

A STUDY ON THE GREEN HUMAN RESOURCE MANAGEMENT TOWARDS AUTOMOBILE INDUSTRY WITH REFERENCE TO SUPER AUTOFORGE PRIVATE LIMITED CHENNAI

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

GOKULNATH.G
Register No.40410211



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2022



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **GOKULNATH.G 40410211** who carried out the project entitled "**A Study on the Green Human Resource Management towards Automobile industry with reference to Super Autoforge Private Limited Chennai**" under my supervision from January 2022 to March 2022.

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Internal Examiner

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DECLARATION

I **GOKULNATH.G (40410211)** hereby declare that the Project Report entitled “**A Study on the Green Human Resource Management towards Automobile industry with reference to Super Auto Forge Private Limited Chennai**” done by me under the guidance of **DR.M.LAVANYA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE : 30.03.2022

PLACE: CHENNAI

GOKULNATH.G

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.M.LAVANYA** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

GOKULNATH.G

**SUPER AUTO FORGE**

Forging ahead into future

Mr.S.Seetharaman,
Chairman and Managing Director

Date : 22.01.2022

TO WHOMSOEVER IT MAY CONCERN

We are pleased to inform you that your request has been accepted. We wish to confirm that **Mr.G.Gokulnath (40410211)** studying Master of Business Administration in Sathyabama Institute of Science and Technology, Chennai has been offered to do the Human Resource Project entitled “**A STUDY ON THE GREEN HUMAN RESOURCE MANAGEMENT**” in our concern from **23/01/2022 to 04/03/2022**. During this period, the candidate is given permission to collect data from employees and interview them. The training period with our company will entail dealing with important information, records of company. He therefore be required to sign the “Secrecy Agreement” on the first day. You are required to submit a copy of detailed project report on the successful completion.

Thanking you,

For Super Auto Forge Private Limited,



Mr.L.Karthik – HR Manager
Authorized Signatory

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SUPER AUTO FORGE

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Mr.S.Seetharaman,
Chairman and Managing Director

Date : 06.03.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.G.Gokulnath(40410211)** studying Master of Business Administration in Sathyabama Institute of Science and Technology, Chennai has successfully completed his project work entitled “**A STUDY ON THE GREEN HUMAN RESOURCE MANAGEMENT**” in our concern from **23/01/2022 to 04/03/2022**.

We hereby confirmed that his performance during the project work is excellent. We appreciate his performance and wish him all the best in his future endeavors.

Thanking you,

For Super Auto Forge Private Limited,



Mr.L.Karthik – HR Manager
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ABSTRACT

This research project prepared for “**SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY**”. Furthermore, this project report contains Five chapters in which this study about the **GREEN HUMAN RESOURCE MANAGEMENT TOWARDS AUTOMOBILE INDUTRY WITH REFERENCE TO SUPER AUTOFORGE PRIVATE LIMITED,CHENNAI**. It throws light on the important variables of study such as Green Organization Culture, Green Recruitment and Selection, Green Training and Development, Green Performance Appraisal Management, Green Rewards and Compensation, Green Employee Empowerment and Participation, Green Environmental Performance and Green Organizational Commitment. The study deployed quantitative method of research with questionnaire collected from the targeted people i.e., employees of Super Auto forge with a sample of 200 respondents. The study found that number of challenges such as a poor level of knowledge, no rules for practicing, a lack of managerial interest and organizational support, high costs of practicing, and high employee turnover as the main challenges in applying green human resource management. Attempt has been made in this study to consider the Develop a thorough understanding of your company's objectives, Evaluate your HR capability., Green HR focuses on the development, implementation and maintenance of all activities aimed at making staff members supportive and committed to sustainable goals. The main purpose of going green is to reduce the potential negative impact that energy consumption and pollution can have on the environment. The study found the importance of GHRM ideas, practices, strategies, and difficulties in the business and other organizations. The study uses documented strategies to observe, collect and dissipate contemporary surveys of green human resource management. Finally the study recommends more Green HRM practices to be implemented in the company.

Keywords: *GHRM, Human Resources Management, Environment, Sustainability, Green Creativity, Professionals*

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LIST OF ABBREVIATIONS

Abbreviations/ Acronyms	EXPANSION / MEANING
%	Percentage
&	And
=	Equal to
>	Greater than
<	Lesser than
***	p<0.001
ANOVA	Analysis for Variance
GHRM	Green Human Resource Management
SAFPL	Super Auto Forge Private Limited
Et.al.,	And others
H ₀	Null Hypothesis
H ₁	Alternate Hypothesis
IPO	Initial Public Offerings
govt	Government
HR	Human Resource
ATC	Automobile Company
FN	Financial Year
FDI	Foreign Direct Investment
p	Significance
NIAIMT	National Institute for Automotive Inspection, Maintenance & Training

CHAPTER 1 – INTRODUCTION

1.1. INTRODUCTION:

Due to growing global environmental concern, there is a necessity for companies to implement formal green initiatives. Traditionally, most of companies across the world were not concerned about the environment, they followed the green management initiatives driven by laws and regulations. But from the last previous year's companies around the world focusing on various green initiatives and their impact on the environment. They change their strategies from control to prevention. Green HRM refers to the use and implementation of product, process and systems that maintain the environment, For example, such processes might engross emergent of new power resources to fulfill the need of society, developing new innovative ideas and strategies that will help in reducing the cause of environmental degradation. Green initiatives "as the workout whereby a company develops an environmental activity to manage the environment". Across the globe, we are moving to industrialization, that increases businesses production and other business activities. Economy has provided science & technology. It not only increase human convenience but also increases its standard of living. But on the other side it also increases ecological hazard & global warming that results ecological threats to human being. Resources are being used up in the earth, which also create crisis to human being. It is therefore strategically important for businesses to know whether green HRM may lead to high-level organizational outcomes, such as, satisfaction, environmental awareness, organizational commitment, etcetera. The present study questions, if green HRM practices are implemented in the organization and followed by the employees in their work-life, will this contribute in employee job satisfaction and organization commitment. While the green concept has been a significant research topic for more than decades, barely any research has been conducted that focuses specifically on green HRM, employee job satisfaction and organization commitment through work-life. Thus, the present study aims to analyze the Green Human Resource Management Practices with special reference to Super Auto Forge Private Limited in Chennai. For this report, a small survey is conducted. A self designed survey questionnaire was sent to a sample size of 200 employees to seek their views on the Green Human Resource Management.

WHY?

The problem is significant because the employees has a number of challenges such as a poor level of knowledge, no rules for practicing, a lack of managerial interest and organisational support, high costs of practicing, and high employee turnover as the main challenges in applying green human resource management. Hence, Green HRM has its prime importance in the achievement of broader objectives such as cost-saving, improving corporate social responsibility practices and making companies more attractive, employer branding-wise. Majority of people don't know about this concept and those who know they have very less knowledge about it

WHERE?

Green HRM was developed from the Green movement around the world. GHRM appears to have its origins in the United States. The concept of Green HRM has become popular worldwide.

WHEN?

GHRM appears to have its origins in the United States in the 1950s but it did not gain wide recognition until the beginning of the 1980s and in the U.K. until the mid to late 1980s. In India, the origin of human resource management can be traced to the concern for welfare of factory workers during the 1920s. Majority of people don't know about this concept and those who know they have very less knowledge about it. Hence we can solve this issue as early as possible.

WHAT?

The major consequences of this research is Green Human Resource Management. It decreases a company's total costs as it becomes more effective concerning the use of electricity, water, and manufactured goods. It helps to achieve greater employee job satisfaction and dedication, which leads to increased productivity

WHO?

The term “Green HRM” was coined by Wehrmeyer in 1996. Employees of Automobile company are taken as consideration.

HOW?

The problem is discovered and can be solved through following measures,

1. Develop a thorough understanding of your company's objectives.
2. Evaluate your HR capability.
3. Analyze your current HR capacity in light of your goals.
4. Estimate your company's future HR requirements.
5. Determine the tools required for employees to complete the job.

Green HR focuses on the development, implementation and maintenance of all activities aimed at making staff members supportive and committed to sustainable goals.

HOW MUCH?

The frequency of this problem includes 40% of Green Organization culture throughout organization, 57% Green Recruitment and Selection practices with environmental concerns, 62% Green Training and Development which emphasizes company to have green innovative practices, 48% Green Performance Appraisal Management that targets evaluation system, 87% Green Rewards and Compensation based on environmental achievements. 44% Green Employee Empowerment and Participation to improve behavior and exchange their tacit knowledge. 52% Green Environmental performance among employees commitment.

AREA OF MY INDUSTRY:

Sample Size : 200

Population : Employees working in Super Autoforge Private Limited

Location : Kolapakkam, Chennai

Targeted People : Employees

Type of Industry : Automotive & Automobile Industry.

The detailed study of my research are given in the following chapters.

1.1.2. GREEN HUMAN RESOURCE MANAGEMENT:

GHRM is a new concept and is becoming popular all over the world. It has got different meanings to different people. There is no comprehensive definition of GHRM. It refers to making efforts to improve energy efficiency or reduce the pollution produced by our home, business, and general living habits. The main purpose of going green is to reduce the potential negative impact that energy consumption and pollution can have on the environment.

DEFINITION:

The term green HRM is mostly used to refer to the contribution of HRM policies and practices towards the broader corporate environmental agenda. It refers to using every employee to support sustainable practices and increase employee awareness and commitments on the issue of sustainability. Anjana Nath defines Green HR as environment-friendly HR initiatives leading to better efficiencies, less cost, and heightened employee engagement levels.

Typical green activities are performed to travel requirements through video recruiting or the use of online and video interviews. It involves undertaking environment-friendly HR initiatives resulting in greater efficiencies, lower costs and better employee engagement and retention, which in turn, help organizations to reduce employee carbon footprints by the likes of electronic filing, car-sharing, job-sharing, teleconferencing, and virtual interviews, recycling, telecommuting, online training, energy-efficient office spaces, etc. Green HR initiatives help companies find alternative ways to cut costs without losing their top talent. Focus on Green HRM as a strategic initiative promotes sustainable business practices. Therefore, developing a new organizational culture through GHRM practices becomes a manager's concern. Developing a green culture can affect employee behavior and introduce certain values that build an internal culture. Green behavior is assumed to be instrumental in the implementation of the green HRM culture and adopting formal environmental strategies.

1.1.3.BENEFITS/ADVANTAGES OF GREEN HRM :

Green HRM involves undertaking environment-friendly HR initiatives resulting in greater efficiency, lower costs and better employee engagement and retention, which in turn, help organizations to reduce employee carbon footprints by electronic filing, car sharing, job sharing, teleconferencing, and virtual interviews, recycling, telecommuting, online recruitment and training, energy-efficient office spaces, etc. The Green Human Resource Management plays an important role in the industry to promote the environment-related issues.

Organizations must formulate HR policies and practices, train people to increase awareness about the environment, and implement laws related to environmental protection. The Green HRM may also help the employers, manufacturers in building brand image and reputation. Organizations need to conduct an environmental audit, thus changing the organizational culture, thinking about waste management, pollution, and helping the society and its people, those are getting affected by pollution.

It will also make employees and society members aware of the utilization of natural resources more economically and encourage eco-friendly products.

1. Helping companies to bring down costs without losing their talent.
2. Organizations have huge growth opportunities by being green and creating a new friendly environment, which helps in enormous operational savings by reducing their carbon footprint.
3. It helps in achieving higher employee job satisfaction and commitment, which leads to higher productivity and sustainability.
4. Create a culture of having concern for the wellbeing and health of fellow workers.
5. Improvement in the retention rate of the employee.
6. Improved public image. Any time a firm adds a green initiative to its workplace, it can use the event to generate positive public relations. Organizations can promote environmental contributions to the media through press releases to earn the attention of potential customers and possible new sales.

7. Promote employee morale.
8. Improvement in attracting better employees. Dolan's (1997) study of USA MBA students found that most of the graduates would take a lower salary to work for environmentally responsible organizations.
9. Reduction in the environmental impact of the company.
10. Improved competitiveness and increased overall performance.
11. Reduction of utility costs significantly. Even small businesses can significantly reduce their utility costs by using technologies that are energy-efficient and less wasteful.
12. Rebates and Tax Benefits. Going green is easier with the assistance of governments, local municipalities, Water supply authority, and electric companies that offer tax incentives and rebates.
13. Increased business opportunities. Some government agencies, commercial businesses, and nonprofit institutions mandate that only businesses that meet specific green standards can bid on their contracts. Some also mandate that their purchasing departments only buy green products or use products and services sold by companies that meet certain green standards.
14. Reduction of environmental damage. Encouraging employees, through training and compensation, to find ways to reduce the use of environmentally damaging materials.

1.1.4. Disadvantages of GHRM

While environmentally friendly living is a positive ideal, there are several possible disadvantages of going green.

The major disadvantages are listed below;

- Initial costs.
- Inadequate savings.
- Increased capital outlays.
- Uneven competition.
- Marginal impact.
- Employee apathy and reluctance.

A. Initial costs

Perhaps the greatest disadvantage of going green is that it often requires a high initial cost. For example, installing a new roof or new insulation to keep heat from escaping our home would be considered a green home improvement, but it would cost a large sum of money to get the work done.

B. Inadequate savings

The aim of going green in many cases, such as building an energy-efficient home or purchasing a hybrid vehicle is to reduce environmental impact while saving money in the long term. Green buildings and vehicles tend to use less energy, so initial costs can often be recouped over time through energy savings. The problem is that the savings generated by going green are often less than expected; they do not make up for the initial cost quickly enough to make them economically viable.

C. Increased capital outlays

Some green conversions require an initial cash outlay that decreases the firm's bottom-line performance while the investment is paying for itself. This can decrease the earnings or annual profits of a firm.

D. Uneven competition

In the business world, going green can be an attractive goal to gain goodwill and consumer support, but unless green improvements are economically viable, it can put a business at a competitive disadvantage. For instance, if one company decides to adhere to strict, self-imposed pollution standards which require the installation of new technology and workers, while another sets loose standards, the second company will be at an advantage since they will have lower production costs.

E. Marginal impact

While going green is focused on reducing harm to the environment, the impact that any specific individual can have on the environment by going green is often negligible. The theory is that if everyone were to go green, it would have a significant and noticeable impact, but not everyone can be convinced to go green, and many believe that doing so has no real impact outside of the economics. This makes going green a personal choice for many.

F. Employee apathy and reluctance

Many employees feel that it is not their responsibility to protect the environment while they are at work. But the newly educated workforce is emphasizing on environmental management consciousness when they choose their employers.

1.1.5.How to Implement Green HRM?:

- Recruit And Select People Committed To The Environment;
- Train And Evaluate Employees' Performance Based On Environmental Criteria;
- Implement Ways Of Rewarding Individual And Collective Environmental Performance Is Remunerated And Non-Remunerated Ways;
- Stimulate Continuous Education In Environmental Management;
- Treat Environmental Aspects As Values Of Corporate Culture; And
- Promote Interaction Between Teams To Deal With Environmental Problems And Strive For Continuous Improvement Of Environmental Management Activities.

1.1.6.Strategic Aspect of Green HRM :

HR plays a vital role in making the environmental responsibility of the organization as a part of the corporate mission statement. The responsibility of the HR managers is to create awareness about the Green HRM, the Green movement, and the utilization of natural resources, helping the corporate to maintain the proper environment and retain natural resources for future generations among young and working people.

A green job is employment that directly works with strategies, information, materials, and technologies that contribute to minimizing environmental impact and requires specialized knowledge, skills, training, or experience in these areas. Five major platforms where sustainability principles can be applied in the transforming an organization to the wholly sustainable enterprise is as follows;

- a. "The Green products/services Portfolio" including waste and pollution management, resource replacement, sustainable design, and adaptive reuse.
- b. "The Green Workforce" including Human Resource strategies, culture, recruiting and retention, training, career path development, and diversity.
- c. "The Green Workplace," including global locations, physical plants, ergonomics, virtual workplaces, green buildings, environmental discharge, waste and energy, use, and source.
- d. "The Green Function/Process Model," including sustainability applied to traditional functions, enterprise-wide green process modeling to incorporate green practices and sustainable-management.
- e. "Green Management and Governance Principles," including board and management accountability, sustainability test, compliance, incentives, ethics, reporting, and assurance.

1.1.7.Green HR Policies:

There is no doubt that organizations are the main cause of environmental problems. They should, therefore, play a large role in addressing environmental management issues. Green HR Policies are;

- Sourcing and acquisition of human resources.
- Green recruitment, and selection.
- Orientation.
- Learning and development.
- Green performance management.
- Green compensation and reward management.

A. Sourcing and acquisition of human resources

As higher-level executives have more responsibility for green initiatives, green targets should be included in the managerial job description. As the requirement of employees, environmental consciousness can be included in the competency model of the organization.

B. Green recruitment and selection

Company websites can be used to invite applicants to apply for vacant positions. Resumes can be submitted online to reduce wastage of printed materials. Companies can also use web portals for onboarding documentation like offer letter, credentials, and testimonials regarding qualifications and experiences and acceptance letter of selected applicants. Environment-friendly firms receive better qualified and motivated job applicants. Some applicants are preferred to sacrifice salary potential to work for environmentally responsible organizations. Some Job descriptions of an announced position and other information about the company can post on its website, which helps in the orientation of the new employees. Again several environmental aspects can be mentioned in the job description. Green issues should be specified in the job description. Such type of job description includes environmental reporting roles, health and safety tasks, harmful elements/probable radiations for staff, and then match worker's attributes according to the environmental competencies. An organization can set "Green awareness" as a preferential criterion to select employees. Firms recruit employees who are green aware.

C. Orientation

The employee induction program should be planned in such a way-as to enable the induction of new employees into a culture of green consciousness. Employers should highlight the concern for green issues of employees like their health, safety, and green working conditions in the orientation program.

D. Learning and development

Learning, training, and development policies can include programs, workshops, and sessions to facilitate employees for improving and acquiring knowledge in environment management, green skills, and attitudes. For future talented green managers, job rotation in the green assignment should become an important part of their career development plan. Training contents should be settled to increase employee competencies and knowledge in green management. Extensive use of online and web-based training modules and interactive media can be used as a training tool for environmental management training. Environment-related aspects of safety, energy efficiency, waste management, and recycling can become the central points of green training. Training managers should depend more on the online course material and case studies rather than on printed handouts, thus further reducing the use of paper.

E. Green performance management

The goal of the Performance management (PM) system in green management is to measure ecological performance standards through different departments of the organization and achieve useful information on the green performance of managers. Green performance indicators should be included in the PM system. Green PM system can be successfully initiated through developing performance indicators for each risk area in environmental awareness and instruction. It is important to communicate green schemes to all levels of staff. Managers/ employees can set green targets and responsibilities.

