

An Empirical Study on Sustainable Human Resource Management Practices to improve effective Green Human Resource Management Practices in IT Sector

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Abstract

Human resource management considers the factors that help workers carry out sustainable assumptions about the environment, the economy, and society. Sustainable Human Resources defines the Next Generation of Human Resource Management Systems for Family Businesses and working environments. The study's objective is to find the impact of sustainable human resource management practices to improve effective green human resource management practices. The samples are collected from employees working in the software industries in Hyderabad, India. A total of 150 samples were collected from the software employees. The research questionnaires were prepared using the Likert scale, and the data was tested using the structural equation model and the reliability test.

Keywords: Human Resource Management, Sustainable Human resource management, Green Human resource management, Software Employees

Introduction:

Green HRM is all the rage in the corporate world now, and its importance will only grow as time goes on. Since there is a growing focus on environmental management and sustainable development worldwide, this word has also established itself as a subject of interest in contemporary scholarly works. Green HRM, as a concept, has evolved to include concern for the natural world and the financial, social, and emotional health of a business and its workforce. There has been a worldwide

awakening in the last two decades to the urgent need for a practical environmental management initiative. The rapid deterioration and depletion of our natural resources resulted from various contaminants, with industrial wastes as the primary offender, prompted this initiative. To protect and enhance the human environment for the benefit of current and future generations was declared an essential goal of humankind at the first United Nations (International) Conference on the Human Environment, which took place in Stockholm in June 1972 and was dubbed the "Magna Carta" on Human Environment. Given the significance of Asia's economic growth to environmental management, future research must fill this gap in the Green HRM literature. To help firms accomplish the GHRM objectives and remain environmentally competitive, management scholars throughout the globe are now examining a wide range of managerial techniques. The Green House Resource Management Manifesto (GHRM) is a guide for building an eco-friendly workforce that values sustainability. A company's human resource management (HRM) efforts don't have to compromise its green goals to hire, train, compensate, develop, and promote employees. Human Resources departments have the potential to play crucial roles in fostering a company-wide culture of sustainability. Green HR policy implementation relies heavily on HR procedures; as a result, managing human capital is essential to achieving EM (Environment Management) goals.

Many HR systems need to be aligned to increase the likelihood that the organization will achieve its strategy. Still, it is essential to note that sustainability, the natural environment, and HR management are all relatively new fields experiencing rapid development and, as a result, are not characterized by a fully developed body of writing. The "battle for talent" has made recruiting top talent a critical human resources issue. Increasingly, businesses realise that promoting their green credentials can help them attract and retain top employees. Companies like Siemens, BASF, Bayer, and Mannesmann in Germany are using environmental work and a green reputation to win over top talent. Every position at the British automaker Rover Group requires candidates to demonstrate their commitment to environmental sustainability and meet specific educational and training requirements. Green job descriptions focusing on environmental impact are becoming more commonplace in workforce acquisition. When a company actively seeks and hires candidates with the knowledge, skills, methods, and behaviors indicative of environmental management systems, we say that they have engaged in "green recruiting." Organizations need robust ecological management processes to ensure that new hires understand and can uphold the company's environmental principles and culture.

In green recruitment, the significance of the environment is emphasized and given a prominent place in the company. In addition, new hires express excitement and even fervor about joining a firm that cares about the planet. Companies may easily hire experts in sustainable practices like recycling and conservation, as well as more theoretical endeavors like making the world a more rational place if they focus their hiring efforts on people with a green bias. According to research by Grolleau et al. (2012) on how a company's environmental standards affect its ability to attract and retain top talent, a positive reputation in this area is an asset when trying to fill open positions. The original poll showed that professionals cared more about an organization's environmental strategy than the public.

Review of Literature:

(Kuo et al., 2022) Many businesses have had to deal with serious issues related to environmental performance because of the last fifty years of global industrialization. This investigation examines ecological performance and its effect on workforce and business results from the perspectives of social learning theory and the notion of limited resources. Using data from a random sample of 500 people who work full-time in the chemical business in Lahore, Pakistan, online surveys. As shown from the outcomes, Green HRM practices have a good and considerable impact on green innovation and environmental performance amongst staff. Green remuneration and reward, green performance management and evaluation, green training and development, and green recruitment and selection were also significant impacts of research factors. Theoretical and practical consequences of

consumer resistance to innovation in low-income cultures are discussed, as well as some critical findings for public policy.

