

The Impact of Staff Performance with Green Human Resource Management (HRM) Practices in Business Sustainability

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Abstract

Stakeholders have increased their demands over the past few centuries for businesses to use eco-friendly practices. Finding sustainable practices that improve sustainability is thus more important than ever. Although The Global Human Resources Management or environmental HR management, has drawn a lot of interest from scholars, there continue to be few and undeveloped studies on green practices. Examining the strategies used to enhance "business sustainability" (BS) is the study's main goal. The inquiry arranges the existing works using the strategy choice idea and a characteristic method, demonstrating the importance of GHRM strategies for environmental management and BS. Utilizing the intermediary functions of ecological and staff performance, this investigation examines the implications of GHRM activities, comprising instruction and growth, performance evaluation, incentive, and reimbursement, on BS. The statistics have been gathered from 165 management staff members in India's textile industry using an internet-based survey technique. The research's results revealed important impacts of GHRM activities, including incentive and reimbursement, instruction and growth, and performance evaluation, on BS. The specific mediating impact of worker and surroundings production between GHRM activities and BS are also experimentally examined in this research. The results of the investigation provide credence to the proposed regulating model. In developing nations, the Green Housing and Managing (GHRM) concept is novel. To determine environmental issues and assess the effects of GHRM programs in India's industrial and textile sectors, further research is required.

Keywords: *Staff performance, Green human resource management, Business sustainability, green instruction, and growth.*

1. Introduction

Safeguarding and maintaining ecological assets serves as a major priority for administrators and executives in a variety of corporate industries. Businesses are now involved in greater rivalry, which necessitates executives continually discovering novel methods to optimize their vital business assets, namely human resources (HR), where HR is regarded as an important component of performance for the execution of procedures, and guidelines, and improving long-term performance (Arulrajah et.al, 2015). Additionally, HR serves a visible role in organizational performance, with top administration viewing HR as a competing benefit for organizational accomplishment, which may result in creativity and long-term success, and also an effective utilization of organizational assets to minimize hazards and challenges, allowing the organization to stay competing in the marketplace (Budhwar et.al, 2019).

Business groups in industrialized nations also took the lead to begin innovative activities under the banner of "green HR management (GHRM)." Furthermore, GHRM methods help to boost staff performance (SP) and dedication to ecological sustainability (Ahmad, S. (2015). The GHRM method entails changing HRM civilization, framework, strategies, and corporate policies to safeguard ecology. The Green HRM Strategy is concerned with changing HRM civilization, framework, strategies, and business policies to safeguard the ecology (Chowdhury et.al, 2017).

This study aims to evaluate how GHRM operations affect business sustainability or BS and explore the role that environmental effectiveness serves as a mediator in the connection between BS and The Global Human Resources Management activities. To look at how SP influences the connection between GHRM actions and BS.

2. Literature review

O'Donohue along with Torugsa (2016) discovered a significant relationship between enhanced financial gains from environmentally friendly procedures and GHRM tasks, and also the overall company economic performance.

Businesses in the 21st decade have drawn attention to sustainability challenges. Business and green HRs divisions have a chance to perform a critical influence in the creation of a firm civilization of BS (Amjad et.al, 2021). Management

activities are critical for adhering to sustainability ideals. All HR choices are constantly evaluated from the standpoint of the shareholders by HR specialists.

Shafaei et al. (2020) define GHRM as the use of HRM strategies to encourage environmental sustainability beneath an organization in order to attain ecological viability. When creating concepts and processes for improved company ecological preparedness, managers' and people's concerns are primarily described by the notion of GHRM.

Assessing the ecological success of a company's employees is a challenging task. An essential component of HR management is assessing employees' green job productivity (Shen, et al., 2018). The performance of novice personnel must be evaluated privately as a component of the business's broader performance evaluation framework. Furthermore, focusing on profitable companies could end up in a link between a business's performance in its industry and its assets.

3. Research Methodology

3.1 Conceptual Framework

Businesses should involve investigators and specialists from the textile business to concentrate on developing an architecture for guaranteeing environmentally friendly methods to tackle ecological issues within the business. Numerous businesses confront difficulties as a result of an absence of GHRM expertise and real-world expertise, the danger of breakdown, and an absence of specific goals and effective organizing, even if such structures are now being built in numerous nations. The management team examined their proactive and widely recognized methods for putting an organized GHRM into place. Nevertheless, obtaining BS is not without its difficulties. This study combines GHRM with BS. According to the strategy decision concept and attributing modeling, this research organizes the body of research to demonstrate how GHRM methods are essential for ecological administration and BS. Using the mediation roles of ecological and staff performance in accomplishing long-term viability this research examines the effect of GHRM (the instruction and growth, performance evaluation, incentive, and reimbursement) activities on BS.