F. Green compensation and reward management

The compensation package should be adapted to reward green skills acquisition and achievement by employees. Monetary, nonmonetary, and recognition based environmental reward systems and monthly managerial bonuses can be provided based on performance outcomes in environmental balance. Employees meeting green goals can be rewarded. In sum, we believe that GHRM has the potential to contribute positively to both employee wellbeing and improved organizational performance.

1.2.INDUSTRY PROFILE:

AUTOMOBILE INDUSTRY:

The automotive industry began in the 1860s with hundreds of manufacturers that pioneered the horseless carriage. For many decades, the United States led the world in total automobile production. In 1929, before the Great Depression, the world had 32,028,500 automobiles in use, and the U.S. automobile industry produced over 90% of them. At that time, the U.S. had one car per 4.87 persons. After 1945, the U.S. produced about 75 percent of world's auto production. In 1980, the U.S. was overtaken by Japan and then became world leader again in 1994. In 2006, Japan narrowly passed the U.S. in production and held this rank until 2009, when China took the top spot with 13.8 million units. With 19.3 million units manufactured in 2012, China almost doubled the U.S. production of 10.3 million units, while Japan was in third place with 9.9 million units. From 1970 (140 models) over 1998 (260 models) to 2012 (684 models), the number of automobile models in the U.S. has grown exponentially

Early car manufacturing involved manual assembly by a human worker. The process evolved from engineers working on a stationary car, to a conveyor belt system where the car passed through multiple stations of more specialized engineers. Starting in the 1960s, robotic equipment was introduced to the process, and today most cars are produced largely with automated machinery.

1.2.1.AUTOMOBILE INDUSTRY IN INDIA:

India's annual production of automobiles in FY21 was 22.65 million vehicles, and 13 million vehicles were produced between April-October 2021.

The two wheelers segment dominates the market in terms of volume owing to a growing middle class, and a huge percentage of India's population being young. Moreover, the growing interest of the companies in exploring the rural markets further aided the growth of the sector.

India is also a prominent auto exporter and has strong export growth expectations for the near future. In addition, several initiatives by the Government of India and major

automobile players in the Indian market is expected to make India one of the leaders in the two-wheeler and four-wheeler market in the world by 2022.

1.2.2. MARKET CONDITION:

For the calendar year (CY) 2021, all segments showed growth, and total sales increased by 5.8% to 18.49 million units, compared to 17.47 million units in January-December 2020.

In CY21, passenger vehicles sales increased by 26.6% to 3.08 million units, up from 2.43 million units in CY20. The total number of commercial cars sold was 677,119, up 34% from 505,102 in the previous year.

In FY21, the total passenger vehicles production reached 22.65 million vehicles.

Two wheelers and passenger vehicles dominate the domestic Indian auto market. Passenger car sales are dominated by small and mid-sized cars. Two wheelers and passenger cars accounted for 81.21% and 14.56% market share, respectively, accounting for a combined sale of over 17.8 million vehicles in FY21.

In January 2022, total production of passenger vehicles*, three-wheelers, two-wheelers and quadricycles reached 1,860,809 units.

In December 2021, the luxury car market registered sales of 2,259 units, a YoY growth of 19.7%, with Mercedes Benz being the highest-selling luxury car manufacturer.

Passenger vehicle sales stood at 761,124 units for Q3 FY22.

Automobile exports reached 4.13 million vehicles in FY21, growing at a CAGR of 3.47% during FY16-FY21. Two wheelers (79.38%), passenger vehicles (9.79%) and three wheelers (9.52%) made up the majority of exports from India.

3680 premium motorcycles were sold in India in the year 2021. This was a 21% increase over the 2020 numbers.

In Q3 FY22, electric vehicle (EV) sales reached a new high of 5,592 units. Overall, in 2021, 329,190 EVs were sold in India, indicating a 168% YoY growth over last year's sales of 122,607 units.

According to NITI Aayog and Rocky Mountain Institute (RMI), India's EV finance industry is likely to reach Rs. 3.7 lakh crore (US\$ 50 billion) by 2030. A report by India Energy Storage Alliance estimated that the EV market in India is likely to increase at a CAGR of 36% until 2026. In addition, projection for the EV battery market is expected to expand at a CAGR of 30% during the same period.

INVESTMENTS

To keep up with the growing demand, several auto makers have started investing heavily in various segments of the industry during the last few months. The industry attracted Foreign Direct Investment equity inflow (FDI) worth US\$ 30.78 billion between April 2000-September 2021, accounting for 5.49% of the total equity FDI during the period.

Some of the recent/planned investments and developments in the automobile sector in India are as follows:

- In February 2022, a memorandum of understanding (MoU) was signed between electric two-wheeler company Ather Energy and Electric Supply Companies (ESCOMs) of Karnataka for setting up 1,000 fast charging stations across the state.
- In February 2022, Tata Power and Apollo Tyres Ltd announced a strategic partnership for the establishment of 150 public charging stations across India.
- In January 2021, leading commercial vehicle manufacturer Ashok Leyland teamed up with Aidrivers, a global leader in AI-enabled autonomous solutions for industrial mobility, to develop AI-enabled autonomous vehicles to fulfil the demands of a sustainable future.

- Two-wheeler EV maker HOP Electric Mobility, a diversified business venture of Rays Power Infra, is looking at investing Rs. 100 crore (US\$ 13.24 million) over the next two years to expand manufacturing capacity for its EVs.
- In December 2021, TVS Motor Company and BMW Motorrad, announced a partnership in the two-wheeler EV space, with plans to release their first electric two-wheeler within the next two years.
- In December 2021, Hyundai announced plans to invest Rs, 4,000 crores (US\$ 530.25 million) in R&D in India, with the goal of launching six EVs by 2028.
- In November 2021, Indian Oil Corporation (IOC) and two other public sector oil firms announced that they will install 22,000 EV charging stations in India over the next 3–5 years.
- In November 2021, Skoda Auto announced plans to locally manufacture electric cars in India. However, the firm may bring its first EV, the Enyaq, through the CBU route, before committing to local manufacturing.
- In November 2021, Hero Motor (HMC), the parent company of Hero Cycles, entered a joint venture partnership with Yamaha, a Japanese two-wheeler major, to make electric motors for e-bicycles for the global market.
- In October 2021, Tata Motors announced that private equity group TPG along with ADQ of Abu Dhabi has agreed to invest Rs. 7,500 crore (US\$ 1 billion) in its EV division.
- A cumulative investment of Rs. 12.5 trillion (US\$ 180 billion) in vehicle production and charging infrastructure would be required until 2030 to meet India's EV ambitions.

GOVERNMENT INITIATIVES

The Government of India encourages foreign investment in the automobile sector and has allowed 100% FDI under the automatic route.

Some of the recent initiatives taken by the Government of India are -

- In February 2022, Mr. Nitin Gadkari, Minister of Road Transport and Highways, revealed plans to roll out Bharat NCAP, India's own vehicle safety assessment program.
- In February 2022, 20 carmakers, including Tata Motors Ltd, Suzuki Motor Gujarat, Mahindra and Mahindra, Hyundai and Kia India Pvt. Ltd, were chosen to receive production-linked incentives (PLI) as part of the government's plan to increase local vehicle manufacturing and attract new investment. The 20 automobile companies have proposed a total investment of around Rs. 45,000 crore (US\$ 5.95 billion).
- In the Union Budget 2022-23, the government laid out the following initiatives:
 - The government introduced a battery-swapping policy, which will allow drained batteries to be swapped with charged ones at designated charging stations, thus making EV's more viable for potential customers.
 - India's National Highways would be expanded by 25,000 km in 2022-23 under the Prime Minister's Gati Shakti Plan.
- In November 2021, the Union Government added >100 advanced technologies, including alternate fuel systems such as compressed natural gas (CNG), Bharat Stage VI compliant flex fuel engines, electronic control units (ECU) for safety, advanced driver assist systems and e-quadracycles, under the PLI scheme for automobiles.
- In September 2021, the Union Minister for Road, Transport and Highways, Mr. Nitin Gadkari announced that government is planning to make it mandatory for car manufacturers to produce flex-fuel engines after getting the required permissions from the Supreme Court of India.
- In September 2021, the Indian government issued notification regarding a PLI scheme for automobile and auto components worth Rs. 25,938 crore (US\$ 3.49 billion). This scheme is expected to bring investments of over Rs. 42,500 (US\$ 5.74 billion) by 2026, and create 7.5 lakh jobs in India.
- In August 2021, Prime Minister Mr. Narendra Modi launched the Vehicle Scrappage Policy, which aims to phase out old polluting vehicles in an environmentally-safe manner.

- The Indian government has planned US\$ 3.5 billion in incentives over a five-year period until 2026 under a revamped scheme to encourage production and export of clean technology vehicles.
- As of June 2021, Rs. 871 crore (US\$ 117 million) has been spent under the FAME-II scheme, 87,659 electric vehicles have been supported through incentives and 6,265 electric buses have been sanctioned to various state/city transportation undertakings.

1.2.3.MARKET DEVELOPMENT:

Following are the achievements of the Indian automotive sector:

- India enjoys a strong position in the global heavy vehicles market as it is the largest tractor producer, second-largest bus manufacturer, and third-largest heavy trucks manufacturer in the world.
- In September 2021, Power Grid Corporation of India Limited (POWERGRID) laid the foundation stone of the first EV charging station in Meghalaya at its office complex at Lapalang, Shillong.
- In July 2021, India inaugurated the NATRAX, which is Asia's longest high-speed track and the fifth-largest in the world.
- Investment flow into EV start-ups in 2021 touched an all-time high, increasing nearly 255% to reach Rs. 3,307 crore (US\$ 444 million).
- EV startups that attracted maximum funding in 2021 were Ola Electric (US\$ 253 million), Blusmart (US\$ 25 million), Simple Energy (US\$ 21 million), Revolt (US\$ 20 million) and Detel (US\$ 20 million).
- Under NATRiP, following testing and research centres have been established in the country since 2015.
 - International Centre for Automotive Technology (ICAT), Manesar
 - National Institute for Automotive Inspection, Maintenance & Training (NIAIMT), Silchar
 - National Automotive Testing Tracks (NATRAX), Indore
 - Automotive Research Association of India (ARAI), Pune

- Global Automotive Research Centre (GARC), Chennai
- SAMARTH Udyog - Industry 4.0 centres: 'Demo cum experience' centres are being set up in the country for promoting smart and advanced manufacturing helping SMEs to implement Industry 4.0 (automation and data exchange in manufacturing technology).

The automobile industry is dependent on various factors such as availability of skilled labour at low cost, robust R&D centres, and low-cost steel production. The industry also provides great opportunities for investment and direct and indirect employment to skilled and unskilled labour.

Indian automotive industry (including component manufacturing) is expected to reach Rs. 16.16-18.18 trillion (US\$ 251.4-282.8 billion) by 2026.

The Indian auto industry is expected to record strong growth in 2022-23, post recovering from effects of COVID-19 pandemic. Electric vehicles, especially two-wheelers, are likely to witness positive sales in 2022-23.

1.2.4. LABOUR FORCE

The complex division of labor is followed in Automobile industry with different workers in various departments.

1.2.5. EXAMPLES OF INDUSTRY:



Fig.1.1.Figure shows Example of Industry

1.3. COMPANY PROFILE:

1.3.1.COMPANY DETAILS:

The pioneer and the largest manufacturer of cold and warm forged Steel and Aluminum parts in India, SUPER AUTO FORGE PRIVATE LIMITED was started in 1975. With state of the art in house tool room and self-developed forging technology SAF is exporting to North American and European OEMs, Tier1 Automotive & Non-Automotive customers since 1998. SAF has manufacturing units at Kolapakkam, Tirumudivakam and the Madras Export Processing Zone (MEPZ) in Tambaram.

Super Auto Forge Private Limited is a Private incorporated on 23 December 1974. It is classified as Non-govt company and is registered at Registrar of Companies, Chennai. Its authorized share capital is Rs. 40,000,000 and its paid up capital is Rs. 21,890,260. It is involved in Manufacture of transport equipment. Super Auto Forge Private Limited's Annual General Meeting (AGM) was last held on 30 November 2021 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2021.

Directors of Super Auto Forge Private Limited are Ravishankar Seetharaman, Seetharaman Sankaranarayanan, Sambasivam Murali Shankar. Super Auto Forge Private Limited's Corporate Identification Number is (CIN) U35920TN1974PTC006818 and its registration number is 6818. Its Email address is saf@superautoforge.net and its registered address is Ts-82/2, Mettu Street Ganapathy Nagar, Ekkattuthangal Chennai - 600032.

SAF also has in-house capability for special purpose machine design and manufacturing. Super Auto Forge Private Limited (SAF) was started in the year 1975, over the past 4 decades it is growing steadily and it is one of the successful component manufacturers in India. Today, SAF is the largest manufacturer of Cold & Warm forged components in India. In the CV Joints components & Aluminum Braking components sector SAF is one among the top 3 Global players. From a modest Sales Turnover of less than Rs.3 crores in early 90's, SAF has grown 100 folds to cross Rs.550 crores

Sales in 2017 with sustain its leadership in the field. SAF, being a strong technology driven Company does not have any collaboration and has its own dedicated in-house R&D, equipped with latest simulation software for process development and also employ highly competent Engineers for Process/Product Development and Tool Innovations. It also has a state of art Tool Room and dedicated Forging Presses for development purposes. Since, 1994 SAF has shown steady expansion in its growth. In the year 2008, during the global Recession, SAF management turned the adversity to an opportunity and restructured the business model and de-risked itself from region and also between Non-Automotive & Automotive. Approximate sales of SAF's 10% is from Non-Auto business and its sales are distributed between Asia, Europe & USA.

TABLE.1.1.TABLE INDICATING THE COMPANY DETAILS

CIN	U35920TN1974PTC006818
COMPANY NAME	SUPER AUTO FORGE PRIVATE LIMITED
COMPANY STATUS	ACTIVE
RoC	CHENNAI
REGISTRATION NUMBER	6818
COMPANY CATEGORY	COMPANY LIMITED BY SHARES
COMPANY SUB CATEGORY	NON – GOVT COMPANY
CLASS OF COMPANY	PRIVATE
DATE OF INCORPORATION	23 – DEC -1974
AGE OF COMPANY	47 years, 4 months, 11 days
ACTIVITIES	Manufacture of transport equipment
AUTHORIZED CAPITAL	INR 400 LAKHS
PAID UP CAPITAL	INR 218 LAKHS
INDUSTRY	AUTOMOTIVE INDUSTRY
TYPE	UNLISTED COMPANY
ADDRESS	3/1A, Nedunkundram Village, Vandalur – Kelambakkam Road, Kolapakkam,Chennai - 600127 Tamil Nadu – India

SAF is a single source supplier to most of the globally competing Tier -1 suppliers in the part of family portfolio. SAF has employed approximately 1250 employees across all locations and has excellent industrial relationship with its employees for over 40 years. With TEI (Total Employee Involvement) as the main focus, SAF motivates its employees through Improve Morale, Enhance Employee Motivation, Cultivate Innovations, Increase Productivity, Increase ownership & Commitments, Increases Trust in Organization, Team work.

Robust and transparent cost control exercise which is monitored by the manufacturing team themselves helps SAF to be globally competitive. SAF has successfully implemented SAP S4 HANA for monitoring entire activities right from RFQ to sales distribution. PLM (Product Life cycle Management) is also integral management of the system.

Forging being a power intensive sector, it has consciously invested in green energy and today SAF utilizes almost 70% of the total power consumption through own Wind & Solar Power Plants .All the Plants of SAF are surrounded with lot of greenery and has water treatment for recycling and used for other purposes such as gardening.

SAF Management is involved in lot of CSR activities to promote education, health and the general society welfare schemes of its neighborhood.



Fig.1.2. Figure shows Company Logo



Fig.1.3. Figure shows Super Auto Forge Private Limited Entrance



Fig.1.4. Figure shows Super Auto Forge Private Limited Company

1.3.1.2.ORGANIZATION STRUCTURE:

Chart 1.1.Chart representing the Organization Structure

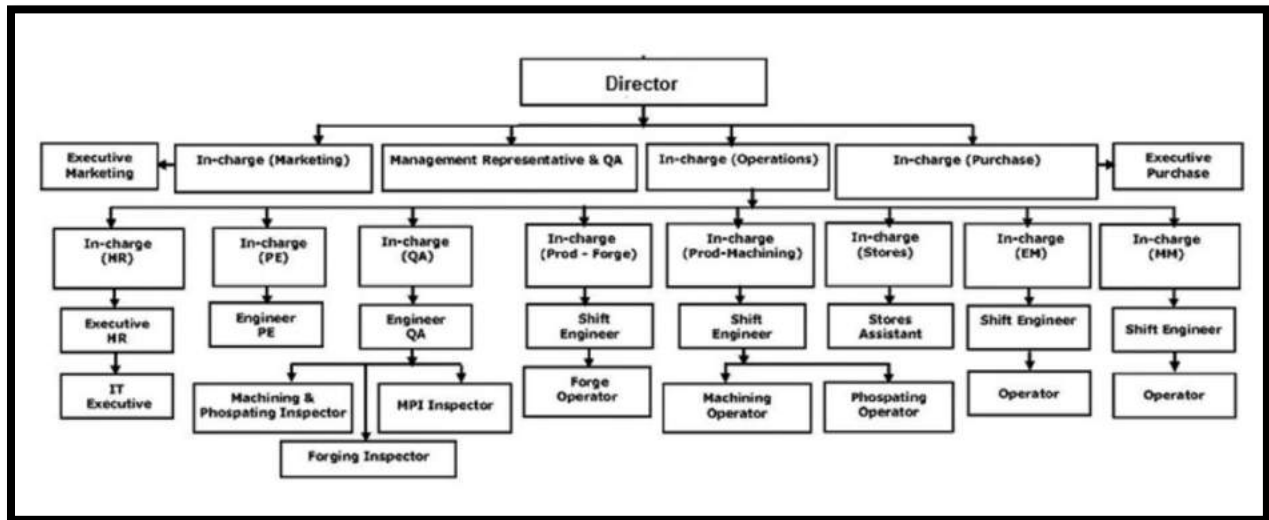


Fig.1.5. Figure shows Super Auto Forge Private Limited Director

1.3.1.3.MILESTONES OF SUPER AUTOFORGE :

- 1975: ENTRY INTO STEEL COLD FORMING
- 1994: DEVELOPMENT OF STEEL WARM FORMING
- 1997: DEVELOPMENT OF ALUMINIUM COLD FORGING
- 1998: EXPORTS TO US MARKET
- 2001: BRANCH OFFICE AT DETROIT SAF INC.
- 2002: EXPORTS TO EUROPE MARKET
- 2005: DEVELOPMENT OF ALUMINIUM WARM FORGING
- 2007: COMMENCED SUSPENSION BALL JOINT ASSEMBLY(SCALED UP AS TIER I TO CHRYSLER)
- 2008: NON AUTO PRODUCTS DEVELOPMENT COMMENCED
- 2012: BRANCH OFFICE AT BRUGGE, BELGIUM
- 2012: COMMISSIONED MULTI-STAGE PARTS FORMER
- 2013: ESTABLISHED FULLY AUTOMATED MACHINING LINES
- 2017: ENTRY TO FULLY FINISHED & READY TO ASSAMBLE CV JOINT PARTS.

