

Impact Of Green HRM Practices on Staff Work Performance of Hei's Affiliated to KBC North Maharashtra University, Jalgaon

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Abstract

In recent years, the idea of Green HRM—Green Human Resource Management—has drawn a lot of interest, especially from higher education institutions (HEIs) that want to improve organizational effectiveness and support environmental sustainability. This study looks at how staff job performance at HEIs connected to KBC North Maharashtra University in Jalgaon is affected by green HRM practices. Initiatives including encouraging sustainable work habits, energy-efficient operations, green training programs, and employee participation in environmental policies and practices are all included in green HRM practices. The study investigates the effects of these behaviours on overall work performance, organizational commitment, job satisfaction, and employee motivation.

This research provides valuable insights for HEIs looking to implement or enhance Green HRM initiatives. It underlines the importance of sustainable practices not only for environmental protection but also for creating a positive organizational culture that can drive staff performance and institutional growth. The study highlights the potential of Green HRM as a strategic tool for cultivating work performance and contributing to the broader goals of sustainability in higher education institutions.

Keywords: Green HRM, Work Performance, Environmental Sustainability.

Introduction

Organizations all around the world have realized in recent years how critical it is to implement sustainable practices in both human resource management (HRM) and operations. The term "green human resource management," or "green HRM," describes how an organization's HRM procedures include environmental sustainability with the goal of improving organizational and environmental performance. In higher education institutions (HEIs), this idea has gained traction as attention is turning to developing an eco-friendly and sustainable workplace that helps not only the environment but also workers' productivity and general job performance. Green HRM mainly concentrates in engaging the environment within the organization. Green HRM mainly thinks on implementing green HRM policies and practices. (Jalaja, 2018).

The primary aim of this study is to explore the impact of Green HRM practices on the work performance of staff in HEIs affiliated with KBC North Maharashtra University, Jalgaon. These practices may include initiatives such as energy-efficient office management, the promotion of eco-friendly transportation options, green recruitment processes, and staff training on sustainability, among others. Green HRM practices, such as flexible work provisions, telecommuting, and energy-efficient technologies, can lead to enlarged productivity. (G & A, May-2023)

Since HEIs have a significant influence on the workforce of the future, their implementation of Green HRM practices may function as a spur for raising staff, professor, and student awareness of environmental issues. Organizations may create more productive HR policies that also support the larger objectives of environmental sustainability by knowing how these practices affect employee performance. Green HR is using environment approachable HR practice as well as grows of knowledge capital of employees by which it cooperative to employees for their career development as well as organizational sustainability. (Dr.M.Neeraja & Dhananjaya, April 2018)

The purpose of this study is to assess the precise ways that green HRM practices affect employee performance, including through organizational commitment, work satisfaction, motivation, and the creation of a green organizational culture. The results could add to the expanding corpus of research on the relationship between HRM and sustainability and offer insightful information to HEI administrators and policymakers.

In the context of KBC North Maharashtra University and its affiliated institutions, this research will contribute to the understanding of how environmental initiatives can improve not only the ecological footprint of an organization but also its human capital, ultimately development a more efficient and sustainable academic environment.

Literature Review

(P.R.Kousalya, Dr.P.Gurusamy, & S.Kavitha, April 2016) in their research paper “**Green Human Resource Management: Policies And Practice**” mention that any type of organization's human resources department actively participates in the office's green initiatives. There is a need to bridge the gap between professional GHRM practices and research and teaching areas since GHRM offers significant room for management research but lags behind in academic practice. Researches on GHRM There are ways to help groups stop environmental degradation and make the world a safer and cleaner place to live. Human resources have a great chance to support the organization's green initiatives and are crucial in encouraging, supporting, and pushing employees to adopt greener practices for a more sustainable environment.

(Sharma, Agarwal, & Vashistha, May 2021) in their study “**Green HRM: An Employee Interface for Sustainable Development**” stated that organizational culture and green practices, such as hiring, selection, training, and development, are positively correlated. When various green HRM practices are implemented correctly, a positive corporate culture can be created. The study also found that eco-sensitization and a pleasant work culture can increase employees' involvement in implementing green HRM practices and educating others about the importance of creating a sustainable future.

