

Green Human Resource Management Practices and Initiatives on Organizational Performance: A Review Perspective

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Abstract

This article aims to investigate and assess the activities and procedures associated with Green Human Resource Management (Green HRM) within the context of a corporate framework. This review research aims to develop a complete analytical and theoretical framework for the literature on green human resource management (GHRM). The literature presents concise notions concerning green dimensions, features, and theories. These concepts integrate environmental management principles with human resources practices in order to improve both the performance of the organization and its sustainability. The evaluation investigates the impact of fundamental green practices on environmental performance and overall company success. These Green dimensional activities include green recruiting, selection, training, incentive and compensation, performance management, employee participation, health and safety, and more. The study suggests further research and practical research seeking to incorporate sustainability into their HR strategies.

Keywords: Environment, green HRM, performance, practices, sustainability

Background

In recent years, researchers have been increasingly preoccupied with environmental challenges regarding the Green Economy (Benevene & Buonomo, 2020). Global issues regarding environmental sustainability are snowballing and have become a crucial responsibility in both developed and developing nations (Khan & Noorizwan Muktar, 2020). The heightened focus on global issues such as climate change, elevated carbon emissions, sustainable development, and environmental initiatives since the late 1990s (Khanal et al., 2023) has led to the emergence of Green HRM. These concerns have created further pressure and tempted businesses and HR professionals to implement and transform to engage in environmentally conscious behavior and recognize their role in society, leading them to embrace sustainable green practices inside enterprises and utilize green efforts by adopting sustainable methods (Chaudhary, 2019). Adding to this statement, Lülfs and Hahn (2013) mention that with increasing government regulations and growing public awareness about environmental preservation, it has become imperative for companies to prioritize ecological concerns to remain competitive in the global marketplace.

Emerging in the 1990s, the concept of "corporate environmentalism" (also referred to as "green management") gained significant attraction in the 2000s, garnering global attention (Lee, 2009). Rani and Mishra (2014) assert that Green Human Resource Management (GHRM) is a promising idea, although research in this domain remains scarce. The study indicates that understanding Green HRM does not necessarily ensure its implementation inside the firm. Previous research suggests that human resource management is vital for managing and maintaining an organization's environmental sustainability. The human resources department may significantly contribute to sustainability, making Green Human Resource Management (GHRM) a crucial company strategy.

For this, numerous Green HRM strategies, including electronic filing, teleconferencing and virtual interviews, job and ride-sharing, recycling, telecommuting, online trade, and the development of energy-efficient office spaces, are being used by many firms worldwide. Moreover, Organizations are integrating green recruitment and selection, green training and development, green performance management, green remuneration, rewards and pay systems, green employee relations, and engagement, as well as a supportive culture and employee

empowerment into their green human resource management practices to enhance its dimensions (Ramasamy, 2017; Rani & Mishra, 2014). The development of GHRM encompasses more than just raising awareness of environmental issues; it also focuses on enhancing human existence's economic and social well-being. The implementation of green HRM reinforces the conceptual understanding of the "triple-bottom-line" notion. In simpler terms, the greening of HRM refers to implementing H.R. policies and practices that promote a balance between economic, social, and environmental factors, which are the three main components of sustainability (Muster & Schrader, 2011). Hence, human resource management (HRM) managers in organizations and corporations play a crucial role in advancing and adopting sustainable environmental technology and formulating an organization's ecological strategy to achieve this motto. In addition, human resource management (HRM) ensures that managers and employees have the necessary skills and abilities to continuously enhance the firm's environmental performance to meet competitive advantages (Jabbour et al., 2013).