1.3.3. INFRASTRUCTURE OF SUPER AUTOFORGE :

A. TOOLING

- 100% in house Tooling
- Makino Hard mill / Wire cut
- Hass-Large Bed Hard Mill
- CNC EDM Machine
- Conventional Machines
- CAM using UNIGRAPHICS

- Vacuum hardening for Tool Heat Treatment

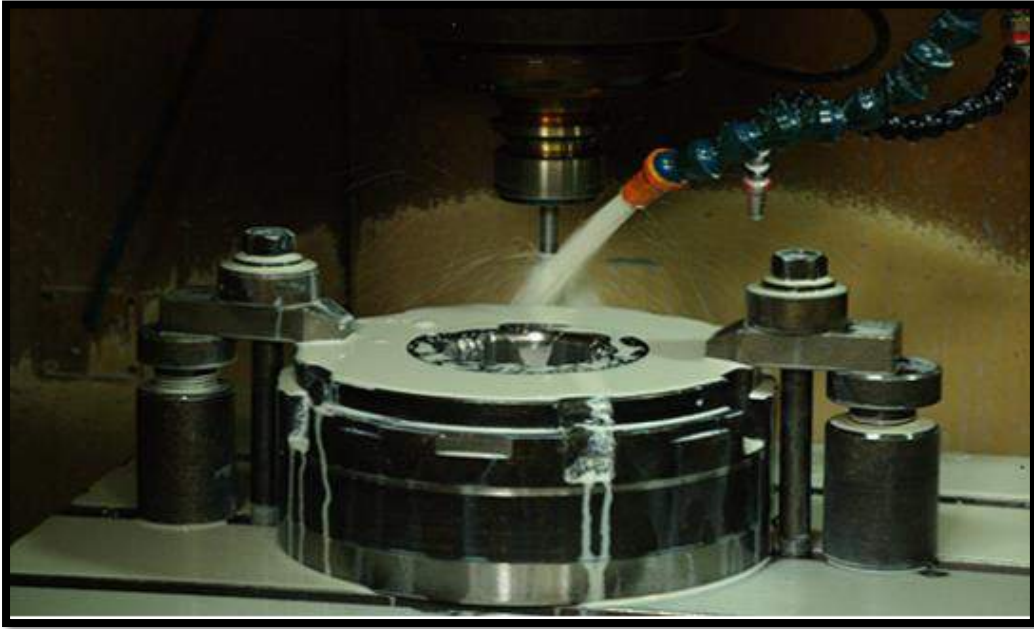


Fig.1.6.Figure shows Tooling process

B. FORGING



Fig.1.7.Figure shows Forging process

- Billet Shearing Machines up to 60 mm diameter bar
- Mech. Press 200–2500 Tons
- Hyd. Press 50 – 600 Tons
- More than 100 Presses
- Multi Station Presses
- 5 Warm Forging cells with Induction heaters – Steel Parts
- 4 Warm Forging cells with Induction heaters – Aluminum Parts
- 3 - 4 Station Headers up to 22 mm diameter coil
- 5 Station Parts Former up to 33 mm diameter coil
- 6 Station Parts Former up to 42 mm diameter coil

C. MACHINING:

- Dedicated cell layout for high volume parts
- Flexible line for low volume parts
- Over 200 CNC Turning Centre
- Over 50 Vertical Machining Centre
- Special purpose machines
- Conventional Machines
- Special machines for hard finishing of parts.

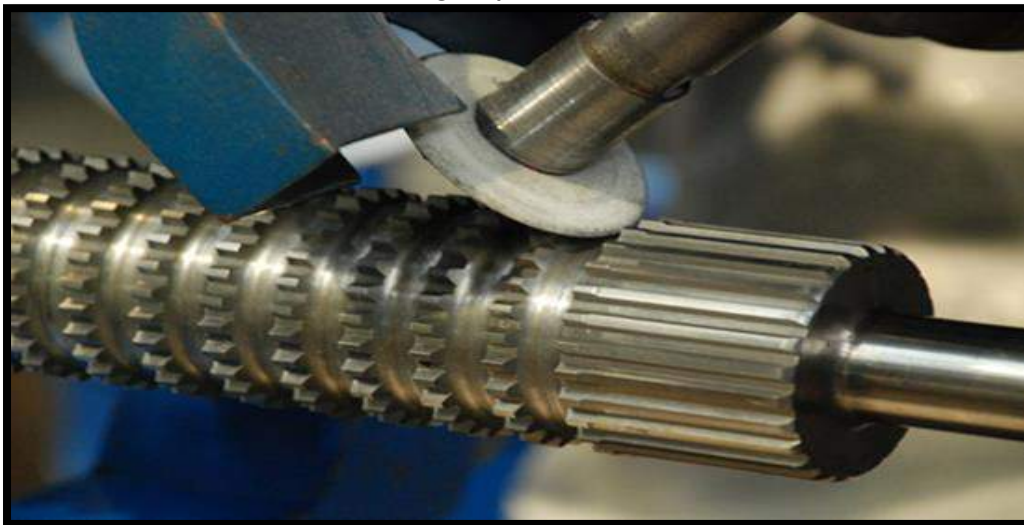


Fig 1.8. Figure shows Machining process

D. HEAT TREATMENT & SURFACE TREATMENT:

- Induction Hardening M/C
- Aluminum solution Hardening & Ageing Furnaces
- Zinc Plating Plant
- Finish Phosphating Plant
- Anodizing Plant
- Silver Plating Plant
- Chrome plating Plant
- Nitro-carburizing plant
- Vacuum Carburizing plant
- Furnaces (Pit, Bell, Seal Quench & Cont. Hardening)

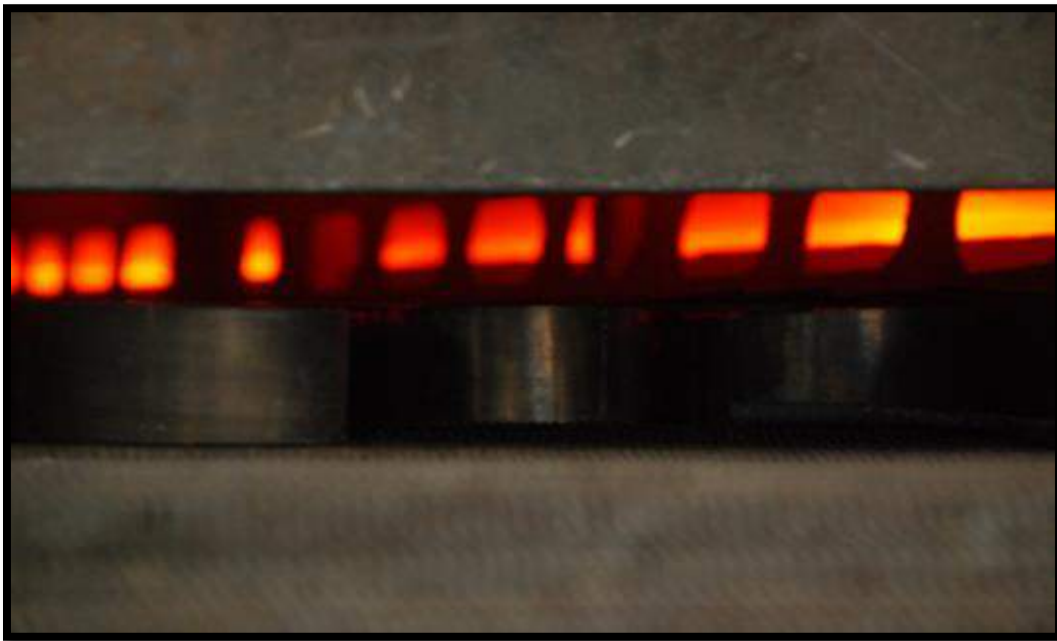


Fig 1.9. Figure shows Heat Treatment and Surface Treatment

E. INSPECTION & METALLURGY



Fig 1.10.Figure shows Inspection & Metallurgy

- CMM
- Contour Tracer
- Spectroscope
- Special gauges
- Metallurgical micro scope
- Hardness tester to measure varies hardnes

F.. CAPTIVE MACHINE BUILDING DIVISION



Fig 1.11.Figure shows Captive Machine Building Division

- Special purpose machines
- High speed automations
- Safety devices

G. RESEARCH & DEVELOPMENT

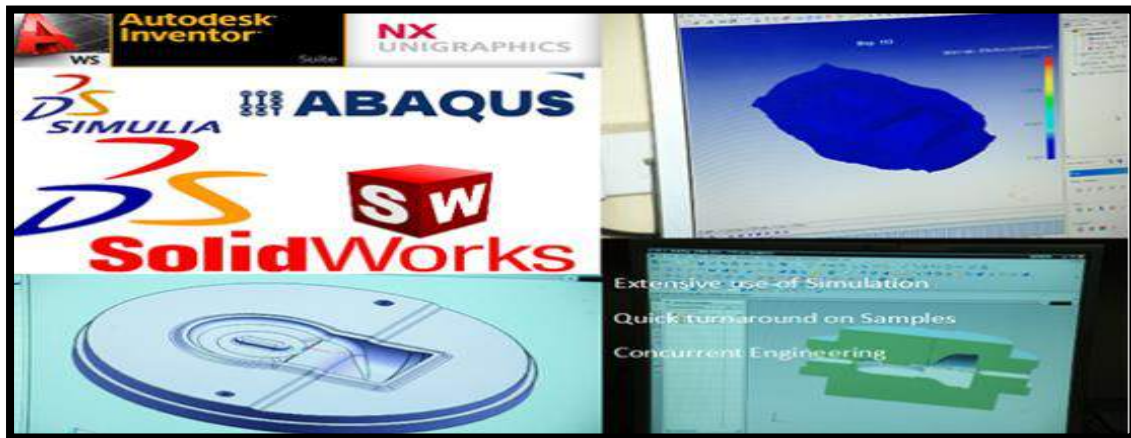


Fig 1.12. Figure shows Research & Development

- Analysis
- Design
- Development
- Manufacturing

H. CERTIFICATES

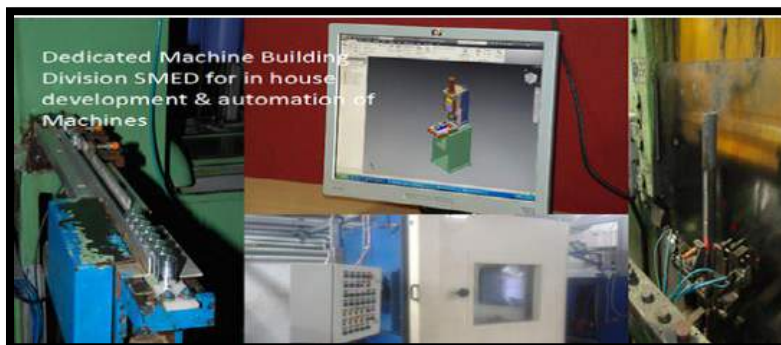


Fig 1.13. Figure shows Certificates

- ISO / TS 16949 : 2009
- ISO 14001 : 2004
- OHSAS 18001 : 2007

1.3.4.VISION & MISSION:

Its vision is to become a globally acknowledged manufacturer of Cold & Warm forged parts. In order to meet this vision, SAF has been constantly improving / innovating not only the products but also the processes. With regard to manufacturing processes, SAF has implemented lot of lean initiatives. SAF has been constantly bench-marking the various manufacturing systems with the other global Manufacturers and upgrading the processes. SAF has made long term plans to carry out a lot of forwarding integration of critical finishing operations to become the “Best in class Supplier”.

We aim to enhance and grow its reputation as one of the world's most respected manufacturing companies by exceeding customer expectations, providing an engaging and supportive work environment, and delivering financial success. We aim to always UNDERPROMISE & OVERDELIVER in all our ventures. While pursuing the above, we will ensure that we establish a robust management system so as to enhance customer's experience in dealing with us, satisfaction of all stakeholders and due consideration to the environment.

1.3.5.PRODUCTION DEPARTMENT:

Production is the functional area responsible for turning inputs into finished outputs through a series of production processes. The Production Manager is responsible for making sure that raw materials are provided and made into finished goods effectively. He must make sure that work is carried out smoothly, and must supervise procedures for making work more efficient and more enjoyable.

FIVE PRODUCTION SUB-FUNCTIONS

In a manufacturing company the production function may be split into five Sub functions:

- The production and planning department will set standards and targets for each section of the production process. The quantity and quality of products coming off

a production line will be closely monitored. In businesses focusing on lean production, quality will be monitored by all employees at every stage of production, rather than at the end as is the case for businesses.

- The purchasing department will be responsible for providing the materials, components and equipment required to keep the production process running smoothly.
- The stores department will be responsible for stocking all the necessary tools, spares, raw materials and equipment required to service the manufacturing process. Where sourcing is unreliable, buffer stocks will need to be kept and the use of computerised stock control systems helps keep stocks at a minimal but necessary level for production to continue unhindered.
- The design and technical support department will be responsible for researching new products or modifications to existing ones, estimating costs for producing in different quantities and by using different methods. It will also be responsible for the design and testing of new product processes and product types, together with the development of prototypes.
- The works department will be concerned with the manufacture of products. This will include the maintenance of the production line and other necessary repairs. The works department may also have responsibility for quality control. A key aspect of modern production is ensuring quality. The term quality means fitness for purpose i.e. a product, process or service should do exactly what is expected of it.

PRODUCTION PROCESS & DIVISIONS:

A. FORGING DIVISION:

The unit has manufacturing capacity of 9000 MT per annum and can manufacture single piece forged components, weighing from 500g to 350kg in closed die forging and 600 kg in open die forging depending on customer specification. Fully integrated manufacturing, quality and delivery processes are designed so as to ensure flexibility in company's supply chain. The unit specializes in manufacturing closed and open die

forgings of carbon, alloy, stainless steel and Non ferrous Alloys and has the following facilities.

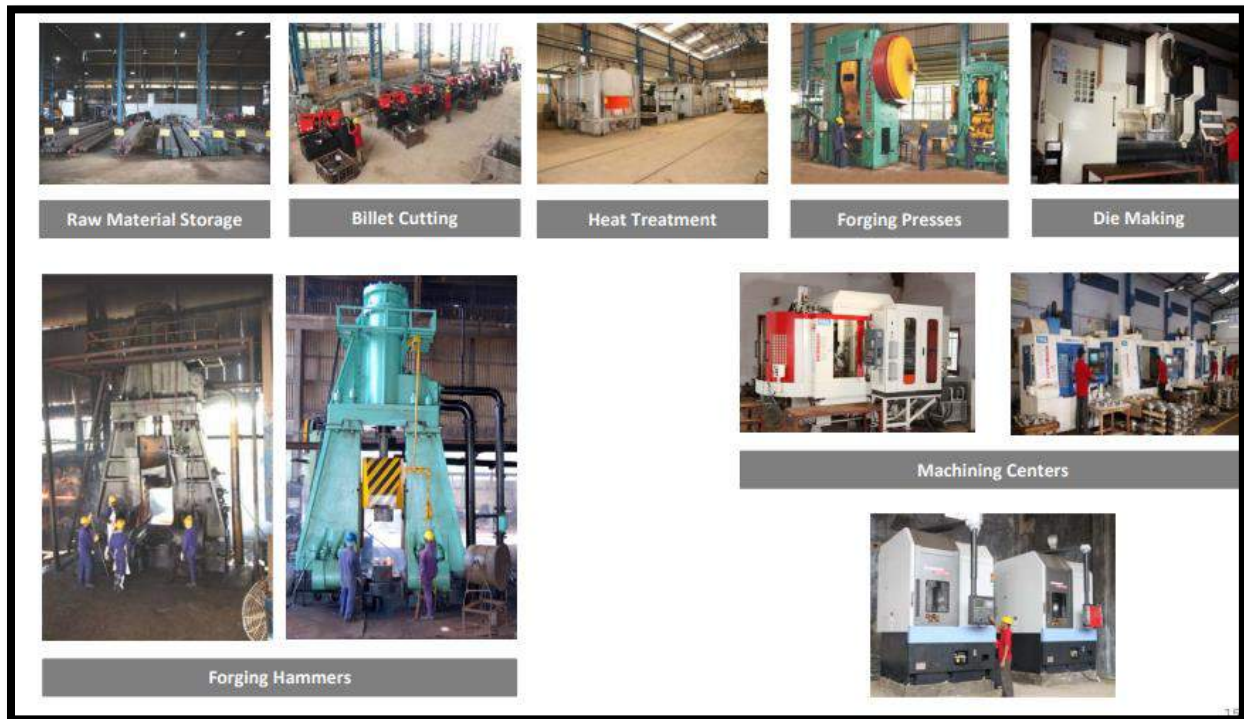


Fig 1.14. Figure shows Forging Division

B. TOOL AND DIE SHOP

Super Auto Forging has a state of the art in-house tool and die manufacturing facility comprising multi-axis high speed milling machines. Die manufacturing is a critical task in any closed die forging operation. Our in-house die-making capability enables us to have better control on quality and the final product.

The entire facility is inter-phased with cutting edge 3D modeling software and this ensures good quality tools and dies on a consistent basis. All dies are checked with a prototype before initiating actual production. The following softwares are employed for die design and CNC programming.

- Cimatrone E
- Solid Works
- Auto CAD 2014

- SIMENS NX 8.5

The die shop also consists of a wide variety of in-house dies used for forging generic products used across varied industries, like oil and gas.

C. BILLET PROCESSING

The raw material (Billet) comes in standard sizes and fed through the cutting machines to get the desired length.

- Band Saw Cutting Machine - 75 mm to 700 mm
- Band Saw Cutting Machine - 75 mm to 600 mm
- Band Saw Cutting Machine - 25 mm to 280 mm
- Plasma Cutting Machine – 25mm



Fig 1.15. Figure shows Billet Processing & Development cell

D. FORGE SHOP

The shop is equipped with wide range of open die and closed die forging hammers. The pneumatic closed-die hammers range in size from 1 ton to 10 ton and each hammer is paired with a trimming press to facilitate maximum utilization of the capacity.