(Likhitkar & Verma, May - 2017) in their study titled “**Impact of green HRM practices on organization sustainability and employee retention**” clarified that the organization's HR department should include environmentally friendly practices in order to achieve long-term, sustainable growth. They maintained that there are a number of green measures that may be implemented for sustainable development, including recycling, carpooling, flexitime, teleconferencing, virtual interviews, electronic filing, Green Building, and energy-efficient office buildings.

(Chowdhury & Ghosh, 2022) in their research paper “**The Significance Of Green HRM Towards Sustainable Development**” discussed that although it requires improved HR practices from both the management and the employees, green HRM may be widely adopted and easily incorporated into the workplace. Many human resources professionals concluded during the process that green thinking was an essential part of global corporate social responsibility. In their daily operations, organizations are growing more conscious of environmental issues. Businesses in the sector are attempting to adopt Green HRM practices to solve the growing global warming issues and reap financial rewards for the local ecosystems. Green HRM could be very beneficial if society embraces it as part of larger sustainable development or as a green management concept for a limited, quantifiable future stage.

(Dr.M.Neeraja & Dhananjaya, April 2018) in their research paper “**GREEN HRM & ORGANIZATIONAL EFFECTIVENES: AN EMPIRICAL STUDY**” claimed that establishing an environmentally friendly system is a priority for all organizations in order to create a sustainable and healthy environment over the long run. Green Human Resource Management (Green HRM) is one emerging idea in the management profession. Green initiatives are a form of corporate social responsibility in HR practice. Green HR initiatives increase productivity and provide a business-friendly environment. Organizations would improve their brand image by doing this. Green hiring, selection, induction, performance evaluation, pay, and rewards are powerful instruments for making workers more environmentally conscious for the long-term viability of the company. In order to preserve and improve employee health and satisfaction, unions and workers can assist businesses in implementing Green HRM policies and practices.

Objectives

- To investigate the awareness and implementation of Green HRM Practices by the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.
- To identify the impact of implementation of Green HRM Practices on the staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Hypothesis

- There is no significant association between awareness of Green HRM Practices and the implementation of Green HRM Practices among the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.
- There is no significant association between the implementation of Green HRM Practices and staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Research Methodology

To study the implementation of Green HRM Practices by the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon researcher focuses on colleges and institutes affiliated to KBC North Maharashtra University specially Jalgaon and Dhule and Nandurbar district. To carry out the survey questionnaire was designed and finalized. Data was collected by preparing questionnaire and getting it filled with the help of Google form (free service by Google). For data collection teaching staff of 100 colleges and 30 higher educational institutes affiliated to KBC North Maharashtra University, Jalgaon were selected. Non Probability Convenient Sampling Method was adopted for collecting the data from the respondents and the sample size is 130 HEI's affiliated to KBC North Maharashtra University, Jalgaon. Primary data was collected through the questionnaire which was distributed among the teaching staff of the HEI's of KBC North Maharashtra University, Jalgaon with guidelines including the purpose of the study and secondary data collected through Research papers, articles, websites, magazine etc. Data is analyzed using IBM SPSS.

Data Analysis and Interpretation

Objective 1: To investigate the awareness and implementation of Green HRM Practices by the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

