



IMPACT OF GREEN HUMAN RESOURCE MANAGEMENT PRACTICES OF GOVERNMENT AIDED ARTS AND SCIENCE COLLEGE FACULTIES IN KANYAKUMARI DISTRICT (With Special Reference Vilavancode Taluk)

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ABSTRACT

Green Human Resource Management (GHRM) is gaining popularity practically in every industry, with an emphasis on limiting the greenhouse effect. GHRM systems, processes and procedures play a crucial role in sustaining the organization's much-needed ecological balance. As a result of several environmental issues in recent decades, the government has directed enterprises and organisations to focus on environmental management plans independent from their core operations. Many higher education institutions have developed environmental protection methods to assist students and staff who are responsible for environmental protection, However, it is impossible to fully execute green people management standards. The purpose of this research is to investigate the important elements and impact of college faculty green human resource management methods. Our study is based on primary data acquired from government aided college instructors via questionnaire. The convenience sampling approach was utilised in this investigation, with a sample size of 90 people. Finally, this study offers a useful concept of the impact that green human resource management methods have on academics.

Keywords: Green Human resource Management, Practices, Academics, Environment, Decades

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INTRODUCTION

Green Human Resource Management has come to hold a vital place in the current

research study since there is an urgent need to raise awareness of environmental and sustainable development issues on a daily



basis. Aswell known, India has promised to reduce carbon emissions and move towards competent measures, which has garnered international attention. Furthermore, India is a developing country in terms of education. Young generations look forward to discipline, values, ethics, and knowledge in educational institutions. Tamil Nadu is one of the Indian states with a diverse range of culturally based education options.Green Human Resource Management is a process that combines environmental and human resource management. Today,organisations are putting greater emphasis on implementing Green Human Resource Management because it is growing concern for society and all stakeholders. It can promote an excellent reputation and provide competitive benefits for the organisation, allowing it to thrive in the long run. It can also improve an organization's ability to achieve its aims and ambitions in an effective and efficient manner. Green initiatives in Human Resource Management are part of larger corporate social responsibility programmes.

Regardless of future generations, the government and businesses generously utilise natural resources to manufacture a wide range of consumer products. Global warming, pollution and environmental degradation are examples of environmental issues. Transform habits and assist everyone in living a more sustainable existence. Green practises, environmental habits, and green measures will aid in environmental sustainability and have a good impact on the environment. Rains, tsunamis, floods, storms, droughts, and other natural disasters caused by indiscriminate, damagingand greedy exploitation of natural resources for production and consumption. It prevents or reduce the effects of environmental pollution on health. Prevent or reduce harm to animals and other natural species.

REVIEW OF LITRATURE

Dr.Basab Kumar Sil (2022) in their study on 'An Overview of Green Human Resource Management Practices'. In order to advance

the idea that it is crucial for right position of human resource management concepts with the goals of green management, the study's objective is to highlight some common green HRM methods accepted and implemented by firms. The Taj group of Hotels, Resorts, and Palaces has adopted and put into effect a number of green HRM practises, according to the report. As a result, research on Green Human Resource Management (Green HRM) approaches has grown. In order to achieve environmental sustainability, this article examines the idea of green HRM practises as well as some of the well-liked initiatives taken by organisations in general.

Dr. P. Lakshmi Narayanamma, Srilekha. V, &Dr. Rani Susmitha (2022) in their research article entitled, 'Green Human Resource Management Practices and Environmental Performance: A Literature Review'. The goal of this study is to present the research on how effective organisational and environmental performance are impacted by green human resource management techniques. The results of the study showed that while green performance assessment did not show a significant association with environmental performance, green recruiting and selection, environmental training and development, and environmental pay do. According to the research, the majority of studies showed a strong and positive link between green HRM practises and environmental performance, with the work environment, service culture, employee green ideals, and employee engagement acting as mediators and moderators.

STATEMENT OF THE PROBLEM

The study focuses on the influence of Green Human Resource practices on government-aided faculties of arts and science institutions, as well as critical elements influencing them in Vilavancode Taluk, Kanyakumari District. Green Human Resource practices and their impact on teaching faculties, as well as the effectiveness of Green Human Resource Practices in Arts and Science Collegesare also highlighted in the study.



OBJECTIVES

The following objectives are:

- To study the important elements of college faculty practices in Green Human Resource Management.
- To analyse the impact of college faculty practices in Green Human Resource Management.

METHODOLOGY

The research paper includes both primary and secondary data.

- The primary data was collected from the government aided teaching faculty. Data was collected from using a structured questionnaire.
- The secondary data has been collected from published journals and website.

SAMPLING DESIGN

Primary data was obtained from ninety respondents based on the geographical stratification of Kanyakumari District into six Taluk. The researcher assigned only one taluk Vilavancode, Convenience sampling method was used for the study. The researcher chose

ninety samples from government-supported faculties.

TOOLS FOR ANALYSIS

The applied statistical tools are:

- F-test
- T- test

RESEARCH HYPOTHESIS

Ho1: There is no significant relationship between age and essential elements of teaching faculty practices of green human resources management.

