



Role of Higher Education in Constructing Green Human Resources...The need for ERA

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ABSTRACT

Implementation of Green Human Resource Management in Universities is to be treated as a necessity. It can be defined as an amalgamation of environmental management with Human Resource Management. GHRM practices can enable a University to implement an EMS system quickly. The paper provides an insight into the various basic GHRM practices, practices that are implemented in certain Universities /Higher Education Institutes, and the importance of implementing them. If a proper Green Human Resource Management system can be implemented, it will create awareness among the management and staff to adhere to waste management, reduction of unwanted resources, and maintain the cleanliness of the campus. It will ultimately lead to satisfaction of various stakeholders including employees and motivate them to improve their productivity.

Keywords : Higher education, Green HRM, CSR, Environment sustainability.

I. INTRODUCTION

On the globe, globalization has changed the work environment tremendously. Educational institutions are essentially service providers but they are also workplaces for their employees. So, they are not the exception. educational institutions cannot remain unaffected by the changes taking place the world over. Education is today looked on as a business world over including India.

Higher institutions and universities can be considered usual employers of highly educated professionals (Blok et al., 2015). The operations and activities of higher education institutions impact the environment directly and indirectly in terms of waste generation, electricity usage, material consumption, and carbon emissions due to the excessive circulation of large populations and vehicles around the campus. The use of facilities for academic activities, as well as teaching and learning services, in addition to the IT and sophisticated equipment found in higher education institutions, results in high levels of energy consumption by lighting and cooling equipment. Furthermore, waste, such as paper and plastic, is generated in large amounts at universities, and this would contaminate the environment if discarded improperly (Fawehinmi et al., 2019; Anwar et al., 2020). Therefore, it is very important to cultivate green and environment awareness in implementing GHRM practices which could influence employee green behaviour at the workplace towards the sustainability of Environment, Society and Governance (ESG).

II. Human Resource Management : Evolution

Human resource management as we understand it today has come a long way from its early beginnings. The HR function had humble beginnings in the form of personnel departments around 1900 when companies began to hire someone to manage the welfare of the employees. (Dulebohn et.al, 1995)The first HR department was established in 1920. (Jamrog &Overholt, 2004). Strategic issues in HR did not become a topic of discussion for practitioners and academicians until the mid-1990s. (Patrick & Hartmann,2001)Today HR departments are considered strategic partners in organizational growth. According to Yeung and Brockbank (1994), this change was the result of increasing competition resulting in pressure to reduce cost and meet the ever-growing expectations of customers coupled with growth in information technology as well as globalization. This transformation was also the result of the realization that the performance of an organization basically depended on whether its employees were treated well (Ehrlich, 1997). Today organizations have realized that Human Resource Management ensures that human talent is used effectively and efficiently to accomplish organizational goals.

WHAT IS G-HRM?

Green human resource management is the latest buzzword in today's companies. As the management attaches great importance to sustainable development and environmental protection, the company has formulated personnel policies to promote environmental protection measures. "Green Personnel Management" was proposed by Vermeer in 1996. Most people are not familiar with this concept, and those who know it are much less familiar with it. The GHRM concept has achieved some success. Since green human resource management is regarded as an emerging field in management, especially in the human resource management literature, more research is needed to deeply understand and understand the green human resource strategy.

Feasibility

The study provides useful insights to frame higher education policies on how GHRM may effectively influence employee green outcomes. Which leads to better overall results.

Implementation of Green Human Resource Management in Universities is to be treated as a necessity. It can be defined as an amalgamation of environmental management with Human Resource Management. GHRM practices can enable a University to implement an EMS system quickly. The paper provides an insight into the various basic GHRM practices, practices that are implemented in certain Universities /Higher Education Institutes, and the importance of implementing them. If a proper Green Human Resource Management system can be implemented, it will create awareness among the management and staff to adhere to waste management, reduction of unwanted resources, and maintaining the cleanliness of the campus. It will ultimately lead to satisfaction of various stakeholders including employees and motivate them to improve their productivity.

Understand GHRM and the carbon footprint of each employee, reduce and upgrade talents. Efficiency is achieved by reducing and eliminating environmental waste and continuous upgrading to achieve recruitment, work sharing, teleconference, recycling, remote office, online learning and more energy efficient office space development, and as a green target for all employee recruitment, the employee plan also aims Continue the

practice of work-life balance to promote the health and well-being of the workplace in the organization. Sustainable work-life management practices to achieve work-life balance. Organization and increase productivity. Most progressive companies in India recognize sustainable Management technology, and do not think that management is their art. Many companies have incorporated G-HRM into their strategies to ensure the long-term sustainability of their businesses; we used to measure corporate success by profit, but now they need to go green to create a green environment that rewards loyalty.

GREEN Human Resource Management: Role In Higher Education

The primary objective of Green Human Resources Management is to maximize the return on investment and maintain an eco-friendly environment inside as well as outside of the organization's human capital and minimize financial risk. GHRM also aims at bringing out the best in people by creating an environment conducive to employee growth and satisfaction. Human Resources Management is seen as a requisite to improve the commitment of individuals who in turn contribute to institutional growth. Empirical research reveals that organizational variables like leaders' commitment to the implementation process, the involvement of external consultants, institutional reputation, and bureaucratic and political decision-making processes have strong effects on the implementation of quality management in educational institutions.(Csizmadia, T., Enders, J., & Westerheijden, D. F. 2008). Shahzad, Bashir & Ramay (2008) undertook a study on the impact of human resources management practices on the perceived performance of University teachers in Pakistan and found a positive relationship between compensation and, promotion practices and employee perceived performance while performance evaluations practices are not significantly correlated with perceived employee performance. The results of the study by Green et al. (2006) revealed that the direct impact of Strategic Green Human Resource Management (SGHRM) on organizational performance is positive and significant. It was also found that SGHRM directly and positively influences individual performance, organizational commitment, and job satisfaction, and effective environmental sustainability.

III. CONCLUSION

The functions mentioned above cannot be the work of administrators or academicians. This requires specialized know-how and expertise. Considering the importance of Human Resource Management to the success of educational institutions it follows that it must get its due place. However, in Indian state-funded universities and affiliated colleges, there is no separate department dedicated to performing this function. Until privatization started this did not make any difference because there were uniform policies across all institutions.

“Being green is more than just buying ‘eco’. It is an unshakable commitment to a sustainable lifestyle”.

Privatization has changed this uniformity and today there are vast variations both in terms of policies and their implementation. Most private universities have realized the importance of Human Resource Management and are having departments dedicated to performing this function instead of leaving this crucial role in the hands of academicians and administrators who may not be trained and equipped to perform this role effectively. State-funded universities need to restructure themselves to create this department so that specialized people can be employed full-time to undertake crucial Human Resource functions. Such a department dedicated exclusively

to the functions of managing human resources can become strategic to an educational institution and become a source of competitive advantage. It is important that employees have one department to contact and deal with all issues surrounding placement, training, promotion, compensation, etc, instead of running from pillar to post. Currently, this work is done by administrative staff in multiple departments who merely follow bureaucratic procedures and faculty is at the mercy of these administrative staff even to get their legitimate dues. This becomes demoralizing because despite good compensation packages offered on paper their actual implementation is actually long drawn out and subject to multiple interpretations. The time has come for human resources to change from an administrative function to a strategic one so that educational institutions continue to attract quality human capital and gain a competitive advantage.

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