Therefore, business and organizations are aligning their HRM functions with Green HRM aspects for sustainable practices in today's corporate environment. The HRM department has started promoting environmentally friendly workplaces and implementing green initiatives. Implementing Green Human Resource Management is necessary to meet the corporate objective of environmental sustainability. To attain the green level, personnel must possess the necessary knowledge and abilities to become green employees (Mobarez, 2018; Sudin, 2011). With the rise of environmental complexities, the significance of ecological understanding is growing in contemporary literature and is present in every aspect of the professional and personal arena. Despite increasing environmental concerns, organizations cannot apply and transform themselves into green adoption behavior. This has caused severe environmental deterioration. It is necessary to either improve the standard of living or confront the negative consequences of this problem. In some scenarios, somehow corporations are increasingly playing a crucial role in addressing environmental difficulties, and it is imperative to find solutions to these problems through corporate involvement. GHRM is a manifesto that aims to cultivate a workforce that actively promotes environmentally friendly practices and comprehensively understands environmental concerns (Renwick et al., 2013).

Despite the significance of green human resource management in several aspects, the research indicates that a comprehensive approach to Green HRM has not yet been explored in the Nepalese organizational context. The phrase Green Human Resource Management is unfamiliar to most individuals, even in HRM departments and academics. There is a shortage of studies in academia about identifying green skills held by employees and managers. This gap in the literature highlights the need for empirical research studies to be conducted on this topic. To narrow this divide, the study will promote comprehension of "green human resource management," green HRM methods, and associated ideas in the Nepalese corporate sector. Moreover, the study will help green HRM users or prospects know more about practices, initiatives, and the effects of use on environmental performance in the corporate world.

Theoretical Review

Theory of Green Human Resource Management (GHRM)

The Ability Motivation Opportunity theory utilized in GHRM research asserts that the AMO model can improve employees' ecological competencies via green training and development (Ability), motivate employees to adopt environmentally sustainable behaviors through green performance evaluations and incentives (Motivation), and ultimately involve staff in the environmental management process by offering opportunities to contribute to and participate in green initiatives (Opportunity) to determine the pertinent people management issues for the GHRM evaluation. The AMO theory proposed by Appelbaum et al. (2000) identifies the HRM domains most significant for impacting environmental factors. Appelbaum (2000) asserts that excellent human resource management methods may enhance a company's performance in several ways. These encompass enhanced production, less waste, superior quality, and elevated profitability. AMO theory posits that human resource management (HRM) enhances employees' ability, motivation, and commitment through efficient performance management and contingent rewards and opportunities provided by employee involvement programs that promote knowledge-sharing and problem-solving.

The AMO theory claims that the effectiveness of green HRM is contingent upon ability, motivation, and opportunities at all levels. It may pertain to the

individual employee or workforce level, team level, departmental level, or organizational level (the organization's environmental performance). Employees must possess green capabilities to operate sustainably; moreover, they require an intrinsic motivation that fosters a greater readiness to invest the necessary effort to fulfill their duties in an environmentally friendly manner. Employees must be allowed to engage in environmentally sustainable practices by their superiors and employers. Motivation refers to an internal condition of an employee, characterized by their desire to engage in tasks they find enjoyable or deem significant (Opatha, 2016). Therefore, the employee is expected to appreciate 'greening' and derive satisfaction from engaging in 'greening,' or they consider 'greening' significant importance. Motivation is an individual's action to inspire another to effectively execute work responsibilities to achieve predetermined objectives (Opatha, 2016). Consequently, pertinent senior managers within the firm must formulate initiatives encouraging their subordinates to engage in environmentally sustainable practices to achieve 'greening' objectives. Consequently, the optimal efficacy of green HRM may be examined via the lens of AMO theory.

Social Learning Theory

Social learning theory posits that employees acquire knowledge within a social framework. Observing and imitating others can develop new skills and behaviors (Ismail et al., 2017). Consequently, awareness and expertise can proliferate among employees via social contacts. Employees can acquire informal knowledge from colleagues with environmental competence in environments characterized by a favorable "green work climate" (Tang et al., 2018). In this regard, volunteer engagement in ecological initiatives may enhance formal training to augment environmental competencies and employee motivation (Todd, 2010). Jackson, 2012)

Moreover, Seo (2010) underscored the significance of experiential activities. Organizations like Google and Intel have created employee gardens on their premises, allowing staff to participate in cultivating the gardens and organic veggies, which are then utilized as food in business cafeterias and restaurants. These projects can be used for educational objectives to facilitate informal learning about environmental sustainability among employees.