(Chen, Jiang, Li, & Gao, 2021) This research draws on cognitive-affective system theory to argue that workers' perceptions of their employers' commitment to environmental sustainability via human resource management (HRM) impact their green behaviour in the workplace. We support our hypotheses by analysing data from 358 questionnaires sent to Chinese oil and mining companies. The results show that employees' perceptions of green HRM positively affect their initiative to promote environmental sustainability at work and their green innovation. Furthermore, it has been discovered that harmonious environmental passion entirely mediates the association between workers' perceptions of green HRM and green creativity. In contrast, a green psychological climate and environmental harmony partly moderate this relationship. The results of this study highlight the significance of green HRM in influencing workers' proactive workplace green behaviours and reveal how green HRM modifies employees' cognitive, affective, and motivational (CAM) variables to produce green actions.

(Kloutsiniotis, Mihail, Mylonas, & Pateli, 2022) The current study looks at the significant impact that "Transformational Leadership (TFL)" has on "anxiety," "personal stress," "workplace loneliness," and "burnout" in the workplace. The mediating effect of "HRM practices" on the association between TFL and burnout is also studied in this study. During the "COVID-19 epidemic," a sample of 459 Greek "customer-contact staff" from 13 hotels was analysed using "Partial Least Squares Structural Equation Modeling" (PLS-SEM). The results first show that TFL effectively mitigates "personal financial stress," "anxiety," and "workplace loneliness," hence preventing "burnout" in the workforce. TFL was shown to correlate with burnout negatively, and the research highlights the mediating effect of "HRM practices" in this connection. The results provide light on the mechanism by which "HRM practices" interact with "TFL," "work stresses," and "burnout," information that is crucial for HRM experts and hotel managers alike.

(Piwowar-Sulej, 2021) The idea of sustainability is becoming more mainstream, which has prompted the development of a strategy for dealing with workers called sustainable human resource management (HRM) (SHRM). Human resource development, one of SHRM's guiding principles, should be used in tandem with the rest of SHRM's tenets, such that, for instance, employee development is pursued with a view toward the future. To put the concept of Industry 4.0 into practice, it is essential to acquire the so-called competencies of the future. This article aims to contrast the theory and the research results on the development of future competencies related to industrial engineers in Poland, who are the professionals responsible for implementing the concept of cleaner production and Industry 4.0, against the background of other detailed sustainable HRM principles. The Author used survey data and representative samples from Eurostat and Statistics Poland to conclude three separate research projects. According to the study's findings, Polish industrial firms are less interested in investing in the long-term growth of their engineers. The SHRM ideals of a long-term view and adaptability go counter to the HR methods that concentrate primarily on immediate requirements. One other component of sustainable HRM that seems to be lacking is employee input into choices about their training. Furthermore, environmental sustainability remains a poorly trained field of expertise, and there is little collaboration with other educational institutions. There are repercussions for HR professionals and universities, therefore. Additional research is encouraged and outlined in the publication.

(Fregnan, Ivaldi, & Scaratti, 2020) The HRM function must adapt to the new realities of the modern workplace, which the digital revolution has brought about. The intersection of new technologies and human resource management is now referred to as electronic HRM due to the increased issues presented by digital work, digital personnel, and digital management (e-HRM). By examining new research perspectives and lines of interpretation using a Critical Management Studies approach, we can develop a more contextualized view of conceiving HRM, more extensive consideration of stakeholders, and a longer-term perspective in approaching the results of digital transformation and

HRM outcomes. This article examines a global corporation scenario to understand better human resource management and how it functions in real-world settings. Rather than taking a "simple antiperformance attitude," this perspective seeks to achieve forms of reconstructive reflexivity about the relationship between the digital age, HRM, and the creative development of social value via authentic corporate responsibility.

(Veth, Korzilius, Van der Heijden, Emans, & De Lange, 2019) Employing the literature on the Job Demands-Resources model and the life-span theory as theoretical frameworks, we investigated the role of job demands and job resources as mediators between HRM practice bundles and employee outcomes. Additionally, we analyzed our data to see whether there were any noticeable disparities in age groups. The results supported the initial predicted 2-factor structure, with maintenance and development HRM practices each factoring in at 20%. According to SEM studies, age was no moderating influence on the direct and adverse relationship between the maintenance HRM package and employee outcomes. But job resources seemed to moderate the link beneficially, just as they did for the development HRM package. The research also suggested a 'dark side of HRM, even though it demonstrated the 'driving power' of the actual use of HRM packages via work resources, independent of the employee's age. More specifically, we discovered that development of HRM packages might raise work expectations, which in turn may reduce positive employee outcomes. These results from the real world prove how important it is to have vital job resources before using any HRM package. Moreover, workers of all ages seem subject to this impact. While testing our moderated-mediation model, we found that it was resilient across a range of potential moderators. In sum, this research presents an expansion of the well-known Job Demands-Resources model by integrating maintenance and development bundles of HRM practices utilised by employees, which have a differential influence on job demands and job resources, which in turn have an impact on employee outcomes.