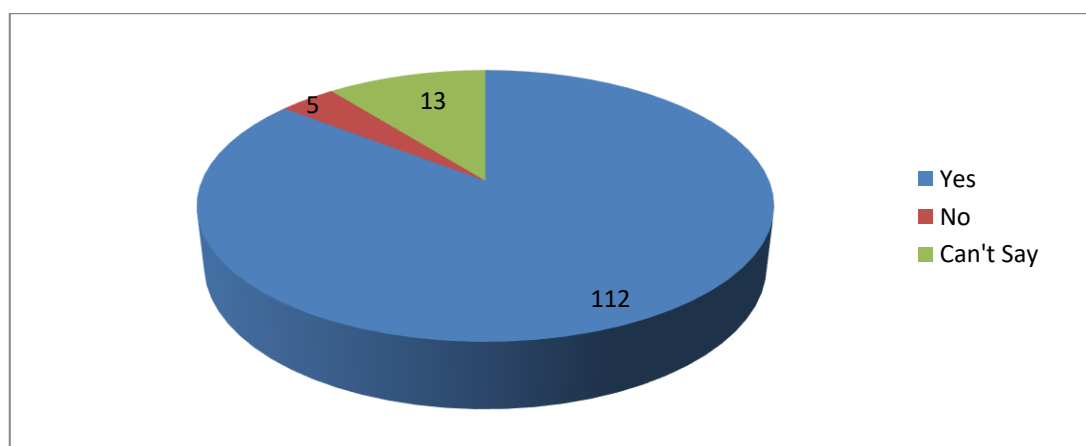
H0: There is no significant association between awareness of Green HRM Practices and the implementation of Green HRM Practices among the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Ha: There is significant association between awareness of Green HRM Practices and the implementation of Green HRM Practices among the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Table 1 Awareness about Green HRM Practices in the campus

Response	Frequency	Percentage
Yes	112	85.5
No	5	3.8
Can't Say	13	10.7

Figure 1 Awareness about Green HRM Practices in the campus

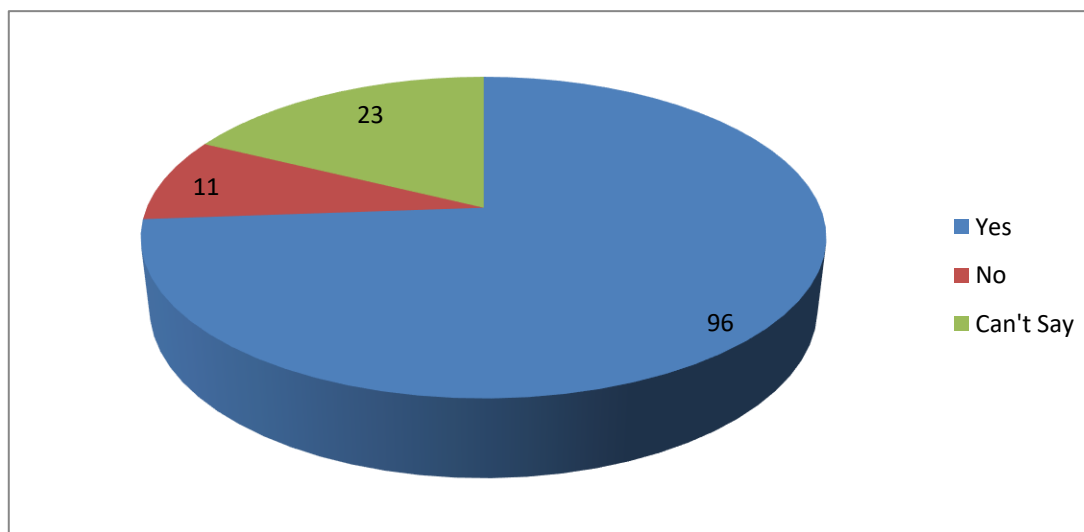


The most important aspect of the research is to know the awareness of the Green HRM Practices in the respondent. When the question was asked to the respondent do they are aware about the Green HRM Practices implementation in the campus of HEI's? The above table discloses that majority of respondents (85.5%) are aware about the Green HRM Practices they can follow in the campus of HEI's, whereas 3.8% of respondents are not know about Green HRM Practices implemented in the campus of HEI's. and 10.7% of respondent can't say about the implementation of Green HRM Practices in the campus of HEI's. So it is clearly indicates that there is an awareness about the implementation of Green HRM Practices in the campus of HEI's amongst the staff members.

Table 2 Your institute / college have implemented Green HRM Practices in the campus.