Resource Based Theory

The Resource-Based View (RBV) emphasizes that connecting human resources with environmental concerns inside firms would result in synergistic benefits, leading to a competitive advantage and enhanced performance. The idea of person-environment fit posits that there is a state of synchronization between the qualities of an individual and their work environment, which is referred to as "fit" (Cheema et al., 2019). Hence, when workers' ecological principles are in harmony with the values of the business, they will be more actively involved in attaining the environmental objectives of the firm. According to resource-based theory, companies are most likely to achieve long-term success when they possess valued, scarce resources, are difficult to copy, and are non-substitutable. Strategic resources serve as the basis for developing corporate skills, which can result in long-term improved performance.

Capabilities are necessary for combining, overseeing, and otherwise utilizing resources to offer additional value to consumers and establish advantages over rivals. According to Barney (2001), resources comprise tangible and intangible assets. These assets include a company's managerial capabilities, organizational processes, routines, and information and knowledge. As per this idea, a corporation may achieve a competitive edge by acquiring and developing human resources with unique competencies that its competitors cannot replicate Mwita (2019). This indicates that firms should provide an atmosphere that appeals to workers who can fulfill the organization's requirements and facilitates ongoing learning through diverse methods. Given the need to synchronize organizational activities and operations with environmental conservation policies, HRM plays a crucial role in ensuring this alignment is achieved by implementing Green HRM. This entails recruiting environmentally conscious individuals who will contribute to firms' more efficient human resources, which serve as a competitive advantage for improved organizational performance. This encompasses the need to use green recruiting and selection practices to ensure that companies have a workforce equipped with adequate green knowledge and skills.

Stakeholders Theory

The notion of stakeholders theory argues that companies that successfully address the concerns of their stakeholders are more likely to establish comprehensive and extensive environmental practices, such as Green Human Resource Management

(GHRM). These studies elucidate how various demands from stakeholders result in the adoption of diverse GHRM approaches. It believes in the fact that green Human Resource Management is for everybody. It encompasses all stakeholders (direct, indirect, internal, external, current, and future) of the organization. Jackson and Schuler (2003) asserted that the principle of effective management engagement relies on all pertinent stakeholders being equally applicable to the management of human resources as it is to other management tasks. Human resource management practices cannot be exclusively designed to address employees' concerns. No, they cannot be designed considering their implications for the bottom line. Organizations that excel in managing personnel have HR systems that address the requirements of all key stakeholders. The above argument seems to align with the ongoing discourse on sustainability, most commonly articulated in terms of the 'triple bottom line,' including environmental, social, and economic objectives. Green Human Resource Management must unequivocally address the requirements of all stakeholders. Therefore, the analysis of green is for whom Human Resource Management may be theoretically approached based on stakeholder theory.

Institutional theory

Most academic research on environmental management has focused on the impact of legislative and societal constraints on adopting Green Human Resource Management (GHRM). Institutional Theory posits that external pressures influence organizational actions. Institutional Theory states that external forces affect organizations. Most institutional studies have examined how regulatory and social factors promote homogenous outcomes in the natural environment (Russo & Fouts, 1997). Institutional theory often portrays companies as passive players that follow institutional expectations (Oliver, 1997; Perrow, 1986). This concept explains why an organization needs green HRM. Institutionalization matches ecosystem theory principles. Focusing on people's views in controlled situations and objective conditions suggests a social constructionist approach. In ecological systems, goodness-of-fit refers to the degree to which an individual's requirements, rights, objectives, and skills match their physical and social environment. Fitting initiatives are needed if there is no fit. An organization's HR greening is a permanent program. Institutionalism is caused by a mismatch between inhabitants and their institutional surroundings, according to the institutionalization theory. Institutional theory shows

that regulatory and societal constraints affect green projects. Today, every business needs HRM. The review explains green's importance. HRM and sustainability requirements External view on HRM in institutional theory.