Research Objective:

The study's objective is to investigate the relationship between Green Human Resource Management and sustainable human resource practices in software industries in Hyderabad.

Research Methodology:

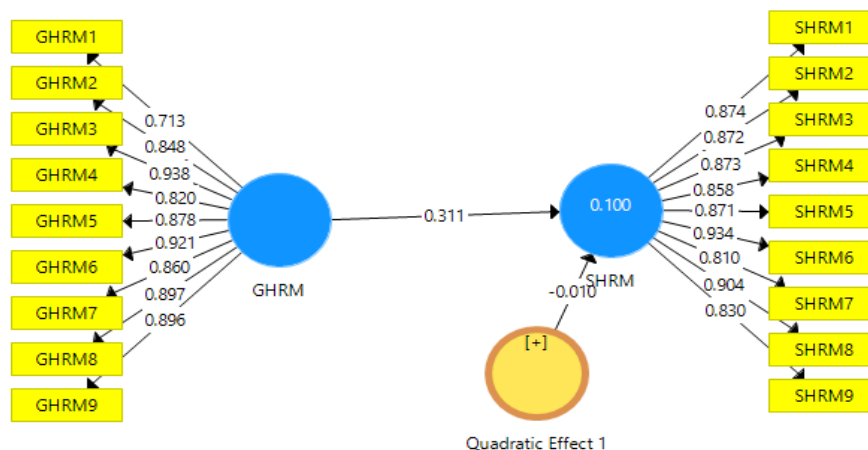
A descriptive study was conducted, and information was gathered using nominal and ordinal scales. The Smart PLS Testing software was used to analyse the data and provide conclusions about the connections between sustainable human resources and collective social responsibility. An employee from one of Hyderabad's software firms provides one of 150 examples.

Hypothesis Statement:

Sustainable Human resource management directly impacts the Green Human resource management of multinational software industries in Hyderabad.

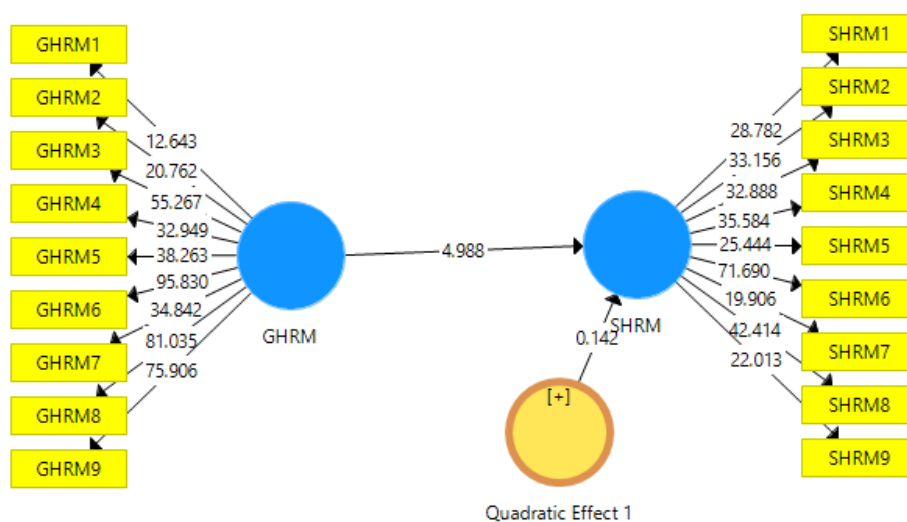
Data Analysis & Hypothesis Testing:

Sustainable Human resource management has a quadratic effect and direct impact on the Green Human Resource Management of global software industries in the Hyderabad location.



	Cronbach's Alpha	Average Variance Extracted (AVE)
GHRM	0.958	0.750
Quadratic Effect 1	1.000	1.000
SHRM	0.960	0.757

If the components of a construct are reliably related to one another, as shown by a high Cronbach's Alpha, then the construct is reliable. Within the range of -1 and 1, it is feasible to have a negative result. Polarity should always be consistent across items; for example, if certain score items' polarity is reversed from others' polarity, the mean of all inter-item correlations may be misleading. It is also possible for Cronbach's Alpha to be present. Cronbach's alpha values above 0.90 indicate excellent Construct Reliability and Validity levels.