E. CLOSED DIE FORGING

- 10 ton Pneumatic Hammer
- 5 ton Pneumatic Hammer
- 2 ton Pneumatic Hammer
- 1 ton Drop Hammer
- 1000 ton Trimming Press
- 400 ton Trimming Press
- 125 ton Trimming Press
- 150 ton Trimming Press
- 200 ton Trimming Press
- 1000 ton Friction Screw Press
- 500 ton Friction Screw Press
- 1.5 ton Drop Hammer & 2 ton Drop Hammer
- Oil fired - Billet heating furnaces of 1500 kg / hr.
- Oil fired - Billet heating furnaces of 750 kg / hr.
- Oil fired - Billet heating furnaces of 500 kg / hr.
- Induction Billet Heater 250 KW
- Induction Billet Heater 300 KW

F. OPEN DIE FORGING

- 3 ton Hammer
- 1 ton Hammer
- Oil fired - Billet heating furnaces of 3000 kg / hr.
- Oil fired - Billet heating furnaces of 1000 kg / hr.
- Oil fired - Billet heating furnaces of 450 kg / hr.

G. HEAT TREATMENT

The modern in-house heat treatment facility is completely equipped to handle a wide array of customer requirements. It consists of a mechanized rotary charger that enables the operation of the entire heat treatment facility. This not only minimizes the level of human intervention required, but also enables the operation of the facility in a controlled manner. The finishing shop has shot blast machines.

- Oil Fired Furnace - 3000 Kgs - 2 Nos
- Gas Fired Furnace - 1000 Kgs - 4 Nos
- Electric Furnace - 1000 Kgs - 1 No (For Tempering)
- Electric Furnace - 1250 kgs - 1 no (For Hardening)
- Quenching Systems - Water, Oil / Polymer
- Rotary Charger -1000 Kgs - 1 No
- The high agitation quench system ensures maximum depth of hardness
- Shot Blasting Machine - 400 Kgs
- Shot Blasting Machine - 300 Kgs
- Shot Blasting Machine - 200 Kgs
- Shot Blasting Machine - 150 Kgs

H. TESTING FACILITIES

- Optical emission spectrometer
- Universal Testing Machine
- Impact testing Machine
- Hardness Testers – Rockwell and Brinell
- Portable Hardness Tester
- Muffle Furnace
- MPI – (Yoke and Coil, Head shot)
- Digital Ultrasonic Flaw Detector
- LPI
- Positive Material Identification Equipment
- Rad check meter

I. TOOL & DIE SOFTWARE

The Following software are employed for Die Design and CNC Programming

- AUTOCAD 2014 - 2D Drawing
- SIMENS NX 8.5 - New Product Development, Die Design & Manufacturing
- CIMATRON-E - Machine Programming for Die Manufacturing

j.INLAY PROCESS

The inlays / weld overlays are performed on the following areas based on customer's request.

- RTJ groove on bodies
- Bonnet gasket grooves on bodies and bonnets
- Seat pocket inlays on bodies
- Inlay on other areas as per requirement
- Material - 316SS and Inconel 625
- Hydrostatic Testing ,Gathering Machine.



Fig 1.16.Figure shows Forging Process Machine

L.MACHINING DIVISION:

The facility is supported by experienced design engineers, machinists and fully equipped tool room. The facility has an installed manufacturing capacity of 8000 T/annum with maximum single piece weight of 2240 kg. The maximum size of casting produced is 36" valve body.



Fig 1.17. Figure shows Machining Division

M.LABOURATORY DIVISION:

We have a fully equipped In-House Metallurgical Laboratory for measuring Case Depth/Material Flow/Material Specifications/Tensile Strength & Hardness (In HRC). Our Metallurgical Laboratory is fully equipped with Hardness Testers, Metallurgical Microscopes, etc. We have a key emphasis on the Laboratory & the same is regularly upgraded with latest instruments & equipment. Metallurgical testing includes microhardness testing and microscopic and macroscopic examinations to evaluate surface and internal features, defects and material characteristics. Samples for all metallurgical testing are prepared at our laboratory. All inward Raw material is tested & also per lot one unit is cut to check the pattern of the hardness & material flow.

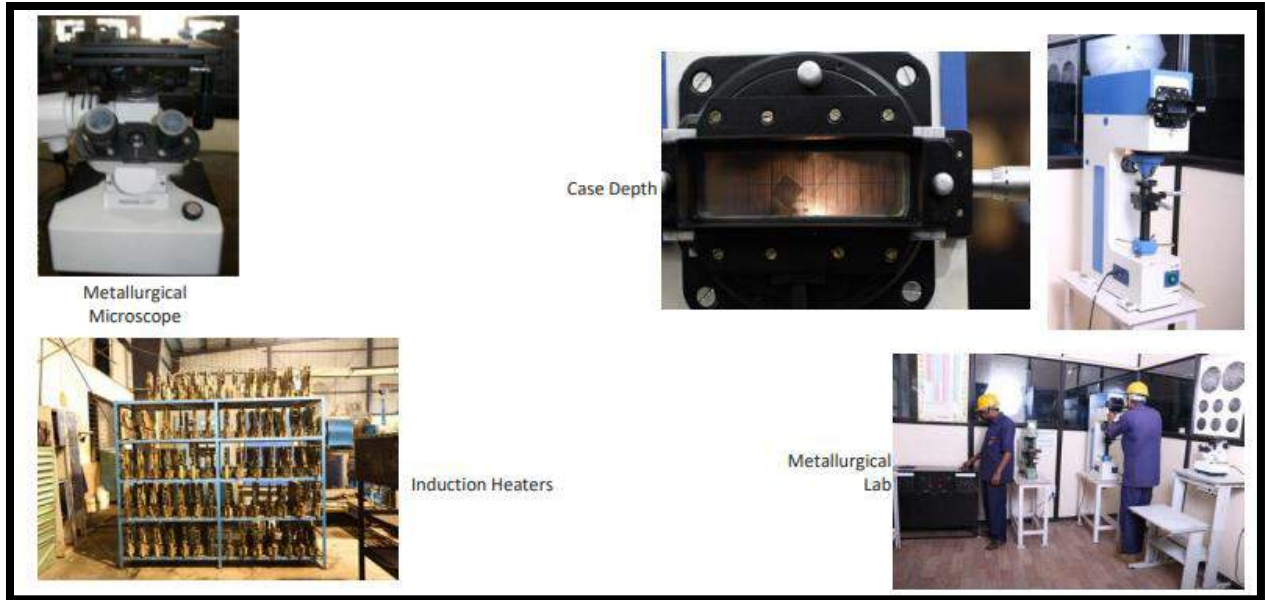


Fig 1.18.Figure shows Laboratory Division

N. QUALLITY CHECK:



Fig 1.19.Figure shows Quality Check Division

We have inculcated a culture of 'Quality First' throughout the organisation to ensure we can deliver to our promise & the part quality expected by our patrons & partners globally. A crucial part of any Manufacturing Process is the In-Process/In-Line Inspection methodology that adds an additional & crucial layer to the Quality Control

Flow. This enables us to eliminate defects if any early in the production process & increase the efficiency of the whole operation. This also ensures a stringent Quality Control flow enabling us to achieve our 0% Rejection claim & promise policy. Our Team ensures that every part is precisely checked & we maintain traceability for a period of 10 years for every part that is dispatched from our facility

1.3.6.HUMAN RESOURCE DEPARTMENT:

There are various facilities provided for the employers such as Employee Motivation schemes, Monthly Performance Incentives, Suggestion scheme, Higher Education scheme for employees. Apart from the annual get-together with employee families, employee's children are also provide financial support for their education. The highly motivated employees participate in lot of continuous improvement activities on an ongoing basis, thereby resulting in improvement of processes and lot of value engineering.



Fig 1.20.Figure shows HR Training Room

A. GREEN HRM OF SUPERAUTOFORGE

Green Organization Culture, Green Recruitment and Selection, Green Training and Development, Green Performance Appraisal Management, Green Reward and Compensation, Green Employee Empowerment and Participation, Green Environmental Performance and Green Organizational Commitment are followed in this company.

B. COMPANY CULTURE:

- Respect: We value each other, our guests, our business partners our stakeholders and our environment.
- Honesty: We are genuine and open in our communication and business practices.
- Commitment to Quality: We deliver services and products that exceed our guests' expectations.
- Creativity: We listen, encourage and support different approaches as we continually strive to improve.
- Growth: We invest in personal and professional development.
- Teamwork: We work together towards a shared goal

C. RECRUITMENT AND SELECTION:

- i. IDENTIFY VACANCY & EVALUATE NEED
- ii. DEVELOP POSITION DESCRIPTION
- iii. DEVELOP RECRUITMENT PLAN
- iv. SELECT SEARCH COMMITTEE.
- v. POST POSITION & IMPLEMENT RECRUITMENT PLAN
- vi. REVIEW APPLICATION & DEVELOP SHORT
- vii. CONDUCT INTERVIEW

1. IDENTIFY VACANCY & EVALUATE NEED:

Recruitments provide opportunities to departments to align staff skill sets to initiatives and goals, and departments and individuals growth. Proper

planning and evaluation of the need will lead to hiring the right person for the role and team.

2. DEVELOP POSITION DESCRIPTION:

A position description is the core of the successful recruitment process. It is used to develop interview questions, interview evaluations and reference check questions. A well-written position description:

- Provide a first impression of the campus to the candidate
- Clearly articulates responsibilities and qualifications to attract the best suited candidates.
- Provides an opportunity to clearly articulate the value proposition for the role
- Improves retention as turnover is highest with newly hired employees.
- Employees tend to be dissatisfied when they are performing duties they were not originally hired to perform.

3. DEVELOP RECRUITMENT PLAN:

Each position requires a documented recruitment plan which is approved by the organizational unit. A carefully structured recruitment plan maps out the strategy for attracting and hiring the best qualified candidate and helps to ensure an applicant pool which include women and underrepresented groups including veterans and individuals with disabilities.

4. SELECT SEARCH COMMITTEE:

To ensure applicants selected for interview and final consideration are evaluated by more than one individual to minimize the potential for personal bias, a selected committee is formed. The hiring manager will identify members who will have the direct and indirect interaction with the applicant in the course of their job. Each hiring manager should make an effort to appoint a search committee that represents a diverse cross section of the staff. A member of the committee will be appointed as the Affirmative Action and Compliance Liaison who will monitor the affirmative action aspects of the search committee. Under – represented

groups and women are to have equal opportunity to serve on search committee and special efforts should be made to encourage participation. Departments that lack diversity in their own staff should consider appointed staff outside the departments to search committee or develop other alternative to broaden the perspective of the committee.

5. POST POSITION AND IMPLEMENT RECRUITMENT PLAN:

Once the position description has been completed, the position can then be posted to the UCR career site via the ATS. Every effort should be made to ensure the accuracy of the job description and posting text. It may not be possible to change elements of a position once posted, because it may impact the applicant pool.

6. REVIEW APPLICANTS AND DEVELOP SHORT LIST:

Once the position has been posted, candidate will apply via UCR's job board. Candidates will complete an electronic applicant for each position (resume and cover letter are optional). Candidate will be considered –Applicants or –Expressions of interest.

7. CONDUCT INTERVIEW:

The interview is the single most important step in the selection process. It is the opportunity for the employer and prospective employee to learn more about each other and validate information provided by both. By following these interviewing guidelines, you will ensure you have conducted a thorough interview process and have all necessary data to properly evaluate skills and abilities.

D. RULES AND REGULATIONS:

- All employees will have all required safety gear, safety glasses, and safety clothing for their job position while at their workstation.
- All employees working around moving machinery are prohibited from wearing loose clothing, loose jewellery.

- All employees working around machinery must have their long hair tied back where it cannot fall forward or be caught in the machinery.
- All tools will be in use or will be stored at their proper location all times no tools are to be left in any location where they are not being used or being stored.
- All equipment, tools and machinery are to be kept clean and in full working conditions, with any defects being immediately reported to maintenance.
- The instruction manuals for all machinery must be readily for review.
- All equipment and machinery is to be shut down when not in use.
- All machinery will require two hand operations to keep fingers and hands away from moving part.
- All machinery is to have manufacture's installed safety guards.
- No machinery is to be modified by any employee who is not special trained in the technical aspects of the machinery.
- All work areas are to be kept properly lit when anyone is working.
- All work areas are to be kept properly ventilated.
- All areas of the factory are to be kept clean and organised.

E. HUMAN RESOURCE POLICIES:

- Human resource policies are the formal rules and guidelines that businesses put in place to hire, train, assess, and reward the members of their workforce.
- HR policies can also be very effective at supporting and building the desired organizational culture.
- HR policies have many benefits which can accrue in several areas such as: Communication with employees, communication with manager and supervisors, time savings.
- HR should make sure that they address the following basic human resource issues when putting together their personnel policies.
- Equal employment opportunity policies.
- Employee classification.
- Workdays, paydays, and pay advances
- Overtime compensation.

- Meal periods and break period.
- Payroll deduction.
- Vacation policies.
- Holidays.
- Sick days and personal leave.
- Performance evaluations and salary increases.

F. FACILITIES FOR EMPLOYEES:

- ❖ Medical insurance is a fundamental benefit to offer employees and a company should be able to offer a range of plans.
- ❖ Life insurance ,it is a life cover offer a range of alternatives, ranging from 1 years annual salary to 2,3 or even 4 years. Often the employee is given the opportunity of purchasing additional cover through the same policy.
- ❖ Disability cover should also be included which can range from half to two thirds of the employees income before the disability.
- ❖ Retirement plans can take the form of 401(k) plans where the worker contributes towards the plan and the company can choose to match or contribute towards the plan. Pension plans, separate to the 401(k) could also be offered by companies.
- ❖ Another fundamental employee benefit is paid vacation time. This will vary according to the length of service the employee has with the company.
- ❖ Family medical leave is governed by a federal act that grants specific staff 12 weeks of unpaid leave providing job protection per year.
- ❖ Many companies offer tuition benefits for staff and sometimes for staff's children.

This could be a great incentive to grow and develop staff and invaluable in retaining them.

G. GRIEVANCES HANDLING

Grievances handling means, injustice having connection with one's employment situation which is brought to the attention of the management.

Types of grievances:

- ❖ Visible grievances.

- ❖ Hidden grievances.

The nature of dissatisfaction of Manner and attitude when complaint receives, Statement and issue must not be pre-judge, Proper time and attention is given. ,Analyse and decide, Follow up

1.3.7.MARKETING DEPARTMENT:

Marketing is defined as ‘the identification, anticipation and satisfaction of customer needs profitability’ .Effect of customer lifestyle is also important. In many times, improved packaging can also change life-style. Green issues such as organic farming . Eco friendly i.e. reuse and recycling of packaging before disposal. Health awareness such as low fat, low calories. Reduction in preservation, artificial colouring, sugar diets etc. Desire to reduce meal preparation time to a minimum.

A. ROLE OF HEAD OF MARKETING DEPARTMENT:

- ❖ *Researching and reporting on external opportunities*
- ❖ *Understanding Current & Potential Customers*
- ❖ *Managing Agencies*
- ❖ *Measuring Success*
- ❖ *Managing Budget*
- ❖ *Developing Guidelines*
- ❖ *Making Customers Focused Decision*

B. SALESMAN TRAINING IN MARKETING:

DO MORE FIELD TRAINING :

Field training could be the key to unlocking more productivity within your team. It helps increases your ROI and gives your sales teams more real-world experience.

USE SUCCESS STORIES TO TRAIN AND MOTIVATE:

It's not enough to talk through sales theories and simulations without examples to back them up. Sales reps need real- world success stories to get

inspired. It also helps to discuss common themes in a successful sales experience and look for patterns and metrics.

MEETINGS WITH SALES REPS:

Training should not be done with a set-it and forget-it mentality. Make ongoing check-ins and status updates part of your sales training and hold regular one-on-one meeting. The constant communication opens the doors to exploring where your sales team is still struggling so you can address and weakness that may require additional training.

INTEGRATE YOUR TEAM WITH OTHER DEPARTEMENT:

Consider integrating your sales team with other department to help train in areas like customer service and get more insights into products development. Make sure all departments are on the same page about what their core purpose it. For most companies, customer satisfaction reigns, whether you're in sales or customer service.

FOCUS ON A SPECIALITY:

No one skill always closes the sale. In reality, sales reps lean towards specific skills and turn them into strengths. Instead of trying to build a uniform sales team, draw out their strengths and encourage them to specialize. Pair your reps with other reps who thrive in different areas to foster a culture of continued support and cross- training.

C. ADVERTISEMENT:

- Online Advertisement
- Agent Advertisement

D. COMPETITORS:

- Bharat Forge Ltd. -
- Amtek Auto Limited.

- ThyssenKrupp AG.
- Scot Forge Company.
- Sanghvi Forging and Engineering
- Sumitomo Corporation.
- Chroma Systems Solutions Inc.
- MM Forgings Limited.

E. MANUFACTURING UNITS:

Super Auto Forge has 3 major manufacturing units located in India. Globally SAF is located in North America & Europe for warehousing and customer interactions.

- 3/1A, Nedunkundram Village, Vandalur – Kelambakkam Road, Kolapakkam, Chennai – 600127
- AC 12&13, SIDCO Industrial Estate, Thirumudivakkam, Chennai - 600132, Tamil Nadu
- B3, PHASE II, Zone A, Madras Export Processing Zone, SEZ, Tambaram, Chennai – 600047

Global SAF Warehousing & Customer Interaction Centre

- Belgium Super Auto Forge BVBA, Pathoekeweg 130C, 8000 Brugge, Belgium, VAT: BE 0843 878 323
- USA Super Auto Forge Inc, Maxim Building, 42400, Grand River Avenue, Suite 205, Novi, MI 48375, USA

F. TERMS AND CONDITIONS:

The names, logos, and taglines identifying the products and Super Auto Forge Private Limited are proprietary marks of Super Auto Forge Private Limited. The names and logos of third parties are proprietary marks of their respective owners. Elements of our websites are protected by copyright, trade dress, trademark, unfair competition, and other laws and may not be copied or imitated in whole or in part. No logo, graphic, sound or image from our websites may be copied or retransmitted unless expressly permitted by Super Auto Forge Private Limited. Super Auto Forge Private Limited is a

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G.CUSTOMERS:



Fig 1.21.Figure shows Customers of Super Autoforge

1.3.8.FINANCE DEPARTMENT:

Finance is the life blood of every business. This department with recording classifying, summarizing and interpreting, financial information about the business activities of this industry. It keeps the record of assets and liabilities in such as a way to know the financial position business and the ascertainment of profit and loss to the business. The work of accounting is referred as the business accounting is done and designed to prepare the financial statement periodically i.e. once in a year. The main purpose of accounting department is to prepare and maintain the profit and loss account during a specified period and to show the financial condition of the business on a particularly year and to have a control over the forms properly.