Human capital theory

The concept of human capital theory revolves around developing environmentally sustainable human capital. Green human capital refers to the collective knowledge, skills, talents, attitudes, experiences, dedication, and innovation of personnel about environmental management.

Social Identity Theory

According to social identity theory, employees will likely perceive firms implementing good human resource management (HRM) practices. This personnel cultivates a profound sense of affiliation. The green identity enables workers to engage in ecologically conscious activities, actions, and behaviors, cultivating an eco-friendly atmosphere inside the firm. Concerning social exchange theory, environmental researchers who adopt the social exchange framework argue that when workers perceive themselves as empowered by GHRM practices, they are obligated to contribute towards their organization's efforts in becoming a more environmentally conscious corporation.

Literature Review

Khan and Muktar (2020) stated that the Green HRM remains a developing notion and aims to assist contemporary scholars by providing a comprehensive summary of the present state. Mandip (2012) states that Green HR refers to implementing Human Resource Management strategies that encourage responsible and efficient use of resources in commercial organizations. The study conducted by Islam et al. (2023) investigates the impact of green human resource management (GHRM) practices, specifically green recruitment and selection, green training, green performance management, green involvement, and green rewards, on the turnover intention of millennial employees in hotels of different star ratings (3, 4, and 5- Star). The study utilizes partial least squares analysis to analyze the collected data. Structural equation modeling demonstrates that the involvement of individuals in green practices and the implementation of green pay and reward systems only significantly reduce millennials' intention to leave their jobs. Other practices related to

human resource management do not directly affect the turnover intention of millennials. Notably, the study did not find any evidence of the work environment moderating the relationship between human resource management practices and the turnover intention of millennials employed in hotels in Malaysia.

According to Ansari et al. (2021), their research demonstrates that green human resource management (GHRM) practices have an impact on workers' dedication to environmental sustainability and their pro-environmental behaviors (PEBs). Additionally, the findings imply that employees' green commitment mediates the link between GHRM and PEBs. Chaudhary's (2020) study discovered that GHRM (Green Human Resource Management) significantly impacts task-related and voluntary employee green behaviors. This effect is mediated by organizational identification. However, gender and environmental values do not moderate the relationship between GHRM and employee green behaviors. The study highlights the importance of HRM (Human Resource Management) in promoting environmental sustainability and emphasizes the need to integrate sustainability into HR systems to achieve sustainable development goals.

Additionally, it supports the overall goal of environmental sustainability.

Furthermore, Mandip (2012) stated that implementing green H.R. should be integrated into many H.R. operations, including recruiting, training, pay, etc. The succeeding human resource processes, which include recruiting, performance management and evaluation, training and development, employment relations, and compensation, will be elaborated upon below to explain how businesses might use these procedures to build green human resources.

Participation of workers in green human resource management has been shown to successfully reduce pollution in the workplace (Phillips, 2007). Green hrM and its dimensional aspects are better understood after reviewing its components.

Green Human Resource Management Dimensions

Green HRM refers to implementing human resource management strategies that encourage responsible and sustainable use of resources in corporate organizations. It also supports the broader goal of environmental sustainability Mandip (2012). The objective of adopting environmentally friendly practices is to utilize items and techniques that do not adversely affect the environment, such as

pollution or the depletion of natural resources Robinson (2008). Green HRM refers to implementing environmentally conscious human resource policies and practices. Its primary objectives are to enhance an organization's financial performance through environmental branding and mitigate any potential adverse environmental impacts resulting from its policies and actions. Dutta (2012) states that GHRM is a manifesto that facilitates the development of an environmentally conscious workforce capable of comprehending and valuing a sustainable culture inside an enterprise. This green effort may consistently uphold its environmental objectives across the whole human resource management (HRM) process, which includes recruiting, hiring, training, paying, developing, and growing the company's workforce.