	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
GHRM -> SHRM	0.311	0.341	0.062	4.988	0.000
Quadratic Effect 1 -> SHRM	-0.010	-0.003	0.070	0.142	0.887

Analysis: This is the P-value. To examine the alternative hypothesis that > 0 , we get the one-tailed P value of the path coefficient (i.e., 1-95 per cent). The value might be read as the probability of it coming from the zero-sample normal distribution. The area under the curve on the left side of the picture may be determined if we assume the total size of the graphic to be 1. If the probability, P, is less than or equal to 0.05, then the hypothesis is accepted. The T ratio (also known as a "T value," "T statistic," or "t-statistic") is used instead of the P value when dealing with threshold values (such as 5.762 and 4.917). Comparing P values and confidence intervals to establish the validity of a hypothesis, both tests produced the same findings. When deciding whether to accept an idea, P 0.05 is utilised instead of P 0.00. Using criteria is probably just as effective as hoping for a P value of 0.05, given how rare it is. The outcome here satisfies both conditions. Therefore, Green HRM has an immediate and direct impact on SHRM. Still, SHRM does not have a quadratic effect on GHRM since its T value is just 0.887, which is lower than SHRM's T value of 1.96 among Hyderabad-based global software corporations.

Conclusion:

Green Human Resources Management (GHRM) is an approach to managing human resources that aim to make businesses more environmentally conscious, resource-efficient, and socially responsible by encouraging their staff to adopt greener practices. The function of human resource management (HRM) expands with the advent of "green HRM" to include promoting and realizing sustainable goals inside an organization. The term "green HRM" refers primarily to the positive impact of HRM-related policies and endeavors. Green HRM (or GHRM for short) describes this approach to managing employees. Our research lends credence to the claim made by DuBois and DuBois (2012) that a company's culture is a significant precursor of green HRM. An organization's environmental culture as a strategic focus is the cornerstone for introducing green HRM. Green HR uses human resource management practices to encourage the conservation of natural resources inside businesses and, more broadly, to advance the cause of environmental preservation. Employment opportunities in organizations that manufacture or provide products and services lessen the strain on the environment or preserve its resources. Positions in which one's primary responsibility is to reduce the number of natural resources used in manufacturing or to make the workplace more environmentally friendly. Teaching workers how to maximize efficiency while minimizing effects, "green training and development," helps businesses become more sustainable. The connection between green human resource management and innovative techniques, which might lead to more sustainable businesses, has not been investigated in the industrial sectors of developing nations. Furthermore, it investigates the interconnections between the three main parts of GHRM in sustainable manufacturing, furthering the development of research on sustainable performance. Consequently, recognizing the significance of these connections between human resources and innovation is crucial if manufacturing organizations achieve environmental sustainability. Doing so may be accomplished via identifying these interconnections. Moreover, this study adds data from a developing nation (such as the Kingdom of Saudi Arabia) to the literature, which is essential given the scarcity of empirical studies associating GHRM and GI. Green HR, or human resource management, is a subfield of HR that focuses on increasing HR's contribution to an organization's pursuit of sustainability. Human resource management (HRM) incorporates

environmental awareness training into a larger framework for protecting natural resources. Human resource management (HRM) methods that are friendly to the environment are crucial for any company looking to find new ways to save costs without having to skimp on things like talent or other vital resources. It covers various activities, from encouraging people to use less energy to relying on moral principles. Human resource activities like hiring, evaluating performance, training, and development are all brought into harmony with the goals of long-term economic viability thanks to these efforts. Integrating human resource management into strategic planning, good leadership, and long-term growth is essential. Human resources (HR) are crucial to an organization's success in managing human resources for sustainability. Implementing a new approach to a sustainable company is not always just about the bottom line. Human resources have the potential to serve as a company's guiding moral force. They can propose various sustainable policies and procedures for both people and the planet. It might be challenging to make such a change. However, HRM may function as a mediator between upper management and workers to promote the adoption of eco-friendly policies and procedures in the workplace. Human resources must play a pivotal role in creating a sustainability map that links CSR, HR, and ethics. Some approaches to promote and embed sustainability inside firms are having frequent meetings with open communication styles, encouraging staff to explore ideas, and using motivating theories. These human abilities contribute to the company's economic, social, and environmental growth.

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