

GREEN HR: THE ESSENCE FOR SUSTAINABILITY IN THE 21ST CENTURY

RUPA BHALLA¹ & POOJA MEHTA²

¹Research Scholar, PTU, Jalandhar, Punjab, India

²Assistant Professor, PTU, Jalandhar, Punjab, India

ABSTRACT

The Green human resources management is a new management philosophy is based on green movement related to Protection of surroundings and pattern in which “green” concept applied to the field of human resource management. It’s essential meaning is to take “green” management tools to enhance ecological benefits i.e., “To defend & improve the human environment for present and future generation has become an imperative goal for mankind.” Green HR is basically for economic and social perspective to achieve employees’ psychology, human and ecological harmony. It was affirmed that, Green HR is the use of Human Resources Management policies to endorse the sustainable use of resources within business communities on the significance of going green and adopting various environment management techniques in business organizations and to our surrounding milieu, more generally, promotes the cause of environmental sustainability.

The Green HRM involves indispensable elements i.e. ‘environmental friendly HR practices’, which will as well help the producers and Manufacturers in visualization and brand building. Rigorous implementation of the ISO 14000 standards and environmental audit systems will help change the organizational culture and approach towards waste management& pollution. In this paper an attempt has been made to promote the importance of Green HRM in polluting industries. The topic of environmental sustainability is drawing increased attention. Efficiency created by Green HRM can help cut operational costs and facilitates the industry professionals to realize their Corporate Social Responsibility in an enhanced manner.

KEYWORDS: Green HRM, Environmental Friendly Solutions, Protective Environment, Natural Resources

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