Green Recruitment and Selection

The primary difficulty in human resource management (HRM) is acquiring highly trained and proficient personnel in the current global context. Employers, particularly multinational corporations (MNCs), promote themselves as Green HRM practitioners to appeal to environmentally conscious young people knowledgeable about green organizations and environmental concerns Ehnert and Ehnert (2009). Job applicants adapt to the new organization by aligning their skills and habits with the company's green initiatives and environmental reputation. Regarding organization, green recruitment and selection are concerned with recruiting and selecting people who are strongly devoted to the environment and have a high potential for environmental consciousness Chaudhary and Chaudhary (2023). Through green recruitment and selection, it is ensured that recruits will contribute to establishing a green culture by instilling environmental values and green awareness within the community Zhu et al. (2021). The green recruiting process involves screening environmentally conscious applicants without needing paper, meaning employment applications may be submitted online. One can conduct interviews either over the phone or over the Internet. When green recruitment is used, it encourages employee participation in evaluating long-term competency and informing them about green initiatives being implemented across the whole organization, such as reducing waste and emissions of greenhouse gases. Arulrajah et al. (2015) say this final step improves environmental performance.

Green Training and Development

According to Bansal and Roth (2000), training is essential to human resource management. It ensures that employees know about environmental problems and can relate such concerns to their job responsibilities. Workers' understanding of various topics and the significance of environmental management is increased by implementing green training and development programs. The ability to adopt a variety of conservation strategies, such as instituting waste management techniques inside an organization, is made possible by this information. An employee's ability to successfully address various environmental difficulties has also improved. (Ren et al., 2018) have also included the word "green training and development," which refers to the programs and actions organized to increase employees' knowledge of environmental issues and motivate them to acquire skills that will allow them to conserve and defend the green environment. Also included in this list is the phrase "green training and development." It is important to note that training encompasses fundamental abilities in managing waste data (Mayand Flannery (1995), as well as environmental literacy and knowledge (Mishra, 2017). The frontline personnel are the focus of this situation because they are directly involved in managing waste data as part of their day-to-day responsibilities. Ramus (2001) studied managers and discovered that environmental education and training contribute to developing an excellent environmental culture in which workers feel involved in environmental results. These are the most critical human resource management procedures for accomplishing environmental objectives. The sustainability of the environment is the primary concern of organizations that are engaged in green training and development operations. According to Zoogah (2011), they provide employees with the opportunity to address environmental problems, educate workers on the significance of environmental management (E.M.), train workers in energy-saving work methods, encourage waste reduction, build environmental consciousness inside the organization, and educate workers on the concept of environmental management.

According to Renwick et al. (2008) and Renwick et al. (2013), several green training and development techniques are proposed. The training of employees to conduct green analysis of their workspace, the implementation of job rotation to train future green managers, the provision of specialized training on environmental management aspects such as safety, energy efficiency, waste management, and recycling, the promotion of the development of green personal skills, and the provision of re-

training programs for employees who have lost their jobs in polluting industries are some of the initiatives that fall under this category.

Green Performance Appraisal

The term "green performance appraisal" refers to the approach implemented inside a company to encourage workers to remain active in environmentally responsible activities while considering the employees' overall performance (Amjad et al., 2021). (Ardiza et al., 2021) express green Performance Appraisal to evaluate the degree to which particular employees actively participate in environmentally friendly actions and activities and achieve positive outcomes in terms of sustainability within a specified timeframe. Performance management systems could be enhanced to incorporate 'green' objectives within the critical performance areas (KPA). These may be converted into criteria for environmentally friendly performance and indications of environmentally friendly behavior, which should be used as benchmarks in evaluating the performance of employees at all levels. Managers should set specific aims, goals, and duties related to environmental sustainability. The managers' success in achieving these goals must be evaluated and included in their performance reviews. Such contributions may include raising awareness and promoting familiarity with environmental concerns among subordinates, motivating them to participate in the company's green initiatives, and facilitating their learning in environmental management (Kapil,

Green Reward Management

Green reward management methods are essential for sustainability in an organization's environmental performance. Compensation packages should incorporate the recognition and remuneration of environmentally friendly talents and accomplishments. Employees who demonstrate exceptional effort in maintaining cleanliness, adhering to health and safety regulations, and reducing paper usage may be eligible for special incentives Hosain and Rahman (2016). In an investigation conducted by (Jorgensen, 2001) regarding the significance of employee involvement in environmental initiatives, it was noted that employee dedication to environmental management initiatives was heightened when they were compensated for assuming responsibilities related to environmental accountability.

