



Relationship between green human resource management practices on firm's performance in Delhi, NCR

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Abstract

In this paper, we have analysed the relationship between Green Human Resource Management on firm's performance over the data collected from employees of various automobile industries of Delhi NCR. The relationship between green supply chain management and green human resource management is examined in this study, taking into account the moderating impact of employee resistance to change. In order to reduce climate change and pave the road for sustainable manufacturing, it tries to reduce or eliminate wastes along the supply chain that include hazardous chemicals, emissions, energy, and solid waste.

Keywords: Green management, green human resource management

Introduction

GHRM is one of the latest management strategies adopted by businesses to protect the environment and maintain environmental protection (Javed and Cheema, 2017). Recruiting is locating potential workers to use for work openings in organizations, while selection identifies suitable candidates from among those who use (Singh *et al.*, 2017). Job distribution, teleconferencing, online training, energy-effective workplace space, transportation pooling, flexible effort arrangements, worker support programs, health programs, and employee engagement in environmental sustainability programs that promote the slogan "Reduce, reuse, recycle" have all been shown to decrease the adverse ecological effect (Gast *et al.*, 2017).

Green human resource management is described as "the use of human resource management practices to strengthen environmentally friendly practices and increase employee commitment to environmental sustainability issues." (Masri and Jaaron 2017) ^[1].

Green HRM will help with environmental management by fostering appropriate employee job-related and flexible actions. Green HR management has been proposed, promoting pro-environmental practices through capacity development, and creating a positive community (Mishra 2017).

Chin, Yean and Yahya (2017) In their paper, they look at developing human resource management practices accomplishing business ecological residency by looking at "capacity, motivation, and opportunity." This study creates a research context to understand the relationship between improving human resource management practices and corporate environmental citizenship through talent, motivation, and opportunity. The construction companies in Malaysia in Grade 7 are the study's focus sample. Easy, simple random methods are used to survey 108 respondents. However, the questionnaire only receives 50 answers. The data is then analyzed utilizing Smart PLS. The findings show that human resource management practices are linked to corporate environmental citizenship, while motivation and incentive human resource management practices have no impact. This indicates that effective HRM practices are critical in fostering corporate ecological responsibility.

Main Results

Our research focuses on "Green HRM activities and organizational culture". Green HRM is a new subject in today's world. The human resource function will play an essential role in promoting a holistic approach to cultivating a culture of sustainability. Green HRM efforts to build competencies and organizational culture using mechanisms to accomplish goals. This research will examine the different ideas used by companies to practice Green HR practices and their effect on organizational results. Green objectives help to conceptualize the organization as a part of society that aims for long-term sustainability and seeks to create an organizational culture that encourages people to go Green for a better life. The competencies of efficient human resources should be employed to meet the key goals of green HRM for improved efficiency and sustainable growth.

1. Research Methodology

As there has been little research conducted specially on the field of green human resource management practices and their influence on the productivity of the employees and their firms performance towards the company.

This study sought to examine the contribution of green HRM practices followed on the employee job satisfaction and organization commitment through the mediating Relationship between Green Human Resource Management Practices on Firm's Performance in Delhi, NCR

role of work-life and relied on a survey data collected from employees of various automobile industries of Delhi NCR.

2. Research Setting

The employees of more than 7 automobile organizations and their ancillaries participated in the research. In order to set up controlled settings across all sample sites, automobile organizations were the selection criteria which included Maruti Suzuki India limited, Hero, JCB Power, HONDA CARS, Eicher, Gsl Private Limited India, Nikon, Continental Contitech India Pvt ltd JCB Power and many others.

3. Research Design

The goals of this study are approached quantitatively. Employee work-life balance, job happiness, and organisational commitment are all influenced by green HRM strategies. The current research follows in that tradition by collecting data via self-administered questionnaires that include only closed-ended questions. It is possible to get a high degree of measurement accuracy and statistical power using a quantitative research strategy like this. Qualitative methods can't tell us as much about reliability as quantitative ones can. Although quantitative research has many benefits, it is often criticised for putting people and their actions into predefined categories.

