

GREEN HRM PRACTICES AND ORGANIZATIONAL CULTURE

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ABSTRACT

This study focuses on “Green HRM practices and organizational culture. Green HRM is the emerging topic in current scenario. Human Resource function can be influential in facilitating a comprehensive approach for creating a culture of sustainability. HR does have an important role in organizational culture, as it is the people who work for the Organization, who embrace and develop a particular culture. The corporate world is changing from business oriented financial perspective to a competency based organisation and green economy. As the world is moving towards green economy, the responsibility of corporate has expanded to go green.

Green HRM efforts towards the development of competencies and organization culture by using mechanisms to achieve goals. This study will explore the various ideas applied by the organizations for practicing green human resource practices and its impact on organizational outcomes. Green goals help to conceptualize the organisation to be a part of the society which works for sustainability in long term and thus tries to build an organisation culture which motivates people to go green for more life. The competencies of effective human resource should be engaged in such a way that the main aims of green HRM are fulfilled for increased performance and sustainable development.

KEYWORDS: Green HRM, Sustainable Development, Green Management Practices