

CONTRIBUTION OF EMPLOYEES: ENGAGEMENT AND PARTICIPATION OF EMPLOYEES IN GREEN HRM TO ACHIEVE SUSTAINABILITY

Jayashree Sandeep Patil¹ & A P Sarode²

¹Research Scholar, Marathwada Mitra Mandal's, College of Engineering, Pune, India

²Research Guide, Marathwada Mitra Mandal's, College of Engineering, Pune, India

ABSTRACT

Green HRM is the most important buzz word now in HR management. Role of HR manager is not only to recruit, select and manage people, but also HR managers can divert the policies towards the broader concept of environmental sustainability. To involve and participate employees in the implementation process is the challenging task for HR managers.

For the research, data from 192 HRs and managerial level employees were collected. Service sector and manufacturing sector were considered for analyzing data. Contribution of employees is very crucial. If employees are aware about the environmental problems and their contribution to reduce pollution, they can better help in achieving sustainability goals of the organization.

KEYWORDS: *Aware, Green HRM, Contribution of Employees, Pollution, Sustainability*

Article History

Received: 23 Sep 2019 | Revised: 15 Oct 2019 | Accepted: 23 Oct 2019