A. FUNCTIONS OF ACCOUNTS DEPARTMENT:

- ❖ *Finalization of Accounts and timely submission to directors.*
- ❖ *Preparation of accounting statement.*
- ❖ *Record maintenance.*
- ❖ *Keeping records of transaction of sale and purchase of goods.*
- ❖ *Identify the company requirements and meets the requirements.*
- ❖ *Salary progress and cash handling.*
- ❖ *Vendor settlements.*
- ❖ *Strengthening the internal audit system.*

B. GOALS AND OBJECTIVES OF FINANCE DEPARTMENT:

- *Strategic budgeting and projecting*
- *Cost containment and purchasing management*
- *Cash flow management*
- *Debt service and credit use*
- *Proactive tax planning*
- *Accurate record keeping.*

C. FINANCE FORECASTING:

- A financial forecast is an estimate of future financial for a company
- A prediction concerning future business conditions that are likely to company, organization.

D. FINANCIAL CONTROLS:

- Management control (as exercised in planning, performance evaluation and coordination) of financial activities aimed at achieving desired return on investment.
- Managers use financial statements (a budget being the primary one), operating ratio and other financial tools to exercise financial controls.

E. INVESTMENT DECISION:

- Investment decisions are made by investors and investment managers. Commonly perform investment analysis by making use of fundamental, technical analysis. Investment decisions are often supported by decision tools.
- A determination made by directors and management as to how, when, Where and how much capital will be spent on investment opportunities.

Table 1.2. Table Indicating the Cash Flow Statement

CASH FLOW STATEMENT AS ON 31st March, 2021			
A. CASH FROM OPERATING ACTIVITIES		31st March, 2021	31st March, 2020
	₹ In Lakhs	₹ In Lakhs	₹ In Lakhs
Profit before Taxation		(207.24)	(812.92)
Less: IND AS adjustments		(19.44)	76.62
Revised Profit before Taxation		(187.80)	(889.54)
Add: Depreciation	1,282.36		1,388.80
Loss on assets sold, discarded, scrapped	44.35		-
Provision for doubtful debts	276.68		161.00
Finance Cost	280.06		537.45
Sundry debit balances written off/Advances Written off	1.07		14.32
Interest Expense - ST Def/Pac Scheme	4.47		
		1,888.99	2,101.57
		1,701.19	1,212.03
Less: Interest Income - ST Def/Pac Scheme	(13.51)		
Provision no longer required and Others	(37.47)		(103.82)
		(50.98)	(103.82)
Operating profit before working capital changes		1,650.21	1,108.21
(Increase)/Decrease in Current & Non-Current Assets			
Inventories	(469.25)		788.54
Trade Receivables	(1,322.65)		1,710.15
Other Current Assets and Loans & Advances	294.26		612.36
Trade Payable	107.88		(1,308.17)
Increase/(Decrease) in Non-Current Liabilities	466.12		(358.39)
		(923.64)	1,444.49
Net cash generated from operations		726.57	2,552.70
Less : Income tax paid		(15.68)	145.95
NET CASH FROM OPERATING ACTIVITIES		742.25	2,406.75
B. CASH FROM INVESTING ACTIVITIES			
Expensed/Advance for Property, Plant and Equipment	(141.70)		(119.11)
Sale Proceeds of Assets	15.25		-
NET CASH FROM INVESTING ACTIVITIES		(126.45)	(119.11)
C. CASH FROM FINANCING ACTIVITIES			
Availment /(Repayment) in Cash Credit & PCFC from Banks	222.16		(751.10)
Availment /(Repayment) in Other Secured Loans	(655.06)		(806.78)
Availment /(Repayment) in Unsecured Loans	-		(20.99)
Interest & Finance Charges paid	(280.06)		(537.45)
Dividend paid (including out of unpaid dividend)	(36.38)		(175.15)
NET CASH FROM FINANCING ACTIVITIES		(749.34)	(2,291.47)
NET INCREASE/(DECREASE) OF CASH AND CASH EQUIVALENTS		(133.54)	(3.83)
Opening Balances of Cash and Cash equivalents		143.80	147.63
Closing Balances of Cash and Cash equivalents (Refer Schedule 8)		10.26	143.80

Table 1.3. Table Indicating the Profit & Loss Statement

Statement of Profit and Loss for the year ended March 31, 2021			
Particulars	Note No	(₹ in Lakhs)	
		As at March 31, 2021	As at March 31, 2020
Continuing Operations			
I Income			
Revenue from operations	20	18,078.36	20,094.85
Other Income	21	148.06	274.00
Total Revenue (I)		18,226.42	20,368.85
II EXPENSES			
(a) Cost of raw materials and components consumed	22	9,232.11	10,135.96
(b) Changes in inventories of finished goods, work-in-progress and stock-in-trade	23	17.60	225.37
(d) Employee benefit expense	24	2,638.15	3,076.23
(e) Finance costs	25	280.06	537.45
(f) Depreciation and amortisation expense	26	1,282.36	1,388.80
(g) Other expenses	27	4,983.38	5,817.96
Total Expenses (II)		18,433.66	21,181.77
III Profit/(loss) before exceptional items tax (I-II)		(207.24)	(812.92)
IV Exceptional items- Gains/ (loss)		-	-
V Profit before tax (III-IV)		(207.24)	(812.92)
VI Tax Expense			
(a) Current tax		(6.84)	41.17
(b) Deferred tax		(33.76)	(161.57)
(c) Short / (Excess) provision for tax relating to prior years		9.39	-
Total tax expense		(31.21)	(120.40)
VII Profit/(loss) after tax from continuing operations (V-VI)		(176.03)	(692.52)
VIII Discontinued Operations			
(1) Profit/(loss) from discontinued operations		-	-
(2) Tax Expense of discontinued operations		-	-
Profit/(loss) after tax from discontinued operations		-	-
IX Profit/(loss) for the period (VII+VIII)		(176.03)	(692.52)
X Other comprehensive income			
A			
(i) Items that will not be recycled to profit or loss			
Remeasurements of the defined benefit liabilities / (asset)		26.26	(117.79)
(ii) Income tax relating to items that will not be reclassified to profit or loss		(6.83)	41.17
B			
(i) Items that may be reclassified to profit or loss		-	-
(ii) Income tax on items that may be reclassified to profit or loss		-	-
Total other comprehensive income for the period		19.43	(76.62)
XI Total comprehensive income for the period (IX + X)		(156.60)	(769.14)
XII Earnings per equity share :			
Basic		(4.84)	(19.04)
Diluted		(4.84)	(19.04)

F. BUDGETING :

Budgeting for a business is a process. It is the process of preparing a detailed statement of financial results that are expected for a given time period in the future. There are two keywords in that statement. The first keyword is "expected." Expected means something that is likely to happen. The second keyword is "future" which is a period in the time to come.

Table 1.4. Table Indicating the Balance Sheet

Balance Sheet as at March 31, 2021			
Particulars		₹ in lakhs	
	Note No	As at 31st March, 2021	As at 31st March, 2020
ASSETS			
1 Non-current assets			
(a) Property, Plant and Equipment	2	5,299.71	6,519.32
(b) Capital work-in-progress		113.25	98.22
(c) Other Intangible assets	2	3.32	8.20
(d) Intangible assets under development		-	-
(e) Non Current Financial Assets			
(i) Investments	3	0.50	0.50
(ii) Other non current financial assets		-	-
(f) Deferred tax assets (net)	4	229.35	195.59
(g) Income tax assets (net)		147.66	156.52
(h) Other non-current assets	5	391.70	382.50
Total Non - Current Assets		6,185.49	7,360.85
2 Current assets			
(a) Inventories	6	4,487.90	4,018.65
(b) Financial Assets			
(i) Trade receivables	7	6,702.45	5,656.48
(ii) Cash and cash equivalents	8	10.26	143.80
(iii) Other Bank Balances	9	261.87	420.58
(iv) Others current financial assets	10	180.32	1.64
(c) Other current assets	11	482.03	840.18
Total Current Assets		12,124.83	11,081.33
Total Assets (1 + 2)		18,310.32	18,442.18
EQUITY AND LIABILITIES			
1 Equity			
(a) Equity Share capital	12	363.90	363.90
(b) Other Equity	13	9,655.40	9,848.38
Total equity (I+II)		10,019.30	10,212.28
2 Liabilities			
Non-current liabilities			
(a) Financial Liabilities			
- Borrowings	14	-	134.46
(b) Provisions	15	629.50	520.38
Total Non - Current Liabilities		629.50	654.84
Current liabilities			
(a) Financial Liabilities			
(i) Borrowings	16	2,609.83	2,387.66
(ii) Trade payables			
a. Dues of micro enterprises and small enterprises		143.09	21.44
b. Dues of creditors other than micro enterprises and small enterprises		3,420.82	3,433.52
(iii) Other current financial liabilities	17	764.43	1,179.11
(b) Provisions	18	169.65	152.50
(c) Other current liabilities	19	553.70	400.83
Total Current Liabilities		7,661.52	7,575.06
Total Equity and Liabilities (1 + 2)		18,310.32	18,442.18

1.4. PRODUCT PROFILE:



Fig 1.22.Figure shows Automotive parts & components



Fig 1.23.Figure Shows Cyclinders,Contacts,Plates & Flanges,Levers,Ball Studs & Straddles

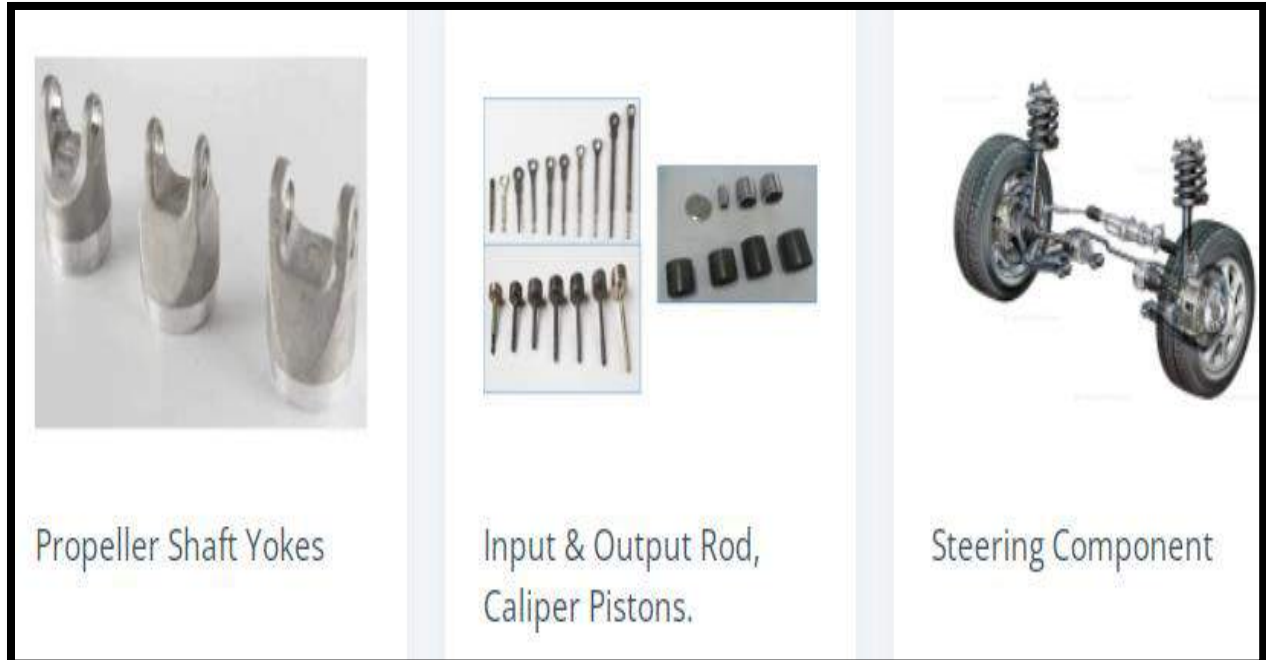


Fig 1.24. Figure Shows Propeller Shaft Yokes, Io Rod, Caliper, Steering Components