The effectiveness of green rewards and remunerations was demonstrated in research conducted by (Berrone and Gomez-Mejia (2009), including 469 US enterprises working in industries with significant pollution levels, which revealed that companies with environmentally sustainable practices compensated their chief executive officers more than those that did not prioritize eco-friendliness.

Furthermore, they determined a positive correlation between long-term corporate performance and remuneration in achieving higher effectiveness in pollution avoidance. Green reward management motivates managers and non-managerial staff to support business environmental management. Organizations can practice it financially or non-financially. Several organizations compensate staff with bonuses, incentives, or cash for environmentally solid performance. Some firms celebrate environmental excellence with awards, special recognitions, accolades, and prizes Arulrajah et al. (2015).

Green Health and Safety Management

A green workplace is characterized by environmental sensitivity, resource efficiency, and social responsibility. Implementing the practices of green health and safety management is going beyond the typical boundaries of the health and safety management role within HRM. It encompasses both the conventional parts of health and safety management and additional elements related to environmental management inside an organization Sudin (2011). Currently, some firms are modifying the "health and safety manager" position to "health, safety, and environmental manager." This change is being made to incorporate environmental concerns into the role. This post has a broader range of responsibilities compared to the usual health and safety manager role inside an organization. For instance, it encompasses efforts to save biodiversity and support local communities, among other projects. The primary function of green health and safety management is to assure an environmentally friendly work environment for all individuals.

Methodology

The study adopted a thematic review of literature employing an archival technique to establish a dependable knowledge foundation in the GHRM domain. The analytical method entails categorizing and classifying diverse literature in GHRM, including the HRM practices, utilizing publications spanning the (1980s to 2023).

This periodization was used to monitor the field's evolution from published GHRM studies in the literature. Research publications were excluded from the review if they did not concentrate on GHRM as broadly defined. This study utilizes many theories to support the themes of Green Human Resource Management (GHRM), encompassing its definition, Analysis, Reviews, dimensions, results, and performance. Theoretical frameworks such as institutional theory, resource-based view (RBV) theory, stakeholder theory, and ability-motivation-opportunity (AMO) theory inform these contexts. This study aims to highlight critical contributions to Green HRM research, which merges environmentally sustainable management with HRM, and to categorize them to pinpoint gaps, challenges, and opportunities for further investigation.

Moreover, this review examines works that present empirical data or formulate theoretical arguments about the GHRM link. The study excludes articles that offer unsupported ideas to promote GHRM. This review examines several GHRM practices identified from many sources, including case studies, corporate reports, and reviews from Articles.

Discussion

The study portrays substantial proof of the inherent ability of HRM activities to promote environmental sustainability among employees and organizational operations. HRM has immense potential in promoting environmental sustainability and incorporating green practices into an organization's activities, ranging from job design analysis to employer relationships. This study serves as a review that qualitatively supports the existing Green Human Resource Management literature. Robust analytical and theoretical frameworks guide the study. In this review, a suitable effort is made to apply the relevant theories by aligning with the analytical perspective of HRM presented by (Boxall et al., 2007) to emphasize the intellectual nature of green HRM.

The review process starts with an introduction outlining the current status of the existing body of green HRM knowledge, followed by a discussion of the methodology. The overview of green HRM addressed critical themes of green Human Resource Management. The topics encompass the definition of green Human Resource Management (HRM), the theoretical frameworks of green HRM, and the

dimensions and outcomes of green HRM. Generally, Green human resource management possesses several micro and macro-level aspects. However, it is not feasible to elucidate everything comprehensively here. Consequently, the study selected the themes mentioned above for discussion to achieve the intended objective of our review.

