

Synergy between Green HRM Practices and Environmental Sustainability in Organizations: A Spotlight on the Delhi NCR Region

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Abstract: Green Human Resource Management (GHRM), is growing in importance for enterprises to adopt sustainable HR practices aimed at environmental protection. This study highlights eco-friendly initiatives and fosters innovation in HR processes. Recognizing the importance of balancing the needs of both internal and external stakeholders, the research emphasizes the necessity of developing long-term sustainability plans within HR practices. We aim to evaluate the association between GHRM practices & sustainable environmental outcomes, evaluating various independent variables, including training, sustainable recruiting and staffing, engagement among workers, and job performance review, compensation, communication, and leadership. Result reveals limited awareness of the term GHRM, with less than 50% of IT and electronics workers familiar with it, despite partial adoption of green practices. IT organisations lead in implementing paperless hiring and offering green inductions, though comprehensive sustainability training and employee empowerment remain insufficient.

Keywords: Green Human Resource Management, Sustainability, Environment

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