Fig 1.25. Figure Shows Machining, Sockets & Clutch Bell Housings



Fig 1.26.Figure Shows Engine Components

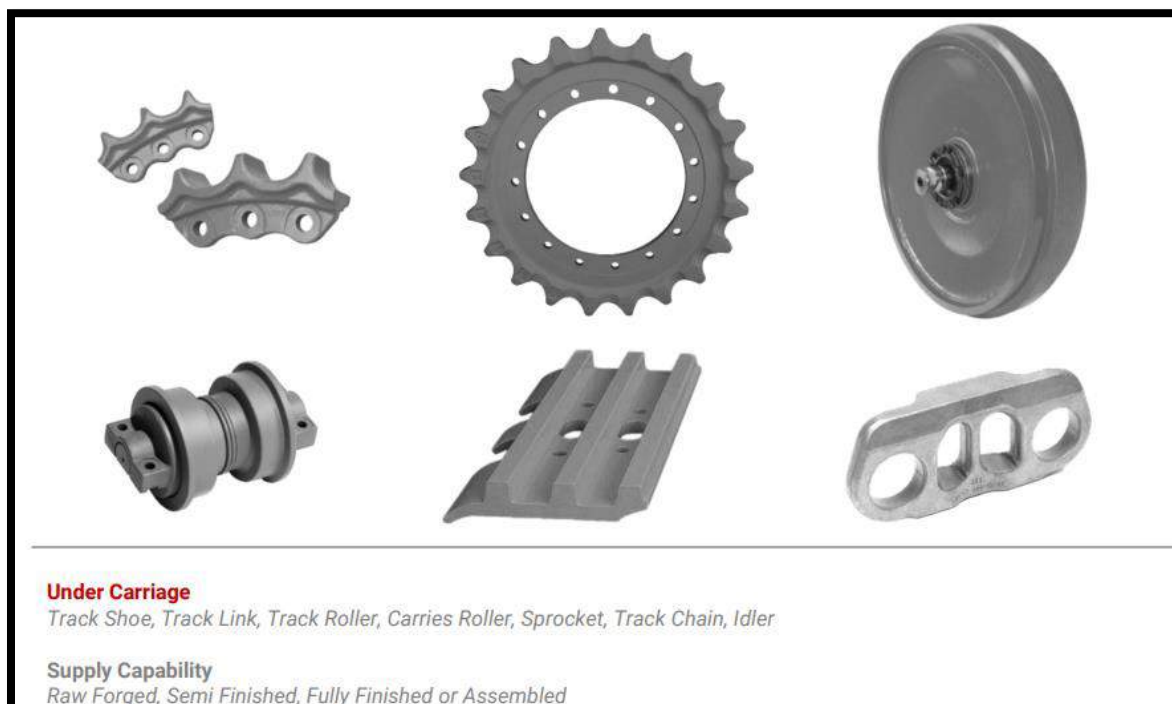


Fig 1.27.Figure Shows Under carriage



Fig 1.28.Figure Shows Transmission & Clutches



Fig 1.29.Figure Shows Oil,Gas and Flow Control

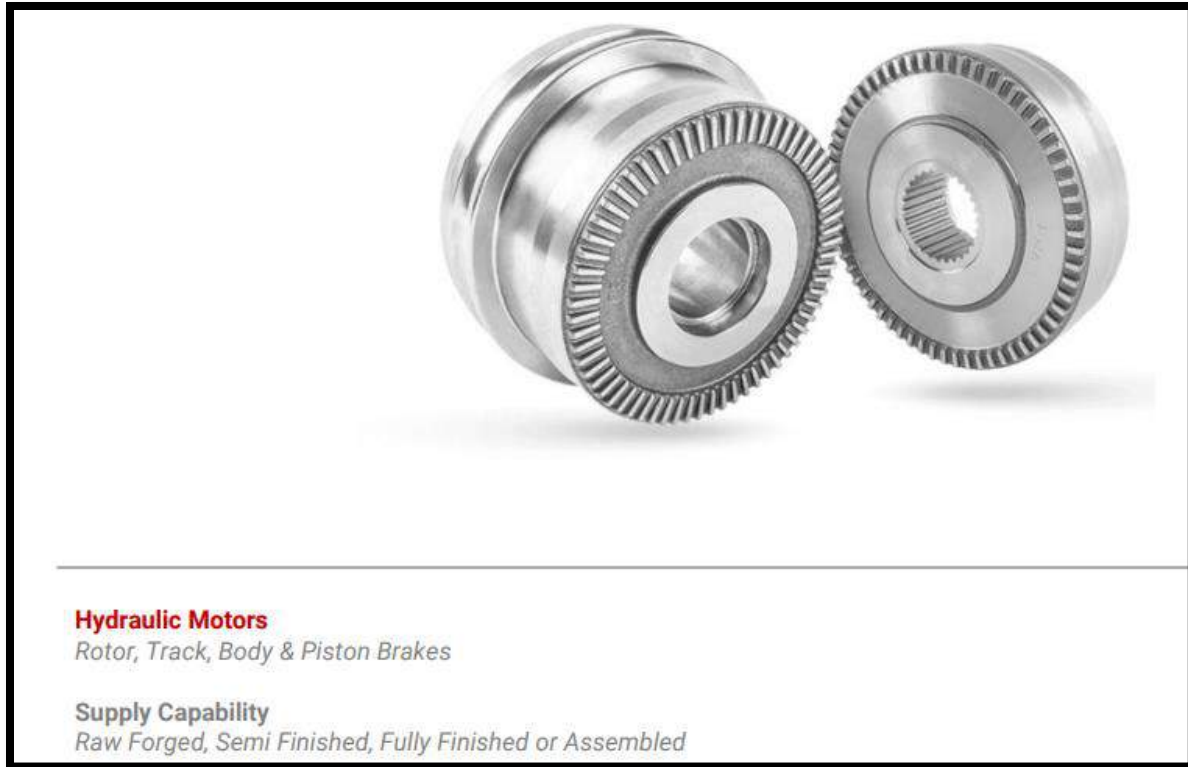


Fig 1.30.Figure Shows Hydrallc motors

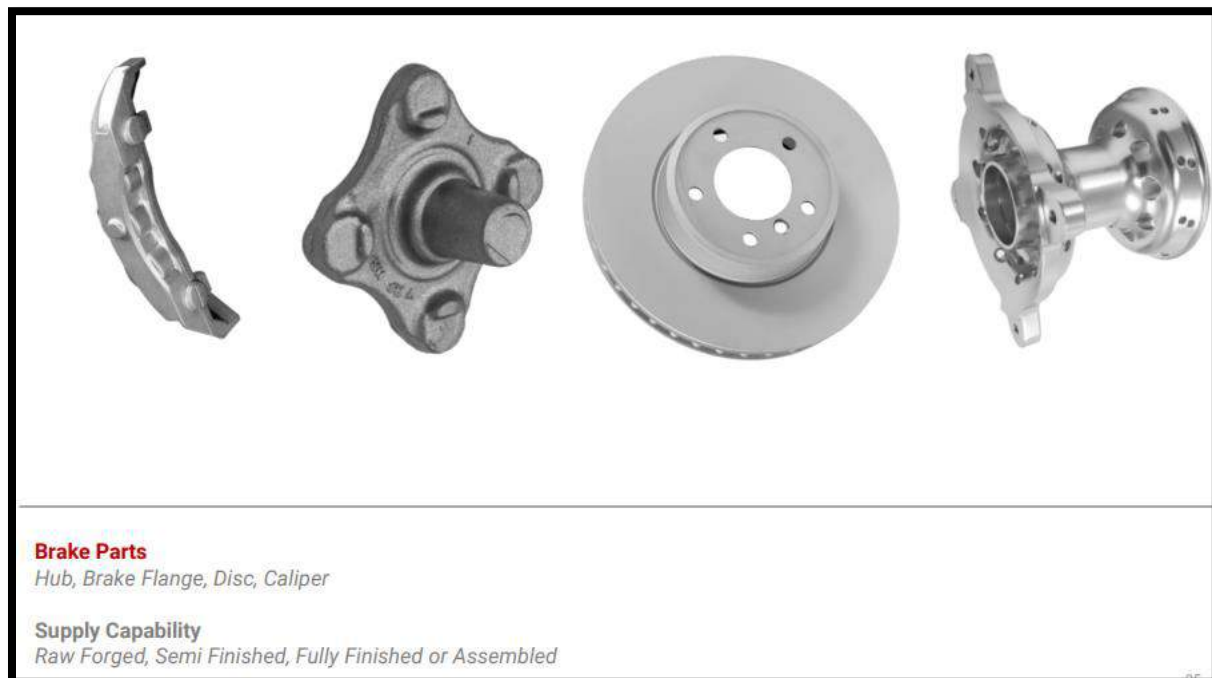


Fig 1.31.Figure Shows Brake parts

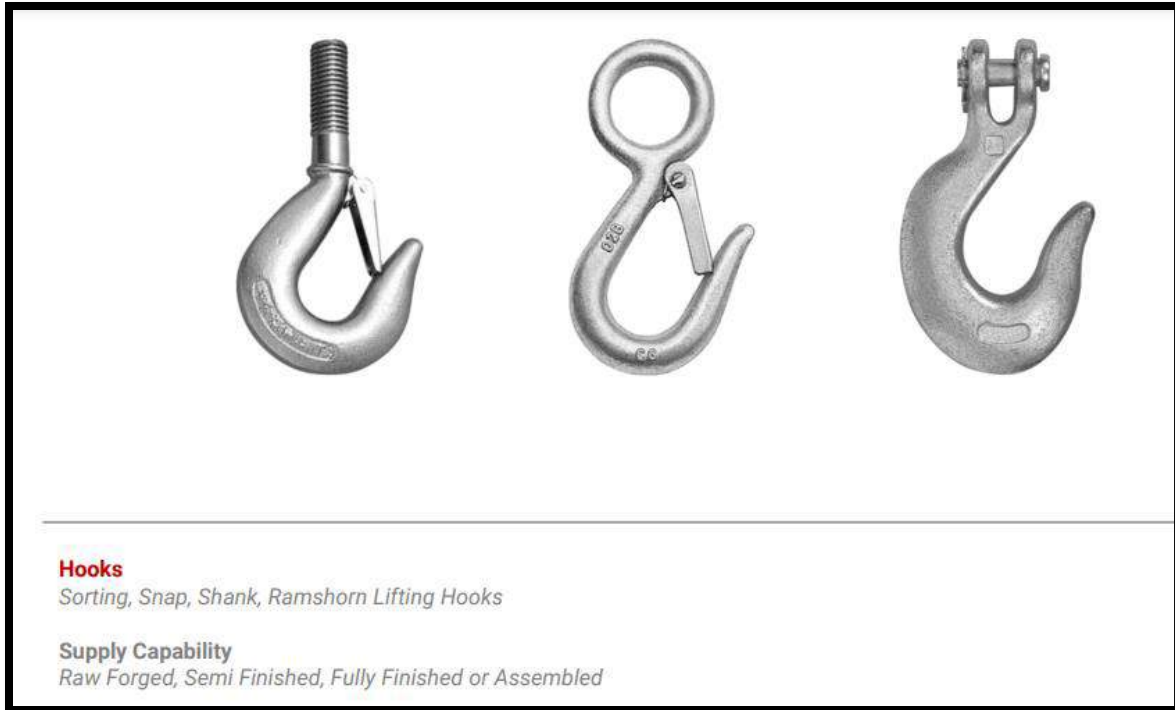


Fig 1.32.Figure Shows Hooks



Fig 1.33.Figure Shows Towing Accessories



Fig 1.34.Figure Shows Turbin blades



Fig 1.35.Figure Shows Final forge products

Table 1.5. Table Indicating Castings Produced

CASTINGS PRODUCED	COMPONENTS
Gate valve	Body , Bonnet , Yoke , Wedge, 1.5" 7500 Gate Valve Weld End Body, 4" MR 7500 Gate Valve End Body
Four way valve	Dura seal body, Plug, Bonnet, Lower plate, Twin seal body
Globe valve	Body, Bonnet
Check valve	Body, Disc, Hinge
Swing check valve	Body, Clapper, Arm
Manifold fittings	45°, 90°, 160°, Elbow, Tee, Goose neck
Knife edge valve	Body, Gland
Ball valve	Body, Adapter, Connector, Ball
Butterfly valve	Body, Disc
Angle valve	Body, Yoke
Parallel slide valve	Body, Cover
Combination body	Measuring meter
Ultrasonic meter	Body
Oil field equipment	Body tubing head, Spool, Spider, GV Body, Mud valve body & Bonnet, Blow out preventer
Earth moving equipment	Boom foot, Arm foot, Drum, Housing, Yoke, Sprocket, Tooth, Adapter, Banjo
Railway	Coupler Head Casting, Knuckle, End plate, Butt plate



Fig 1.35. Figure Shows Castings

Table 1.6..Table Indicating Forging Produced

FORGING PRODUCED	COMPONENTS
Gate valve	Body, Bonnet, Gate
Check valve	Body, Cover
Four way valve	Bonnet, Lower plate
Globe valve	Body, Yoke, Bonnet
Ball valve	2", 3", 4", 6", 8", 10" & 12" Ball & Connector, Bearing Block, Balls
Manifold fittings	Studded block, Studded tee, Studded cross, Hub, 45° Elbow, 90° Elbow Manifolds
Automobile parts	Worm adjusting cover, Cylinder cover
Pressure Parts	Arm, Yoke, End Plate
Oil field equipment	Flanges, Studded blocks, Choke body, Flow tee cap, Plug, Top cap, Lower cap, Cylinder head, Adapter & Spacer Spool, Ring Joint Gasket, Bull Plug, End Connector, Other End Connectors, Flanged Connectors
Hydraulic equipment	Cap end cover, Rod eye, Trunnion, Support plate, Clevis Forging
Earth moving equipment	Shaft, Backbone tube flange, Rod forging, Hub, Lever, Spur gear, Stepped shaft, Axle, Bracket, Support plate, Blade forging, Body steel forging
Railway Component	Spur gear, Shaft master, Piston pin forged shaft
Defense Components	RH Crank, RH Drum, Carrier, Lug, Bodu Seal Oil, Worm Wheel, Shaft, Pinion Planet, Cover Labyrinth, Bracket, Lever, Sprocket, Gear



Fig 1.36. Figure Shows forgings products



Fig 1.35.Figure Shows forge products



Fig 1.36.Figure Shows Final products of super autoforge

1.5. STATEMENT OF THE PROBLEM:

There is a scarcity of research linking the field of human resource management (HRM) and environmental management. The Millennium Ecosystem Assessment, declared that “human actions are depleting earth natural resources and putting such strain on the environment that the ability of the planet’s ecosystems to sustain future generations can no longer be taken for granted”. We know that we need to act but we don’t due to inertia, denial, and dislike of sacrifice. Often people do not voluntarily change their attitude and behaviors if there is not an immediate obvious benefit to them. This propensity suggests that a source of authority may need to be enlisted to encourage individuals to make socially-beneficial behavioral changes. Our employers can be a source of strong positive authority and leadership. If we work for green-minded employer we might be expected to do carpool, recycle, compost, rethink product designs, and reduce our water, electricity, and material usage. This raises questions such as: do these green practices that we practice at work become a part of our private life? Can green HRM practices positively affect individual job satisfaction? Can that job satisfaction further affect individual level of commitment toward organization? Apart from many studies done by various social scientists over green HRM, less research has focused on the linkages between green HRM & individual working and private life. More research needs to be conducted to identifying how green HRM practices play a specific role in individuals working-Life and private life and further how it drive individual job satisfaction and organization commitment.

1.6. OBJECTIVES OF THE STUDY:

The general objective of the study was to assess the Green Human Resource Practices towards Super Auto forge Private Limited.

Specific Research Objectives,

1. To understand the basics of green HRM practices in Super Auto Forge Private Limited.
2. To know the works happening on green HRM in Super Auto Forge Private Limited.

3. To discuss about the current practices in green HRM in Super Auto Forge Private Limited.
4. To suggest any initiatives for green HRM in Super Auto Forge Private Limited.

1.7.NEED OF THE STUDY:

- ❖ This study on green HRM practices will help the company to seek knowledge about employees perception towards green HRM and how it is related with the various variables of job satisfaction, organization culture and organization commitment and the factors that motivate the automobile industry to adopt green HRM practices and also the relationship between factors to highlight the significance of those variables which can help to attain competitive advantage.
- ❖ This study is used for any further studies regarding the GREEN HRM.
- ❖ The need of study to give suggestions enhance and strengthen the practices of Green HRM towards employees.
- ❖ This study is needed to find the solutions for the challenges of GREEN HRM.

1.8. SCOPE AND SIGNIFICANCE OF THE STUDY:

1. MY RESEARCH tries to examine the extent of Green HRM by Super Auto Forge Private Limited.
2. My research attempts to identify the role of Green HRM by Super Auto Forge Private Limited which includes environmental sustainability, employee motivation.
3. To indicate the potential of employees following Green HRM Practices
4. The study focused on the drivers, practices and barriers in following Green HRM and given solutions.
5. This study is important from both research and practical perspectives.
6. Many researcher and practitioners have come to consider green human resource management is essential, through which business organizations can cope with today"s uncertain and unstable conditions.
7. Ultimately, the findings add literature on green HRM and provide an accurate, comprehensive lens through which to view future research.

1.9. VARIABLES OF THE STUDY:

A. GREEN ORGANIZATION CULTURE:

Green culture seeks to increase the production of pure products by conservation of energy, pure technology, preservation of the environment, and minimum natural resources in the production process. The terms for describing the concept of a green organizational culture have been diversified, including eco-friendly culture, environment-friendly culture, sustainability-oriented culture, etc., which is mainly based on extending organizational culture to a green oriented context. Green organizational culture is one of the most debated topics by both the laymen and elite classes of people in society. The green culture concept is mostly concerned with realizing and obtaining the ecological balance

B. GREEN RECRUITMENT AND SELECTION:

Green recruitment means paper free recruitment process with minimal environment impact. Green recruiting is a system where the focus is given on importance of the environment and making it a major element within the organization. Recruitment practices can support effective environmental management by making sure that new entrants are familiar with an organization environmental culture and are capable of maintaining its environmental values. The green recruiting is a system where the focus is given on importance of the environment and making it a major element within the organization. Complementing this the recruits are also enthusiastic and to some extent passionate about working for an environment friendly green company. Recruiting candidates with green bend of mind make it easy for firms to induct professionals who are aware with sustainable processes and are already familiar with basics like recycling, conservation and creating more logical world. Through the statements we can conclude that green recruitment provides the employer with an opportunity to stand ahead of the crowd and further increase their chance of attracting the candidates and retain them after induction. Recently the green trend makes the recruitment as environmental friendly issues. The recruiting makes the employee green in achieving the environmental goals and how they perceive the job and parameters of sustainability as

claimed. For example the recruiting can be done as paper less interviews, eco-friendly locations and also other practices in the recruitment portfolio. The recruiters can carry out the green policies as well as the corporate policies in the management in establishing green policies to achieve the goals of the company

C. GREEN TRAINING AND DEVELOPMENT:

The Green Training and Development is a practice that focuses on development of employee's skills, knowledge and attitudes. The Green Training and Development educate employees about environmental management and training should be given for the employees to educate also about energy, reduce waste, and diffuse environmental awareness in the organization. This Green Training and Development helps employees to provide opportunity to engage employees in environmental problem solving. The green training embrace different methods of conservation including waste management within an organization. Through this training session, it develops the eco-friendly managers so that employees under supervision can contact them without any hesitation.

D.GREEN PERFORMANCE APPRAISAL MANAGEMENT:

Green human resource management ensures that the environmental targets set by the organizations are met. Performance management is an on-going process of communication between supervisor and an employee that occurs throughout the year in support of accomplishing the strategic objectives of the organization. Green performance management includes the issues related to policies of the organization and environmental responsibilities. Integration of environmental management into performance management system improves the quality and value of environmental performances. It acts as a safeguard to protect environmental management against any damage. Green performance management plays a very important role in the effectiveness of green management work over passage of time because they guide employee performance to the environmental performances needed by the organization.

E. GREEN REWARD AND COMPENSATION:

Compensation and reward management should recognize contributions in green management. Compensation packages should be customized to reward green skills

acquisition and achievements by employees. Monetary- based, non monetary based and recognition- based rewards can be used for green achievements of employees. Monetary-based rewards for contributions in environment management can be allocated in the forms of salary increase, cash incentives and bonuses while nonmonetary rewards may include sabbaticals, special leave and gifts to employees and their family members. Recognition-based awards can highlight green contributions of employees through wide publicity and public praise and appreciation of green efforts by CEO or top management executives.

E. GREEN EMPLOYEE EMPOWERMENT AND PARTICIPATION:

Employee participation in Green initiatives increases the chances of better green management as it aligns employees' goals, capabilities, motivations, and perceptions with green management practices and systems. Involving employees in EM has been reported as improving EM systems such as efficient resource usage reducing waste and reducing pollution from workplaces. Several workers in their study concluded that individual empowerment positively influences productivity and performance, and facilitates self-control, individual thinking, and problem-solving skills . An important way in which employee involvement and participation can be encouraged within the organization is to seek entrepreneurs within the company who are socially or ecologically oriented known as eco-entrepreneurs. Eco-friendly ideas should be welcomed from all employees irrespective of their designation which will encourage their interest in environmental issues and make best use of applying their skills.

F. GREEN ENVIRONMENTAL PERFORMANCE:

The green health and safety management is really beyond the scope of traditional health and safety management function of HRM. It not only includes the traditional health and safety management but also some more aspects of environmental management of an organization. That is why nowadays many organizations are redesigning post of —health and safety manager as —health, safety and environmental manager. This includes a wider job scope when compared with traditional post of health and safety manager in an organization. For example, it includes biodiversity protection and community support initiatives etc. that include local environment and people. The

key role of green health and safety management is to ensure a green workplace for all. Green workplace is defined as a workplace that is environmentally sensitive, resource efficient and socially responsible. At present there are companies where traditional health and safety function was extended to include environmental management/protection. These companies have continually endeavored to create various environmental related initiatives to reduce employee stress and occupational disease caused by hazardous work environment.

G. GREEN ORGANIZATIONAL COMMITMENT:

Organisational Commitment should result in improved relationships and performance of the organization. Especially affective Organisational Commitment has been shown to correlate positively with the measures of organizational performance. Those were workers compensation, quality, shrinkage, productivity, operating expenses and profitability. There was strong correlation between all of these measures of organizational performance and affective Organisational Commitment. However, there has to be more research conducted to be certain about the causality of these two.

1.10. ORGANIZATION OF CHAPTERS:

Chapter One titled “**INTRODUCTION**” commences with an introduction to the Green Human Resource Management towards Super Auto Forge Private Limited. The major research works in this area have been compiled. It progresses to highlight approaches, findings and suggestions. It answers the questions of 5W (Why, When, Where, What, Who) and 2H (How, How much) and showed the importance of this study. It presents current scenario with the Automobile industry profile highlighting its Market development, Market Condition, Labor force and the examples. Following that, It presents the SUPER AUTOFORGE PRIVATE LIMITED company profile highlighting its Organization structure, Overview of various departments, Accomplishments and Financial Statements. It throws light on the important variables of study such as Green Organization Culture, Green Recruitment and Selection, Green Training and Development, Green Performance Appraisal Management, Green Rewards and Compensation, Green Employee Empowerment and Participation, Green Environmental

Performance and Green Organizational Commitment. It elaborates the statement of the problem, Objectives, Needs, Scope and Significance of Research. It culminates with the details of the organization of chapters.

Chapter Two titled “**REVIEW OF LITERATURE**” highlights literature on the concept of and importance of Green Human Resource Management Practices. It also reviews literature on the variables referred from various articles, journals, books. It culminates with the research objectives.

Chapter Three titled “**RESEARCH METHODOLOGY**” commences with presentation of methodology of study used in this research. It presents the type of research design employed, details of sampling techniques, various sources of data collection methods, structure of questionnaire, conduct of pilot study such as sample size, duration of study, location, targeted people of research, hypothesis used with the statistical tests in SPSS, tools used for analysis.

Chapter Four titled “**DATA ANALYSIS AND INTERPRETATION**” is presented under two sections. The first section deals with the Percentage Analysis in the form of tables and charts such as Pie diagram, Bar diagram, Column diagram. The second section deals with the Statistical Analysis using SPSS hypothesis Analytical tools such as t test, one way ANOVA, Chi Square Test. Results are gathered in this chapters.

Chapter Five titled “ **FINDINGS, SUGGESTIONS & CONCLUSION**” presents the summary of findings, recommendations for implementing Green Human Resource Management Practices. Finally, conclusion is given with the scope for future research.

“**REFERENCES**” included the websites, author references, books used for the study.

“**ANNEXURE – I**” contains the Primary data used for the study that is “**QUESTIONNAIRE**” of 20 questions categorized with variables in 4 pages.

“**ANNEXURE – II**” contains the “**RESEARCH ARTICLE**” prepared from this thesis.

“**ANNEXURE – III**” contains the “**BIOGRAPHY**”.

CHAPTER 2

REVIEW

OF

LITERATURE

CHAPTER 2 – REVIEW OF LITERATURE

2.1.INTRODUCTION:

In this Chapter, The various researchers has made an attempt to study the Green Human Resource Management by analyzing research studies made by earlier researchers in respect of employees Commitment. For this purpose, the researcher has used various books, research journals and websites.