4. Hypothesis

H 01: There is no significant impact of Energy efficient workshop on the level of Job satisfaction and firms performance.

H 02: There is no significant impact of Green Practice on the level of Job satisfaction and firms performance.

H 03: There is no significant impact of green training development on the level of Job satisfaction and firms performance.

H 04: There is no significant impact of motivators on the level of Job satisfaction and firms performance.

H 05: There is no significant impact of quality of personal life on the level of Job satisfaction and firms performance.

5. Data

Table 1

		E Workshop	G Practice	G develop	Firm perform
E Workshop	Workspace 1	0.824	0.681	0.636	0.612
E Workshop	Workspace 2	0.804	0.68	0.621	0.645
E Workshop	Workspace 3	0.729	0.567	0.507	0.508
G Practice	G Practice 1	0.694	0.829	0.603	0.656
G Practice	G Practice 2	0.681	0.823	0.596	0.663
G Practice	G Practice 3	0.635	0.778	0.561	0.616
G Develop	G Training Develop 1	0.512	0.49	0.747	0.464
G Develop	G Training Develop 2	0.60.	0.62	0.813	0.645
G Develop	G Training Develop 3	0.6	0.566	0.816	0.591
Firm Performance	Firm Performance 1	0.663	0.715	0.574	0.723
Firm Performance	Firm Performance 2	0.669	0.667	0.55	0.859
Firm Performance	Firm Performance 3	0.656	0.656	0.584	0.858

where G: Green, E: Energy Efficient

6. Partial Least Squares Analysis (PLS)

The analysis and interpretation of a PLS model typically occurs in two phases, one after the other. Following the examination and modification of the measurement model's appropriateness, the structural model will be assessed and evaluated. Before attempting to make and draw conclusions about the structural model, it is necessary to verify the reliability and validity of the measurements.

Hypothesis H01: states that there is a positive relationship between Energy Efficient Workshop. It shows that the hypothesized path for H01: was positive and significant ($\beta = 0.049, t = 2.774, p < 0.05$). Thus there is insufficient evidence in support of acceptance of hypothesis H01.

Hypothesis H02: states that there is a positive relationship between Green Practice and Job Satisfaction. It shows that the hypothesized path for H02: was positive but insignificant ($\beta = 0.067, t = 1.078, p \geq 0.05$). Thus there is sufficient evidence in support of acceptance of hypothesis H02.

Hypothesis H03: states that there is a positive relationship between Green training development. It shows that the hypothesized path for H03: was positive and significant ($\beta = 0.038, t = 2.104, p < 0.05$). Thus there is insufficient evidence in support of acceptance of hypothesis H03.

Hypothesis H04: states that there is a positive relationship between Motivators and Job Satisfaction. It that the hypothesized path for H04: was positive but insignificant ($\beta = 0.049, t = 1.04, p \geq 0.05$). Thus there is sufficient evidence in Relationship between Green Human Resource Management Practices on Firm's Performance in 5Delhi, NCR support of acceptance of hypothesis H04.

Hypothesis H05: states that there is a positive relationship between Personal life and Job Satisfaction. It that the hypothesized path for H05: was positive and significant ($\beta = 0.071, t = 8.194, p < 0.05$). Thus there is insufficient evidence in support of acceptance of hypothesis H05.

Conclusions

Despite the fact that the green idea has been a hot study subject for decades, very little research has been done on how green HRM and work-life balance affect job satisfaction and commitment. GHRM, work-life balance, job happiness, and commitment are all discussed in this article. The findings showed that work-life balance is a mediating factor in the relationship between GHRM and job satisfaction and commitment. In order to create a green culture beneficial to an organization's environmental performance and a green workplace that fosters employee happiness, employers must put greater emphasis on environmental training, pay equity, and rewarding workers for environmentally friendly activities.

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