Response	Frequency	Percentage
Yes	96	73.3
No	11	8.4
Can't Say	23	18.3

Figure 2 Your institute / college have implemented Green HRM Practices in the campus



The purpose of this question was to know how many HEI's affiliated to KBC North Maharashtra University, Jalgaon have implemented Green HRM Practices in the campus. The above table 4.8 reveals that majority of the HEI's (73.3%) have already implemented Green HRM Practices in the campus. whereas 8.4% respondent HEI's not yet implemented Green HRM Practices in the campus and remaining 18.3 respondents of HEI's can't say anything about that their institute / college have implemented Green HRM Practices in the campus.

ANOVA test was used to compare the means of the awareness of Green HRM Practices and the implementation of Green HRM Practices among the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Table 3

ANOVA						
Green HRM Practices		Sum of Squares	df	Mean Square	F	Sig.
Green Recruitment	Between Groups	18.600	2	9.300	8.787	.000
	Within Groups	135.477	128	1.058		
	Total	154.076	130			

Green Selection	Between Groups	1.198	2	.599	.554	.576
	Within Groups	138.405	128	1.081		
	Total	139.603	130			
Green Orientation and Induction	Between Groups	.269	2	.135	.124	.884
	Within Groups	139.334	128	1.089		
	Total	139.603	130			
Green Performance Management	Between Groups	60.485	2	30.243	25.725	.000
	Within Groups	150.477	128	1.176		
	Total	210.962	130			
Green Training and Development	Between Groups	34.299	2	17.150	15.435	.000
	Within Groups	142.220	128	1.111		
	Total	176.519	130			
Green Compensation and Reward	Between Groups	15.873	2	7.936	5.801	.004
	Within Groups	175.120	128	1.368		
	Total	190.992	130			
Green Relations	Between Groups	59.610	2	29.805	31.981	.000
	Within Groups	119.291	128	.932		
	Total	178.901	130			

Interpretation: when we compare the calculated F value with the tabulated value and observe the key statistics for interpreting the results of ANOVA, it is seen that the key value is less than the alpha value which is taken 0.05 for this analysis the null hypothesis is rejected. It is clear from the above data and statistical results that rejection of null hypothesis is done for 5 variables out of 7. These variables are listed as Green Recruitment, Green Performance Management, Green Training and Development, Green Compensation and Reward as well as Green Relations. It can be interpreted that for these above 5 variables there is significant association between awareness of Green HRM Practices and the implementation of Green HRM Practices among the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon. The other 2 variables namely Green Selection and Green Orientation and Induction have key value more than the alpha value and so in this case the null hypothesis is accepted. It can be interpreted that for these variables there is no significant association between awareness of Green HRM Practices and the implementation of Green HRM Practices among the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Objective 2: To identify the impact of implementation of Green HRM Practices on the staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

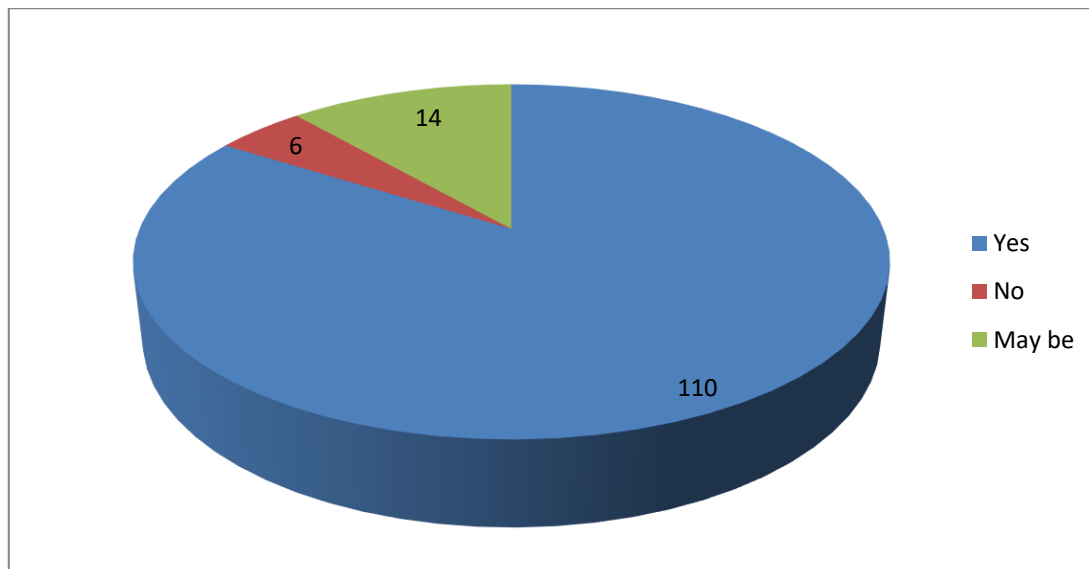
H0: There is no significant association between the implementation of Green HRM Practices and staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Ha: There is significant association between the implementation of Green HRM Practices and staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Table 4 Green HRM Practices have an impact on efficiency of the faculty members