2.2. REVIEW OF LITERATURE:

Margaretha and Saragih(2021) has stated Green HRM incorporate environment-friendly HR commencement and practices for sustainable use of resources that resulting in more efficiencies, less wastage, improved job related attitude, improved work/private life, lower costs, improved employee performance and retention which help organization to reduce employee carbon footprints by the mean of green HRM practices i.e. Flexible work scheduled, electronic filing, car sharing, job-sharing, teleconferencing, virtual interviews, recycling, telecommuting, green training, energy efficient workspace.

Huang, Shih-Ming (2020) had studied the effect of green-certified building on human resource outcomes. This observational study uses survey data to compare self-reported health symptoms (HS) and satisfaction with green workplace design for two intact groups of male employees working for the same public sector employer in Taiwan: one group works in certified green organization and the other works in two non-green organizations. Study results that participants in the green organization had higher satisfaction and health symptoms (HS) than those in the non green organization. But still implementing these green practices is not an easy task, there are certain obstacles comes in the way of implementation of green HRM.

Cherian and Jacob (2020) has followed the practices that cause the degradation of environment and some followed the environmentally friendly practices in both the life sphere. It is to be recognized that employees who are energetic, vigorously involved in environmental activities may play a crucial role in effective implementation of green practices. Employee participation in green initiatives strengthens the possibility of

effective green HRM. Employee participation in green HRM practices has result improving green behavior within workplace such as effective and efficient usage of resource

Fayyazia et al. (2019) had shown obstacles that create problem in implementing a green HRM and it came out through studies that lack of comprehensive plan to implement green HRM and not having one obvious meaning of green value were in the highest level that become obstacles in the way of implementing a green HRM practices and they were considered as the most important barriers.

Renwick, Redman, and Maguire's (2018) have introduce a comprehensive compartmentalization of green HRM practices that can be clearly understood, starting at the point of an employee's organizational entry and proceed until the point of the employee's exit. To be ecological, economical and practical at the same time is possible through by adopting green Practices. Here are some environmentally-friendly solutions to stay green, training also prevent decline of environmental management, skill, knowledge and attitudes .

Teixeira et al., (2018) have stated Compensation and reward are the major elements of HRM process, this element is the most important for maintaining employee interest to that of the organization. The reward polices are focused on attracting, retaining and motivating the employee which lead to the achievement of organizational goal.

Zoogah (2017) has stated to sustain in the race market it is very necessary to each and every organization to change themselves with the change in the scenario and it is more important for every organization to resist that change and that resistance to change will be done by green training and learning. Green training is a practice that directing a great deal of attention on development of employee skills and knowledge that relate to specific useful competencies, environmental.

Sharma(2015) has involved green actions focused on increasing efficiency within processes, reducing and eliminating environmental waste, and revamping HR products, tools, and procedures resulting in greater efficiency and lower costs. The results included: electronic filing, ride sharing, job sharing, teleconferencing and virtual interviews, recycling, telecommuting, online training, and developing more energy-efficient office spaces.

Kramar (2014) has stated that the term ‘sustainable HRM’ has not been clearly defined, but encompasses several terms that link sustainability with HRM. The terms exploited within the sustainable HRM construct are: sustainable work systems; HR sustainability; sustainable management of HR; sustainable leadership and sustainable organizations.

Shen and Benson (2014) has defined Green HRM quite simply as: —corporate social responsibility (CSR) directed at employees. Socially responsible human resource management promotes above average salaries and working conditions, specific CSR training, and performance and appraisal, and remuneration should consider the social contributions made by employees.

Opatha and Arulrajah (2014) has mentioned four roles for an employee to become a green employee; which are: a preservationist, conservationist, non-polluter, and maker. The preservationist is the one who protect the natural environment from harm loss, or negative change and keep it in its original; Conservationist is the one who treat natural environment very carefully and use it at the minimum level in order to let it last as long as possible so that future generations will be able to utilize it.

Renwick et al. (2013) have established, GHRM has been augmented to enhance the green behaviors, attitudes and capabilities of employees, to motivate workers to think green, and to provide opportunities for employees to build knowledge and skills associated with environmental sustainability. Taking into consideration the previous discourse, as well as current definitions of GHRM and analogous concepts, this thesis

defines GHRM as “HRM strategies, policies, processes and activities that aim at generating positive environmentally associated outcomes for an organization. list includes the HR activities discussed in this study: recruitment and selection; training and development; performance management and rewards and compensation, which are considered to be the key HRM practices most likely to advance employee green workplace behaviors.

Dubois and Dubois (2012) has stated that Green HRM is key to implementing a successful GHRM agenda. Embedding environmental sustainability programs into an organization requires HR managers to be “design architects for the varied HRM systems, policies and activities that are needed to prepare employees to engage and contribute meaningfully to the accomplishment of environmental sustainability goals.

Cantor et al. (2012) has found in their study of supply chain employees that employees did not perceive merely the presence of rewards for environmental behavior as a signal that the organisation was supportive of environmental initiatives. Rather, the study found that if employees perceive there to be a lack of legitimacy from the firm to actually reward employees for green behaviors, then this implies that the organisation does not appreciate nor formally acknowledge the efforts of employees to achieve organizational green goals or demonstrate green behaviors.

Ehnert and Harry (2012) claiming there are two arguments that support the importance of sustainability to HRM. Firstly, the relationship of an organization to both its economic and social environment is inextricably linked to the macro level societal and ecological sustainability debate. As such, the role of HR is to develop the social discourse on the importance of sustainability, in order to contribute to corporate sustainability policy and strategic development.

Taj (2011) has offered subjective opinions of how GHRM is definitively viewed from a business executive’s perspective. Ashok Ramachandran, HR Director of Vodafone Essar Ltd. claims that “Green human resources could very well imply using every

employee touch point/interface to promote sustainable practices and increase employee awareness. GHRM reflects the way an organisation chooses to drive and increase employee commitments and awareness on the issues of sustainability.

Zoogah (2011) has analyzed the application of GHRM to business organizations, which limits the scope of the concept and its potential application. In order to effectively define GHRM, there are several things that should be considered such as what, how, and why. Specifically, what are the attributes that make up GHRM how do organizations aim to achieve desirable outcomes through the application of GHRM.

De Prins (2011) has argued Sustainable HRM focuses on optimally utilizing and respecting human workforces within the organization, in which an explicit relationship is built between an organization's strategic policies and its environment. Long-term vision and integration with an organization's strategy and CSR-policy are key. Sustainability transported to the business level is referred to as Corporate Sustainability. Even though Corporate Sustainability used to put most emphasis on the effects businesses have on the environment, while Corporate Social Responsibility also incorporated a social dimension, their separate paths have been noted to grow into convergence.

Lee (2009) study has demonstrated highlighted in an earlier study. Using targeted GHRM training, firms could overtly demonstrate that there would be no increase to workloads or personal time and succinctly explain the benefits of green strategies. This approach can transform the mindsets of the employees resulting in positive engagement and improvements in employee behaviors and attitudes toward the firm's green agenda. However, further empirical evidence is needed to validate these findings across industries, nations and cultures. In addition, researchers need to explicitly explore the application and effects of GHRM processes, practices and activities on organizational outcomes.

Santos (2008) has stated that superior Environmental Policy (EP) outcome requires HRM practices that support the whole implementation and maintenance of

Environmental Management System (EMS) in the organizations, where supportive HRM practices such as top management support, environmental training, empowerment, and rewards are likely to be critical to the successful implementation of policies and initiatives associated with an EMS.

Clarke (2006) has created environmental oriented workforce, companies have two options: First is focusing on green recruitment. Second is providing required environmental protection related awareness, education, training and development to the existing workforce. The first option is more proactive and cost effective than the second option. Hence, searching best green recruitment practices is important to organizations. In the recruitment context, what some companies are doing is that they integrate corporate environmental policy and strategies with the recruitment policy of the company. A survey by the British Carbon Trust confirms that most of the employees (more than 75%) considering working for an organisation perceived it as important that they have an active environmental policy to reduce carbon emissions

Turban and Cable (2003) has showed that organizations with better reputations attracts a larger pool of job seekers and then can select employees from an applicant pool that includes more high-quality employees. Support for a prediction that Sustainable HRM positively influences employer attractiveness also appears corporate social responsibility (CSR) literature. CSR pertains to some organization's voluntary environmental activities in its business operations and in interactions with stakeholders. A few studies note a positive association between CSR and employer attractiveness.

Ramus (2001) has claimed that despite evidence of praise and rewards positively influencing green organizational outcomes, few organisations have managed to achieve sustainability objectives, primarily due to a lack of motivation and support from management and supervisor.

Florida and Davison(2001) has analyzed Employee participation in Green initiatives increases the chances of better green management as it aligns employees' goals,

capabilities, motivations, and perceptions with green management practices and systems. Involving employees in EM has been reported as improving EM systems such as efficient resource usage.

Ramus (2001) has stated firm policies that support employee eco-initiatives and supervisors who support employee environmental actions have been seen in firm practice in the US and Europe, where at GE Plastics in the Netherlands, Lucent Technologies in Pennsylvania, and Nestle Oy in Finland, supportive behaviors from supervisors toward employees in EM are seen to encourage employees to produce possible solutions to environmental problems.

Hallahan (2000) has suggested that the Ability-Motivation-Opportunity (AMO) framework can explain how the objectives of HRM and potentially GHRM, are derived through the implementation of HR activities and practices. The AMO framework suggests that individual's process information through three specific factors: ability, motivation and opportunity.

Doyle, (1997) has stated that Training is anything offering learning experience highly related with motivation and Motivation is highly related with the production and productivity of the organization. When the workers get the training and the potentiality of worker is getting increased day by day. Training is related with the production and productivity and Organisational Commitment. Human resource management regards training and development as a function concerned with organizational activity aimed at bettering the job performance of individuals and groups in organizational settings.

2.3. CONCLUSION:

Green Human Resource Management has a tremendous impact on the Employees. This is the common point of all the reviews and literatures presented by various authors regarding the Green HRM. These are the various journals that have been taken into consideration while framing the questions related to my study on the Green HRM towards Automobile company.

CHAPTER 3

RESEARCH

METHODOLOGY

CHAPTER 3 – RESEARCH METHODOLOGY

3.1.METHODOLOGY:

The analysis methodology shows the ways in which and means that to be followed within the analysis activities ranging from investigation to presentation of analysis report. It includes the analysis style, population of the study, sampling framework, construct development, knowledge assortment, framework of study and limitations. The methodology followed within this study is summarized below,

The first and foremost step is defining and selecting a research problem. As a researcher, a problem is identified and the formulated to prepare a research.

3.2.RESEARCH DESIGN:

A research style could be a framework for guiding a pursuit project. It describes the procedure essential for getting the data needed to structure and solve analysis issue. It enumerates the data required, the look of the analysis, the required scaling procedures, the development and pretest of forms, the sampling method, the sample size and also the set up of knowledge analysis.

The research design that is used in my project is ***Descriptive research***. It is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

It is a ***qualitative and quantitative study***. The method is research used here is survey method created using google forms and also directly by visiting company. The research is conducted to analyze the stugy of Green Human Resource Management practices in Super Auto Forge private limited.

A sampling technique that is used in my project is ***CONVENIENT SAMPLING TECHNIQUE***. A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

A convenient number of samples are selected for my research and data are collected. It is described in the research.

3.3. SOURCES OF DATA:

Data collection is the term used to describe a process of preparing and collecting data. The data is collected through two methods,

- **PRIMARY DATA** – The data collection made in this project is done through collection of data through a questionnaire. Primary data sources are being considered as the questionnaire was directly collected from the employees of the company and they responded with their desired answers for the set of questions given to them. The data collected are of qualitative. Questionnaire were given to 200 respondents and data is collected.
- **SECONDARY DATA** - Websites and online journals, Published reports & Review of literature from published articles

3.4. STRUCTURE OF THE QUESTIONNAIRE:

This questionnaire follows a simple and basic layout. It is not complicated and hence it is made easy for the participants to respond to the questionnaire without any delay or confusion. The set of questions and the answer options present in the questionnaire are pre-determined and are constructed by myself based on general questions regarding the main topic. Detailed questionnaire is in Annexure 1.

The structure of questionnaire used in this project is as follows:

3.4.1 BASIC INTRODUCTION:

The questionnaire begins with small and simplified description regarding my research project and questionnaire – Title and description of the topic.

3.4.2 PERSONAL DETAILS:

My targeted people are Employees working in Super Auto forge Private Limited. Common questions such as Name of the person, Age, Marital Status, Educational Qualification, Annual Income experience.

3.4.3 RESEARCH BASED QUESTIONS:

The next set of questions in the questionnaire consist of the questions related to Green HRM where the employees are asked choose the most favourite green HRM practices, their commitment to environment, main driver, barrier and outcome of Green HRM.

3.4.4. PERCEPTION QUESTIONS:

The next set of questions focus on perception of the employees about their knowledge about Green HRM and their satisfaction towards jobs.

3.4.5 LIKERT SCALING/ RATING QUESTION:

A likert scale with five responses categories such as Strongly agree, Agree, Neutral, Disagree and Strongly disagree is used in order to list the attributes from high to the least to indicate the different levels of opinions or issues that they know about Green Organization Culture, Green Recruitment and Selection, Green Training and Development, Green Performance Appraisal Management, Green Rewards and Compensation, Green Employee Empowerment and Participation, Green Environmental Performance and Green Organizational Commitment.

3.4.7 SUGGESTION QUESTION:

Finally, Employees were asked to give a suggestions for implementing the Green HRM practices.

3.4.8. PILOT STUDY:

Before the collection of relevant data to test the hypothesis, it is essential to ascertain the applicability of the instrument to the population being studies. Hence, pilot study is undertaken with the objectives to evaluate the tools prepared for the study and to find whether they are providing the information required.

3.5. SAMPLE SIZE:

The sample size for the project had a target of 200 participants. The fixed target of the sampling size has been achieved as the total number of respondents for the survey questionnaire was 200. Total of 200 responses helped the project to analyze more responses and it helped to derive a conclusion regarding the Green HRM Practices.

3.6. PERIOD OF STUDY:

This is a one-time research where the research is conducted only for one time and that the project is based on the responses derived from a definite period of time. The study was conducted for a period of 3 Months from January 2021 to March 2021. The entire project is based on the responses collected from the 200 participants in the 3 months time period and the report is prepared successfully.

3.7.PROFILE AREA OF STUDY:

The profile area of my study are Employees of Super Autoforge India Private Limited in Kolapakkam, Chennai

3.8.HYPOTHESIS: NULL HYPOTHESIS:

- H_{01} (Null hypothesis) = There Is No Significant Difference Between The Educational Qualification And The Overall Green Hrm Practices
- H_{02} (Null hypothesis) = There Is No Significant Difference Between The Age And The Green Hrm Practices
- H_{03} = There is no significant difference between male and female with respect to the Green HRM practices and Job Commitment

ALTERNATE HYPOTHESIS:

- H_{11} (Alternate hypothesis) = There Is A Significant Difference Between The Educational Qualification And The Overall Green Hrm Practices
- H_{12} (Alternate hypothesis) = There Is A Significant Difference Between The Age And The Green Hrm Practices

- H1 3= There is a significant difference between male and female with respect to the Green HRM practices and Job Commitment

3.9.TOOLS FOR ANALYSIS:

As mentioned earlier, the analytical tool used for the project are of qualitative variables (words and letters) and the use of quantitative variable is used only for measuring the level of satisfaction on the survey using rating scale of 1-10. Also, the method used to arrive at a conclusion in this project is sampling where the survey is sent to the participants directly to request for their response for the pre-determined questions and options included in the questionnaire.

3.9.1.PERCENTAGE DATA ANALYSIS

It is technique used to do data analysis and exhibited in pie diagrams, Bar charts, Histograms etc in the following chapters. Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

1. INDEPENDENT T TEST

PURPOSE:

The T Test compares the mean score of a sample to a known value. Usually, the known value is a population mean.

ASSUMPTION:

- ❖ The variable that is considered in the one sample T test must be metric.
- ❖ The dependent variable is normally distributed.

Formula

$$t = \frac{m - \mu}{s / \sqrt{n}}$$

t = Student's t-test
 m = mean
 μ = theoretical value
 s = standard deviation
 n = variable set size

2. ANOVA

PURPOSE:

The one-way **ANOVA** is used to determine whether there are any statistically significant differences between the means of **three or more independent groups**.

ASSUMPTION:

- ❖ The variables must be normally distributed, Samples are independent.
- ❖ Variances of populations are equal, It is a simple random sample (SRS).

Source of Variation	Sum of Squares	Degrees of Freedom	Mean Squares	F Value
Between Groups	$SSB = \sum n_j(\bar{X}_j - \bar{X})^2$	$df_1 = k - 1$	$MSB = SSB / (k - 1)$	$f = MSB / MSE$
Error	$SSE = \sum \sum (X - \bar{X}_j)^2$	$df_2 = N - k$	$MSE = SSE / (N - k)$	
Total	$SST = SSB + SSE$	$df_3 = N - 1$		

3. CHI SQUARE TEST

PURPOSE:

Chi-square which is available in cross tab is used to test whether there is a significant association between two variables.

ASSUMPTION:

- The two variables that are to be applied in chi-square analysis must be of type category.
- Independence - The observations are always assumed to be independent of each other.

Formula

$$\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

χ^2 = chi squared
 O_i = observed value
 E_i = expected value

3.10. PREPARATION AND PRESENTATION OF REPORT:

Finally, the project report is prepared with the detailed findings, suggestions and ended with conclusion.

CHAPTER 4

DATA

ANALYSIS

AND

INTERPRETATION

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

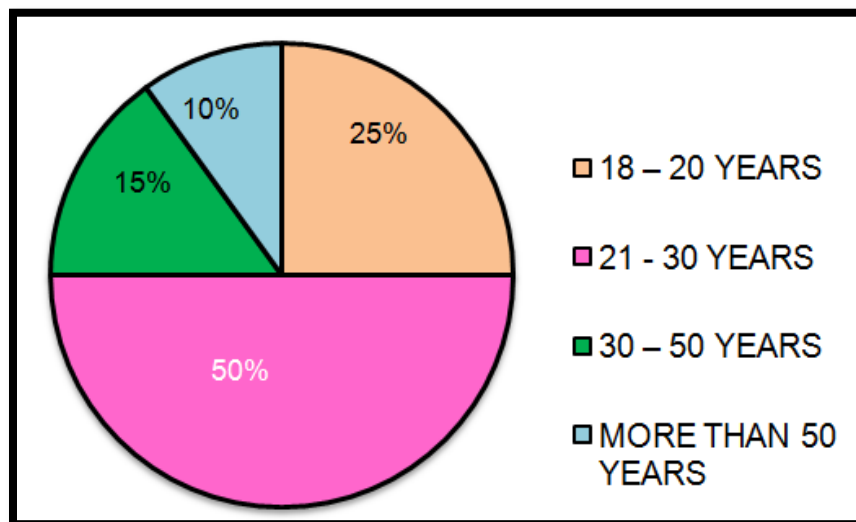
1. AGE

TABLE.4.1.1. TABLE INDICATING AGE OF THE RESPONDENTS

AGE	FREQUENCY	PERCENTAGE
18 – 20 YEARS	50	25%
21 - 30 YEARS	100	50%
30 – 50 YEARS	30	15%
MORE THAN 50 YEARS	20	10%
TOTAL	200	100 %

Source: Primary Data

CHART.4.1.1. CHART REPRESENTING AGE OF THE RESPONDENTS



INTERPRETATION:

From the above table and chart, it is interpreted that 25% of the respondents are under the age group of 18 to 20 years, 50% of the respondents are under the age group of 21 to 30 years, 15 % of the respondents are under the age group of 30 to 50 years and 10% of the respondents are more than 50 years of age.

