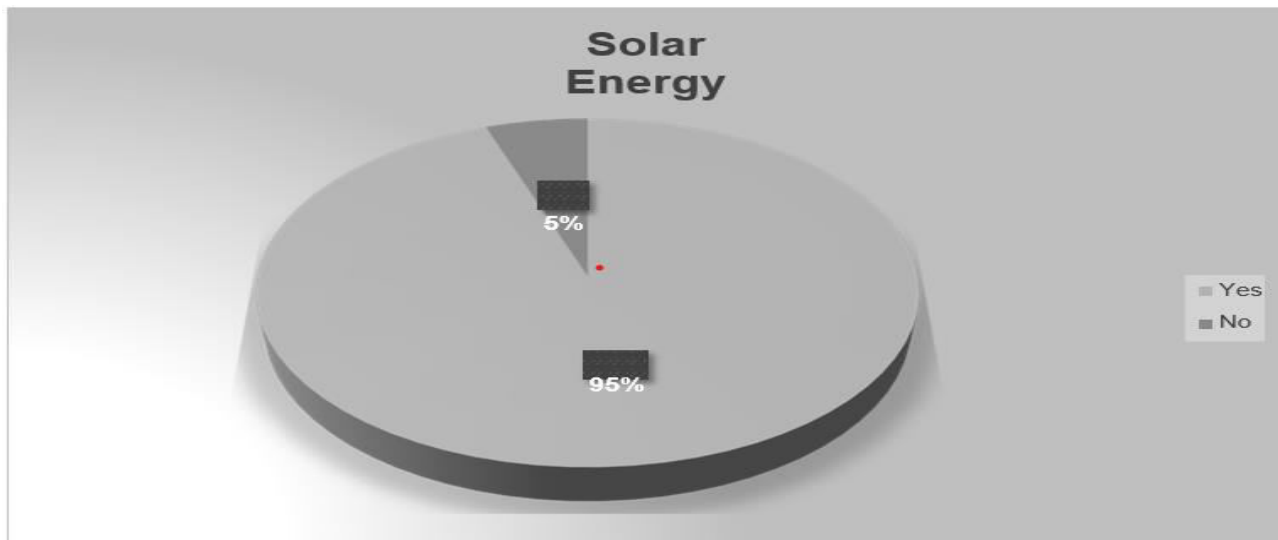
In fig.16, the graph represents the ranks of the practices for going green. The highest ranked practice is LESS USAGE OF PLASTIC according to the respondents i.e. 50. The second best practice according to them is ELIMINATING EXCESS USE OF WATER i.e. 38respondents and the third practice with 11 respondents is COMPUTERIZED TRAINING, and 11 chose the OTHER option.



Source: Primary Data

Fig. 17 Does your Institution provide bicycles to ride inside campus?

In the fig.17, the chart is representing the respondent responses whether their institution provides bicycles inside the campuses. 50% responded yes and 50% responded with no.



source: Primary Data

Fig. 18 Should the Institutions use more of Renewable sources of energy for solar panels?

In the fig.18, the above chart represents whether we should use more of renewable energy such as

solar panels. 95% of the respondents have said yes whereas 5% respondents went for no.

## **CONCLUSION**

As we see that Dehradun institution's implementation of green human resource management is at a low level, under the current circumstances, it is very important to update its human resource practices to comply with environmental protection practices. An important centre for academic institutions is Dehradun. An institution in Dehradun needs to take adequate responsibility for environmental protection and teaching environmental principles to students. The institute's management should be fully cognizant of the significance of sustainable human resource management. Encourage teachers and students to use sustainable practices at work and at home by taking appropriate action. The employee's knowledge of the "green" policy is one of the issues that have been identified. Even politicians appear to exist, although nobody on the staff is familiar with them. This suggests a breakdown in executive communication.

The real advantage or success of organizations that implement green human resource management lies not only in allowing people to become citizens of their organization, but also in their communities, society, and citizens of the entire country. Employees actively participate in long-term environmental protection practices. This is not just buying organic food, but also a firm commitment to a sustainable lifestyle.

At Dehradun Institutions, planting trees is a proven campus environment practice and is actively supported by management. The First best practice is providing online study material. They are mainly used for students. The trash cans are in different places. The second best practice is recycling wastage. Recycling waste and water is common on campus. Students and employees ride bicycles across the campus. Institutions have smart classrooms and have the practice of sharing learning materials via the Internet, sending electronic copies of homework to students is practiced. Respondents stated that they mainly use natural water (virtual interview). Transport pooling is the third best practice. Eco-friendly paper bags, Rain water harvesting and video conferencing are some other Green HRM Practices in routine activities which were adopted. Use the entire sheet of paper when printing and writing. Switch off the workstations, lights, and fans. Although the smoking area is as depicted in the poster, there are still a few exceptions to the restrictions. Few departments hold workshops on environmentally friendly working practices, and even when they do, staff members don't pay much attention to attending. Toilets are checked more frequently for leaks and organic insecticides are typically not used to protect vegetation in sinks. And the poll found that cutting back on plastic consumption and minimizing unnecessary paper use were the best practices in Dehradun. "Being green is more than just buying 'eco'. It is an unshakable commitment to a sustainable lifestyle".

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**Webology**, Volume 18, Number 3, 2021

**ISSN:** 1735-188X

**DOI:** 10.29121/WEB/V18I3/22

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