3.2 Hypothesis

H1: The significant connection between green performance administration and evaluation (GPAE) and BS

H2: Ecological performance (EP) mediates the positive connection between GPAE and BS

H3: SP mediates the positive connection between GPAE and BS

H4: The significant connection between green instruction and growth (GIG) and BS

H5: EP mediates the positive connection between GIG and BS

H6: SP mediates the positive connection between GIG and BS

H7: The significant connection between green incentive and reimbursement (GIR) and BS

H8: EP mediates the positive connection between GIR and BS

H9: SP mediates the positive connection between GIR and BS

3. Methodology

The sample group includes managers working in the textile sector's export-focused Thiruppur area in Tamil Nadu, India. The baseline sample population was 165, and information was gathered by an internet-based survey. Instead of a qualitative approach, the investigation employed a quantitative investigation technique. Investigations, surveys, and interviews are just a few of the numerous methods for gathering primary statistics. Both convenient sampling and snowball sampling methods were employed in this research to get information from participants. Due to the managerial reluctance to reveal their knowledge, the textile business is a challenging industry to poll using a survey. As a result, the research study carried out in an intended demographic that comprised HR managers was selected. Managers were then convened for an interaction event to acquire data on their experiences as HR managers. A collection of 160 completed surveys were returned. The survey, which had 31 items as listed in Table 1, was given out to 165 participants. A Likert rating system with 5 possible values was used to score every variable reply.

4. Empirical results

4.1 Measurement Framework

The following topics were investigated: GPAE, GIG, GIR, EP, SP, and BS. A method was used to evaluate the framework's dependability and validity.

As demonstrated in Table 1 and Figure 1, twenty-nine of the thirty-one indications had exterior loads higher than 0.70, which was aligned with the estimation of component dependability.

Table 1: Results of measurement constructs

Elements	Element loads	AVE	CR	α
GPAE	0.76	0.607	0.839	0.838
GIG	0.92	0.741	0.814	0.815
GIR	0.72	0.545	0.795	0.79
EP	0.74	0.54	0.854	0.787
SP	0.72	0.542	0.855	0.788
BS	0.72	0.519	0.846	0.846

(Source: Author's compilation)

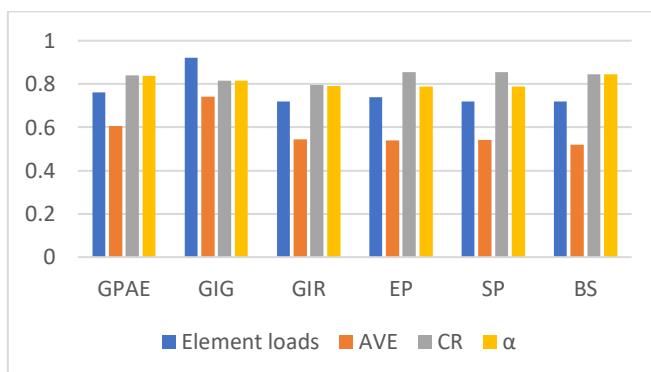


Figure 1: Results of measurement constructs (Source: Author's compilation)

4.2 Validity of Discriminant

The framework's validation was determined using the convergence and discriminant validation criteria. To evaluate convergence validity, the average variation extraction (AVE) & composites reliability (CR) have been determined. Every AVE and CR readings should be larger than 0.50 & 0.70, accordingly. Table 2 shows the outcomes of the validity of the discriminant. The outcomes indicate convergence validation because all AVE and CR scores satisfy the criterion levels. As illustrated in Table 3 and Figure 2, For each element, the square roots of all diagonally measures is greater than the element's link to other constructs.