Subsequently, the analytical and theoretical frameworks for green human resource management (GHRM) in this review were conducted. The Analytical Human Resource Management Provides a three-mode analysis that serves as a highly beneficial framework for organizing the existing knowledge of green Human Resource Management and offering an analytical structure to underpin the valuable insights acquired by scholars through systematic research in this domain. Similarly, the chosen organizational theories were supplied as inputs to provide a theoretical framework for green HRM. Research works. This review has systematically and logically summarized the knowledge about green. Human Resource Management with the discussed frameworks of analysis and theories. This mechanism ultimately connects existing literature on Green Human Resource Management and Organizational Theories.

HR experts' primary obstacle is comprehending the extent and magnitude of green HRM in converting their organizations into environmentally sustainable entities. This endeavor finally results in an enhanced environmental performance for the organization. Incorporating environmentally friendly practices into HRM activities would decrease the organization's harmful effects on the environment and enhance its benefits. When enhancing an organization's environmental performance, the people component is crucial. Green HRM strategies are crucial for fostering and sustaining creative environmental behaviors among employees and cultivating a favorable attitude toward environmental sustainability. Establishing and sustaining a viable environmental performance becomes challenging without adequate green HRM practices. Therefore, we affirm that by comprehending the extent and profundity of green HRM practices, organizations will possess the potential to operate in a more ecologically conscious way than ever before.

Conclusion

This study indicates that the developing body of green Human Resource Management knowledge has strong analytical and theoretical underpinnings. Despite its knowledge-generating method seems less theoretical or conceptually deficient, the truth is the contrary. An exemplary instance is the academic research conducted by Renwick et al. (2013), which classified the prevailing literature on green Human Resource Management according to the

Ability-Motivation-Opportunity (AMO) paradigm. They created a framework for projects in Green Human Resource Management. Many scholars in this research field frequently overlook the internalization, exploration, and documentation of the analytical and theoretical frameworks essential for integrating Human Resource Management with Corporate Environmental Management.

This review represents a rational effort that significantly aids in establishing analytical solid and theoretical foundations for the valuable knowledge gained through systematic research in the emerging Green Human Resource Management field. Furthermore, this research suggests that firms may progressively enhance their environmental performance by understanding and expanding the scope and intensity of green HRM practices. Green HRM practices are crucial for advancing environmental sustainability inside enterprises and their operations. The environmental performance, eco-conscious behaviors, sustainable attitudes, and environmentally oriented abilities of human resources may be affected and altered by implementing green HRM practices. Consequently, we advocate that firms must emphasize integrating ecologically sustainable methods in all facets of human resource management.

Scope for Future

Looking at the future, Green HRM has great promise for all interest groups in the field of HRM, including employers, workers, practitioners, and academia. We suggest significant potential for research in GHRM within the management discipline, but it is not effectively implemented in academic settings. Therefore, it is essential to balance the boundary between the practical application of GHRM in professional settings and its theoretical teachings in research and teaching environments in management. Continuing our investigation, we anticipate more studies in the upcoming days might elucidate the impact of HRM activities on facilitating green efforts and perhaps affecting ecological management techniques. Research examining

the overall influence of GHRM systems, rather than focusing on specific initiatives, could be particularly supportive. Conducting such research could assist organizations in mitigating environmental degradation, improving physical and financial well-being, and creating a cleaner and safer global living environment.

In conclusion, the study emphasizes that HR plays a crucial role in adopting GHRM practices and regulations. In addition, they have a crucial role in recruiting new workers who are more conscientious about green company practices, indirectly contributing to the preservation of the Earth. Lastly, interest groups in HR have a tremendous opportunity to contribute to the organization's green movement and play a crucial role in motivating, encouraging, and leading workers to adopt environmentally friendly practices for a more sustainable organization.

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