Response	Frequency	Percentage
Yes	110	84.0
No	6	4.6
Can't Say	14	11.4

Figure 3 Green HRM Practices have an impact on efficiency of the faculty members



When the question was asked to the staff members of HEI's about that Green HRM Practices have an impact on efficiency of the faculty members? The above table demonstrate that majority of respondents (84.0 %) responded to Yes about that Green HRM Practices have a positive impact on efficiency of the faculty members. whereas 4.6% of respondents responded to No and 11.4 % of respondent can't say anything about that Green HRM Practices have an impact on efficiency of the faculty members .

ANOVA test was used to compare the means of the implementation of Green HRM Practices and staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Table 5

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Increase in staff performance	Between Groups	32.519	2	16.260	21.679	.000
	Within Groups	96.000	128	.750		
	Total	128.519	130			
Good relations with students.	Between Groups	46.335	2	23.167	14.576	.000
	Within Groups	203.452	128	1.589		
	Total	249.786	130			

Decrease in Absenteeism	Between Groups	39.643	2	19.822	16.813	.000
	Within Groups	150.906	128	1.179		
	Total	190.550	130			
Sincerely follows all Green Practices	Between Groups	14.427	2	7.214	6.691	.002
	Within Groups	138.000	128	1.078		
	Total	152.427	130			
Green performance improvement	Between Groups	27.927	2	13.964	17.785	.000
	Within Groups	100.500	128	.785		
	Total	128.427	130			
Participation in Environment related activities and events	Between Groups	6.412	2	3.206	3.420	.036
	Within Groups	120.000	128	.937		
	Total	126.412	130			
Interest and critical thinking of Environmental issues	Between Groups	30.321	2	15.160	20.214	.000
	Within Groups	96.000	128	.750		
	Total	126.321	130			

Interpretation: when we compare the calculated F value with the tabulated value and observe the key statistics for interpreting the results of ANOVA, it is seen that the key value of all the variables related to staff work performance is less than the alpha value which is taken 0.05 for this analysis the null hypothesis is rejected. It is clear from the above data and statistical results that rejection of null hypothesis is done all variables. It can be interpreted that there is significant association between the implementation of Green HRM Practices and staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Findings

Following are the finding from the study:

1. Majority of the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon are aware about the implementation of Green HRM Practices at the HEI's.
2. There is significant association between the awareness of Green HRM Practices and the implementation of Green HRM Practices among the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon.
3. There is significant association between the implementation of Green HRM Practices and staff work performance of HEI's affiliated to KBC North Maharashtra University, Jalgaon.

Conclusion

This study identify that majority of the staff members of HEI's affiliated to KBC North Maharashtra University, Jalgaon are aware about the implementation of Green HRM Practices at the HEI's. This study confirms that Green HRM practices significantly influence staff work performance in HEIs. By enhancing awareness and properly implementing these sustainable practices, educational institutions can create a more productive, environmentally-conscious workforce while contributing to global sustainability goals. The findings suggest that Green HRM is an important strategic tool that not only improves work performance but also supports the institutions environmental and corporate social responsibility objectives.

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