Table 2: Outcomes of validity of discriminant

	SP	EP	GIR	GIG	GPAE	BS
SP	0.73					
EP	0.72	0.73				
GIR	0.68	0.68	0.86			
GIG	0.72	0.73	0.67	0.73		
GPAE	0.67	0.72	0.71	0.709	0.77	

BS	0.704	0.709	0.703	0.73	0.72	0.72
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(Source: Author's compilation)

Table 3: The framework's prediction accuracy and significance

	R^2	Q^2
SP	0.74	0.37
EP	0.68	0.34
BS	0.69	0.33

(Source: Author's compilation)

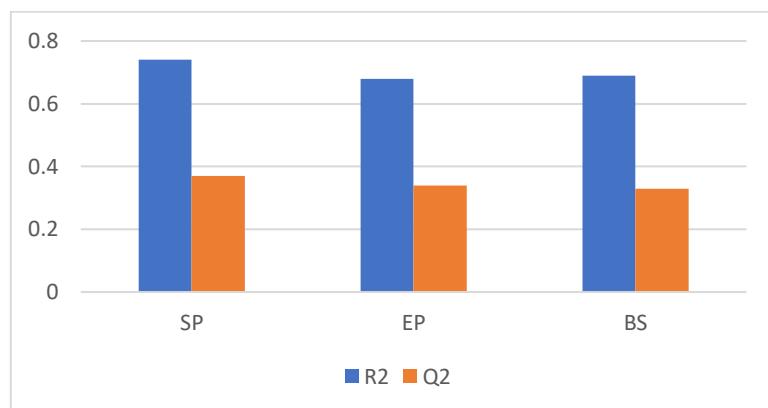


Figure 2: The framework's prediction accuracy and significance (Source: Author's compilation)

5. Hypothesis Assessment

Table 4 displays the R-squared score, where 0.50 implies that the framework has a fifty percent prediction performance.

Table 4: Hypothesis assessment

Study Framework Path	Sample	Mean	SD	p-score	t-score
SP to BS	0.36	0.37	0.07	0.0	5.1
EP to BS	0.50	0.50	0.06	0.0	7.3
GIR to SP	0.26	0.12	0.05	0.01	2.3
GIR to EP	0.19	0.19	0.06	0.003	2.9
GIG to SP	0.12	0.26	0.07	0.001	3.3
GIG to EP	0.16	0.17	0.08	0.04	1.9
GPAE to SP	0.54	0.53	0.07	0.0	7.08

GPAE to EP	0.53	0.53	0.07	0.0	7.05
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(Source: Author's compilation)

The findings indicate that ecological performance acts as a bridge between green incentives and remuneration and BS. The results imply that worker efficiency affects how green incentives, pay, and BS are related to one other. Staff performance, according to H5, mediated the connection between green instruction and growth and BS. The outcomes, as indicated in Table 5, validate the hypothesis. EP serves as a bridge between GPAE and BS. The outcomes reveal that SP mediators this link since the indirect impacts are important, indicating that H3 has been embraced. SP serves as a bridge between GPAE and BS. The results show that SP has a substantial mediation influence between GPAE and BS. The data justify H2.

Table 5: Connection of hypothesis.

	β-score	p-score	t-score	Results
H1	0.46	0.0	7.7	Accepted
H2	0.53	0.0	7.05	Accepted
H3	0.54	0.0	7.08	Accepted
H4	0.18	0.005***	2.8	Accepted
H5	0.16	0.05	0.19	Accepted
H6	0.26	0.001	3.37	Accepted
H7	0.14	0.001	3.39	Accepted
H8	0.19	0.003	2.9	Accepted
H9	0.12	0.01	2.3	Accepted

(Source: Author's compilation)

6. Conclusion

This study's primary goal was to look at how GHRM rules affected worker and ecological performance in connection to how long-lasting India's fashion sector is. The findings indicate that staff performance efforts are significantly impacted by green learning and growth, but not significantly. According to the present research, there is a strong relationship between staff efficiency and sustainability ratings. These results align with previous research demonstrating a noteworthy influence of green performance evaluation on business outcomes. The study's findings show a strong correlation between employee performance and greener assessments of effectiveness. In light of the current study's conclusions, ecological performance has a substantial mediation impact on the connection between green instruction and growth and BS. According to the research's results, green incentives and remuneration have a substantial association with staff performance. The present research's findings show that green ecological performance has a substantial mediation influence between green incentives and remuneration and BS.

Although the statistics for this research came from the Indian textile business, it is important to generalize the results to other societies and industries to establish how well GHRM policies would affect long-term business performance. More studies must be done to look into how GHRM methods can assist businesses in producing better goods and lowering ecological hazards because there aren't enough empirical studies in this area. To improve the generality of the present results and determine the optimal blend of GHRM activities needed for ecological sustainability, that eventually contributes to BS, comprehensive studies of textile and other production sectors in the setting of additional emerging nations are needed.

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