

Green HRM in Engineering Higher Education: A Pathway to Well-Being and Sustainability Culture

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Abstract: The journey towards sustainability of engineering institutes needs more than just a change in curricula. It necessitates to inculcate Green Human Resource Management Practices (GHRM). Lack of HRM practices results in a gap between academic intent and organizational practices. This study attempts to propose a theoretical model that associates GHRM with sustainability culture and well-being of employees. We aim to examine the impact of GHRM practices on the development of sustainability culture and improve employee well-being in engineering higher education institutes. A theoretical review of literature (2020-2025) from India and international contexts is made, with special focus on Resource-Based View, Stakeholder Theory, and Organizational Culture Theory. The findings reveal that GHRM practices improve employee engagement, organizational ties, eco-friendly behavior, and well-being. The primary factors influencing GHRM practices include employee involvement and leadership support. The paper offers a model which provides a roadmap for linking HR practices with a robust sustainability culture and enhanced employee thriving. The findings emphasize that, for engineering colleges to bridge the "Green Gap," they must align their internal operations with their educational mission through comprehensive green HR systems.

Keywords: Green HRM, Engineering Higher Education, Employee Well-Being, Sustainability Culture, SDGs, Organizational Identification, Green Work Engagement

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