Ho2: There is no significant difference between Gender and impact of green HRM practices on teaching faculty

DATA ANALYSIS AND INTERPRETATION

ESSENTIAL ELEMENTS OF TEACHING FACULTIES

Green HRM refers to the greening of functional aspects of human resource management such as job descriptions, job analyses, recruiting, selection, training, performance management, and rewards. As a result, the study focused on key areas of Green HRM Practices by faculty members. "F" statistic has been applied for the study.

Table 1
ESSENTIAL ELEMENTS OF TEACHING FACULTIES

Sl. No	Factors	Mean		F	Sig.
		Age			
1	Recruitment and employment	23-31	3.31	6.585	.000
		32-40	3.56		
		41-49	2.48		
		50-59	2.05		
2	Training and development	23-31	2.19	.924	.433
		32-40	2.44		
		41-49	2.00		
		50-59	2.63		
3	Performance appraisal	23-31	2.88	6.574	.000
		32-40	2.16		
		41-49	2.30		
		50-59	3.63		
4	Service compensation and reward	23-31	3.00	7.503	.000
		32-40	1.75		
		41-49	2.39		
		50-59	2.89		
5	Green organizational culture	23-31	2.19		



	management	32-40	2.75	1.055	.373
		41-49	2.48		
		50-59	2.11		

Source: Primary data

From the above table, the essential elements of college faculty practices in Green Human Resource Management, out of five variables, the significant difference has been identified in three variables namely 'Recruitment and employment', 'Performance appraisal' and 'Service compensation and reward', since their respective 'F' statistic are significant at 5 per cent level.

IMPACT OF COLLEGE FACULTY PRACTICES IN GREEN HUMAN RESOURCE MANAGEMENT.

Every educational institution implements Green Practices with numerous goals in mind: to improve their reputation, to aid in staff retention, to promote social responsibility, to increase admissions to various courses offered by them, and to maximise the efficiency of teaching faculty. "T" statistic has been applied for the study.

Table 2
IMPACT OF COLLEGE FACULTY PRACTICES IN GREEN HUMAN RESOURCE MANAGEMENT

Sl. No	Impact	Mean		T value	Sig (2-tailed)
		Male	Female		
1	Green innovation	1.03	1.59	3.926	.000
2	New environment initiatives	2.50	2.72	7.56	.452
3	Automation	2.78	2.46	1.098	.277
4	Use of cost management software	2.08	1.91	.673	.503
5	Flexible learning method	2.14	1.94	.756	.452
6	Better access to internet and information	1.83	2.98	5.166	.000
7	Buy organic food for parties	1.03	1.59	3.926	.000

Source: Primary data

From the above table, the impact of college faculty practices in green human resource management, out of seven variables, the significant difference have been identified in three variables namely 'Green innovation', 'Better access to internet and information' and 'Buy organic food for parties', since their respective 'T' statistic are significant at 5 per cent level.

FINDINGS

➤ There is a significant relationship between age and essential elements of teaching faculty practices of green human resources management, out of five variables, the significant difference has been identified in three variables namely 'Recruitment and employment', 'Performance appraisal' and 'Service

compensation and reward', Since their P value is less than 0.05.

➤ There is a significant difference between Gender and impact of green HRM practices on teaching faculty, out of seven variables, the significant difference have been identified in three variables namely 'Green innovation', 'Better access to internet and information' and 'Buy organic food for parties' Since their P value is less than 0.05.

SUGGESTIONS

➤ Concentrating on recycling whenever feasible will help to reduce waste and pollution.
 ➤ Rewarding employees for green initiatives will encourage them to be more environmentally conscious.



- Appointing more trained professionals to efficiently and successfully apply green technologies.
- Increasing awareness of various green human resources practises such as recycling, waste conversion, and energy reduction.
- It is also proposed that management take the much-needed initiative to offer teaching faculty with an incentive to have a sense of belonging to the institution, and that they cooperate, promote, support, and sustain the overall growth of Green HRM practises in their institution.
- Report to a relevant officer regarding damages
- and possible harm to the environment whenever noticed.
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CONCLUSION

The current study made an earnest endeavour to analyse teaching faculty impacts on Green HRM initiatives enunciated by the government aided colleges. Institutions that support green innovation and improve faculty performance have steadily become a hotspot in innovation in the context of high-quality development. As a result, the focus of this

article is on the influence of green innovation on organisational performance, as well as the moderating effect of two forms of government subsidies on the relationship between green innovation and college success. Many faculties shifting towards Eco-friendly. Green innovation, Better access to internet and information and Buy organic food for parties as a significant difference in the impact of college faculties practices in Green HRM. It was discovered that female teaching faculties fared better in the implementation phase of Green HRM practices. green printing eliminates a significant amount of paperwork and harmful printing chemicals; green manufacturing control lessens the amount of industrial pollution; green building will be completely cost-free while delivering excellent energy performance. Now, the HR Environmental executive of the organization needs to include the implementation of environmental policies, campaigns to turn off computers, TVs, lights to use renewable energy, the introduction of solar lights, the promotion of car sharing and public transportation, as well as pay and reward systems, performance related pay. In addition to that, inculcating the Green Projects and Programs for the teachers and students like making a courtyard farming and terrace farming cocpet in school areas and concerned community and students;

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