INFERENCE:

Majority (100) of the respondents are under the age group of 21 to 30 years as they constitutes 50% of my sample.

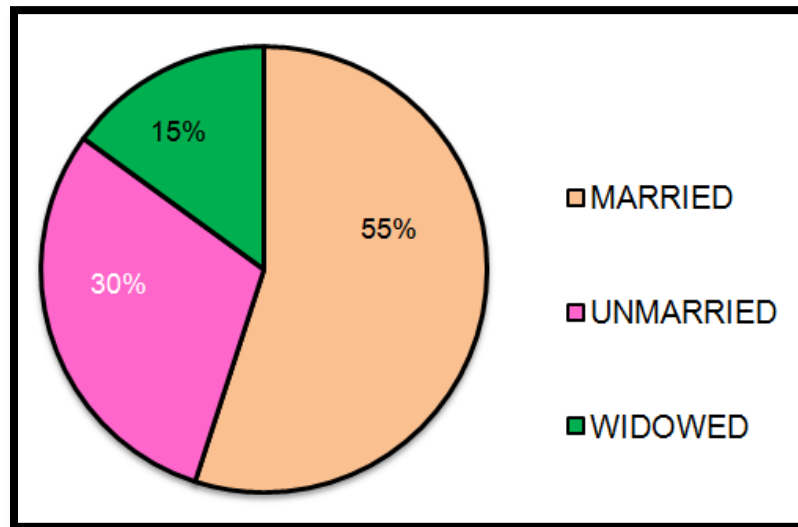
2. MARITAL STATUS

TABLE.4.1.2. TABLE INDICATING THE MARITAL STATUS OF THE RESPONDENTS

MARITAL STATUS	FREQUENCY	PERCENTAGE
MARRIED	110	55%
UNMARRIED	60	30%
WIDOWED	30	15%
TOTAL	200	100

Source: Primary Data

CHART.4.1.2. CHART REPRESENTING MARITAL STATUS OF THE RESPONDENTS



INTERPRETATION:

From the above table and chart, it is interpreted that 55% of the respondents are married (110), 30% of the respondents are unmarried (60) and 15% of them are widowed.

INFERENCE:

Majority (110) of the respondents are married as they constitute 55% of my sample.

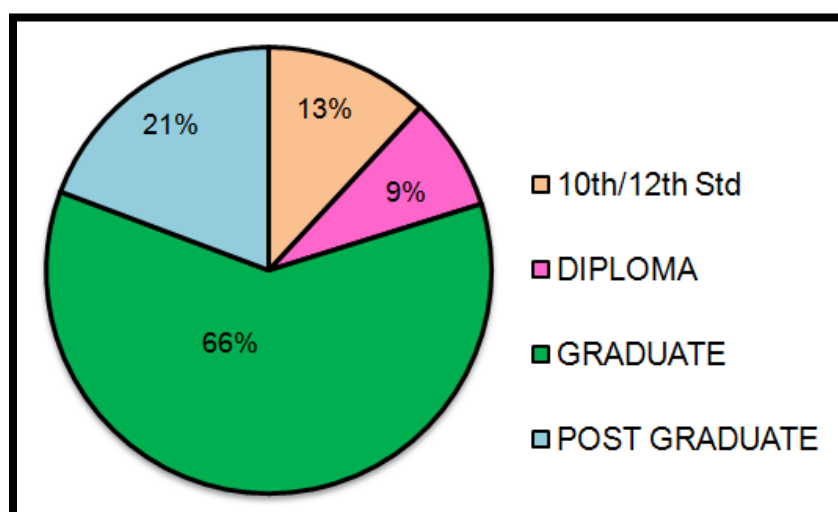
3. WHAT IS YOUR EDUCATION QUALIFICATION?

TABLE.4.1.3. TABLE INDICATING EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

EDUCATIONAL QUALIFICATION	FREQUENCY	PERCENTAGE
10th/12th Std	26	13%
DIPLOMA	18	9%
GRADUATE	132	66%
POST GRADUATE	42	21%
TOTAL	200	100%

Source: Primary Data

CHART.4.1.3. CHART REPRESENTING EDUCATIONAL QUALIFICATION OF THE RESPONDENTS



INTERPRETATION:

From the above table and chart, it is interpreted that 13% of the respondents qualified with 10th or 12th std, 9% of the respondents are diploma employees, 66% of the respondents are graduates and 21% of the respondents are post graduate.

INFERENCE:

Majority (66%) of the respondents are graduates.

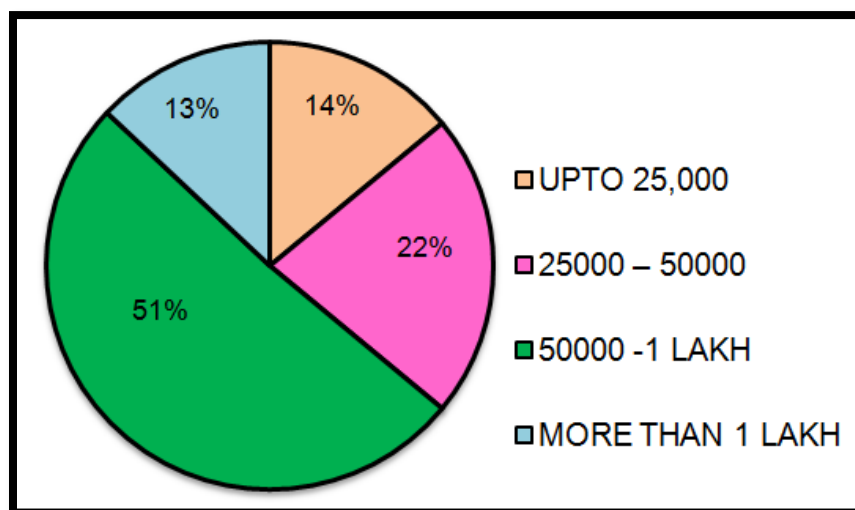
4. WHAT IS YOUR ANNUAL INCOME?

TABLE.4.1.4. TABLE INDICATING ANNUAL INCOME OF THE RESPONDENTS

ANNUAL INCOME	FREQUENCY	PERCENTAGE
UPTO 25,000	28	14%
25000 – 50000	44	22%
50000 -1 LAKH	102	51%
MORE THAN 1 LAKH	26	13%
TOTAL	200	100%

Source: Primary Data

CHART.4.1.4. CHART REPRESENTING ANNUAL INCOME OF THE RESPONDENTS



INTERPRETATION:

From the above table and chart, it is interpreted that 14% of the respondents earning upto Rs. 25,000 as annual income, 22% of the respondents are earning from Rs. 25,000 to Rs.50,000 as annual income, 51 % of the respondents are earning from Rs.50,000 to Rs.1,00,000 as annual income and 13% of the respondents are earning more than 1 Lakh as annual income.

INFERENCE:

Majority (51%) of the respondents are earning from Rs.50,000 to Rs.1,00,000 as annual income in this company.

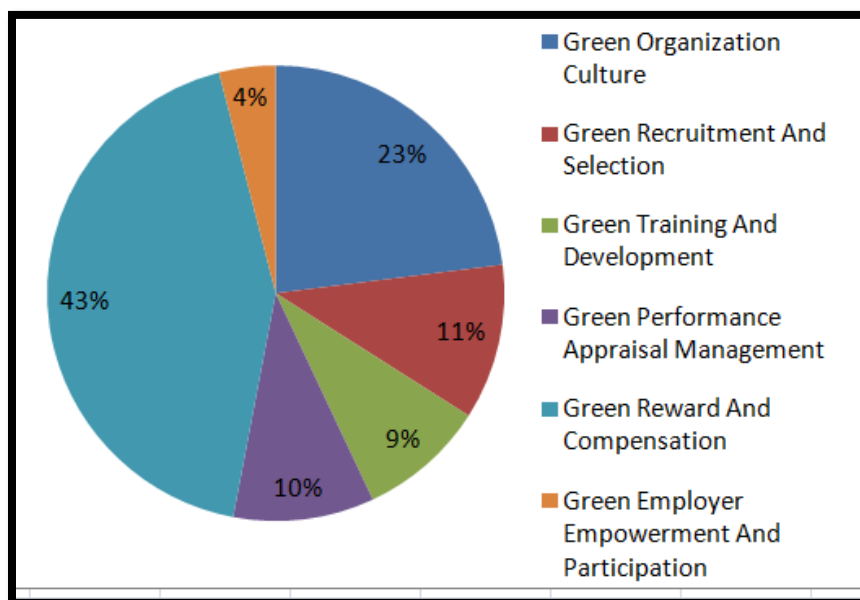
5. WHICH GREEN HRM PRACTICES THAT YOU LIKE THE MOST?

TABLE.4.1.5. TABLE INDICATING FAVOURITE GREEN HRM PRACTICES

FAVOURITE GREEN HRM PRACTICES	FREQUENCY	PERCENTAGE
GREEN ORGANIZATION CULTURE	46	23%
GREEN RECRUITMENT AND SELECTION	22	11%
GREEN TRAINING AND DEVELOPMENT	18	9%
GREEN PERFORMANCE APPRAISAL MANAGEMENT	20	10%
GREEN REWARD AND COMPENSATION	86	43%
GREEN EMPLOYER EMPOWERMENT AND PARTICIPATION	8	4%
TOTAL	200	100%

Source: Primary Data

CHART.4.1.5. CHART REPRESENTING FAVOURITE GREEN HRM PRACTICES



INTERPRETATION:

From the above table and chart, it is interpreted that 23% of the respondents like Green Organization Culture, 11% of respondents liked Green Recruitment and Selection, 9% of respondents liked Green Training and Development, 10% of respondents like Green

Performance Appraisal Management, 43% of respondents liked Reward and Management, 4% of respondents liked Green Employer Empowerment and participation.

INFERENCE:

Majority (43%) of the employees liked Green Reward and Compensation the most.

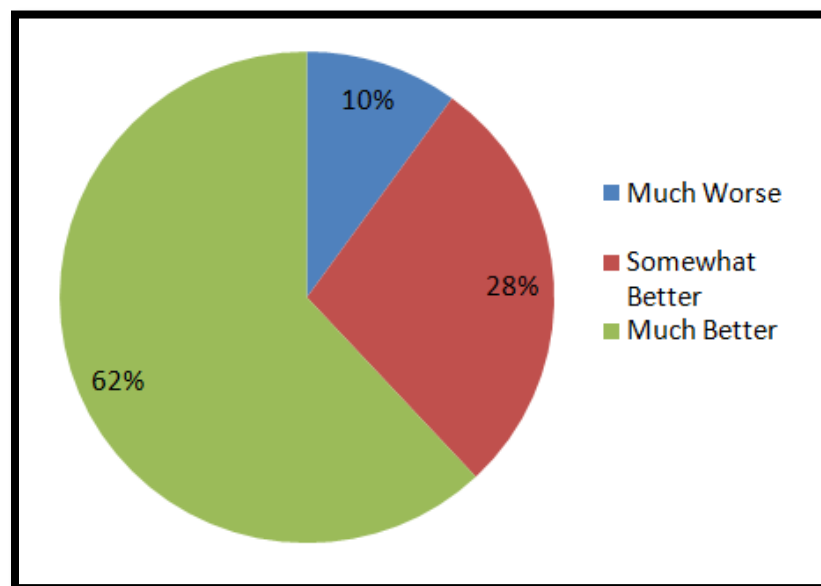
6. HOW DID YOUR COMPANY ENVIRONMENT'S PERFORMANCE HAS DEVELOPED AFTER COMMITMENT TO ENVIRONMENT?

TABLE.4.1.6. TABLE INDICATING COMPANY ENVIRONMENT'S PERFORMANCE

COMPANY ENVIRONMENT PERFORMANCE	FREQUENCY	PERCENTAGE
Much Worse	20	10%
Somewhat Better	56	28%
Much Better	124	62%
TOTAL	200	100%

Source: Primary Data

CHART.4.1.6. CHART REPRESENTING COMPANY ENVIRONMENT'S PERFORMANCE



INTERPRETATION:

From the above table and chart, it is interpreted that 62% of the respondents stated that company environment's performance has developed much better after commitment to

environment, 28% of respondents stated as some what better and 10% of respondents stated as much worse.

INFERENCE:

Majority (62%) of the respondents stated that company environment's performance has developed much better after commitment to environment.

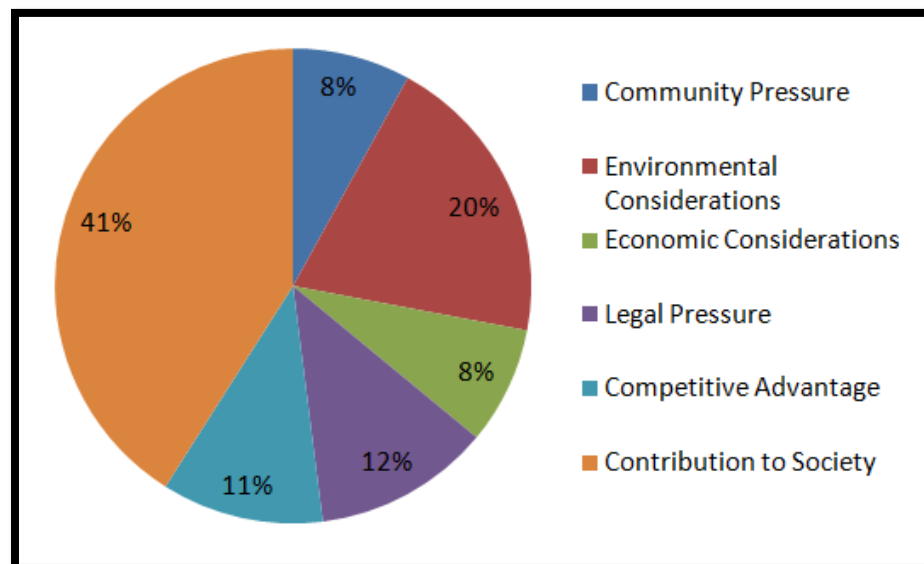
7. WHICH MAIN DRIVER OF GREEN HRM PRACTICES ENCOURAGES YOUR COMPANY?

TABLE.4.1.7. TABLE INDICATING MAIN DRIVER OF GREEN HRM PRACTICES

MAIN DRIVERS	FREQUENCY	PERCENTAGE
Community Pressure	16	8%
Environmental Considerations	40	20%
Economic Considerations	16	8%
Legal Pressure	24	12%
Competitive Advantage	22	11%
Contribution to Society	82	41%
TOTALS	200	100%

Source: Primary Data

CHART.4.1.7. CHART REPRESENTING MAIN DRIVER OF GREEN HRM PRACTICES



INTERPRETATION:

From the above table and chart, it is interpreted that 8% of the respondents stated Community Pressure, 20% of the respondents stated Environmental Considerations,

8% of the respondents stated Economic considerations, 12% of the respondents stated Legal Pressure, 11% of the respondents stated Competitive Advantage and 41% of the respondents stated Contribution to Society as the main driver Green HRM Practices that encourages our Company.

INFERENCE:

Majority (41%) of the respondents stated that Contribution to Society as the main driver Green HRM Practices that encourages our Company.

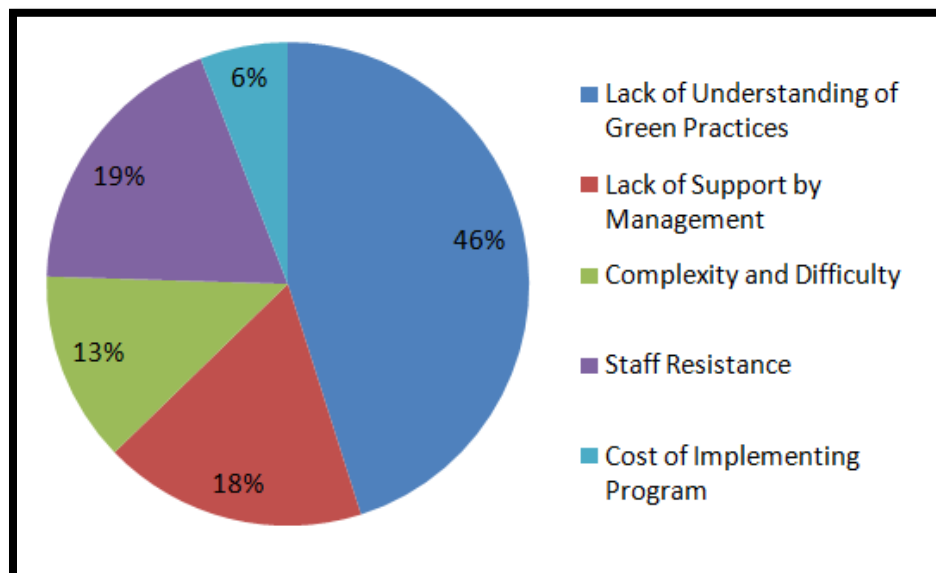
8. WHICH MAIN BARRIER OF GREEN HRM PRACTICES THAT LIMITS YOUR COMPANY?

TABLE.4.1.8. TABLE INDICATING BARRIER OF GREEN HRM PRACTICES

BARRIERS	FREQUENCY	PERCENTAGE
Lack of Understanding of Green Practices	92	46%
Lack of Support by Management	36	18%
Complexity and Difficulty	26	13%
Staff Resistance	34	19%
Cost of Implementing Program	12	6%
TOTALS	200	100%

Source: Primary Data

CHART.4.1.8. CHART REPRESENTING BARRIER OF GREEN HRM PRACTICES



INTERPRETATION:

From the above table and chart, it is interpreted that 46% of the respondents stated Lack of Understanding of Green Practices, 18% of the respondents stated Lack of

Support by Management, 13% of the respondents stated Complexity and Difficulty, 19% of the respondents stated Staff Resistance, 6% of the respondents stated Cost of Implementing Program as the barriers of Green HRM Practices that limits our Company.

INFERENCE:

Majority (46%) of the respondents stated Lack of Understanding of Green Practices as the barriers of Green HRM Practices that limits our Company.

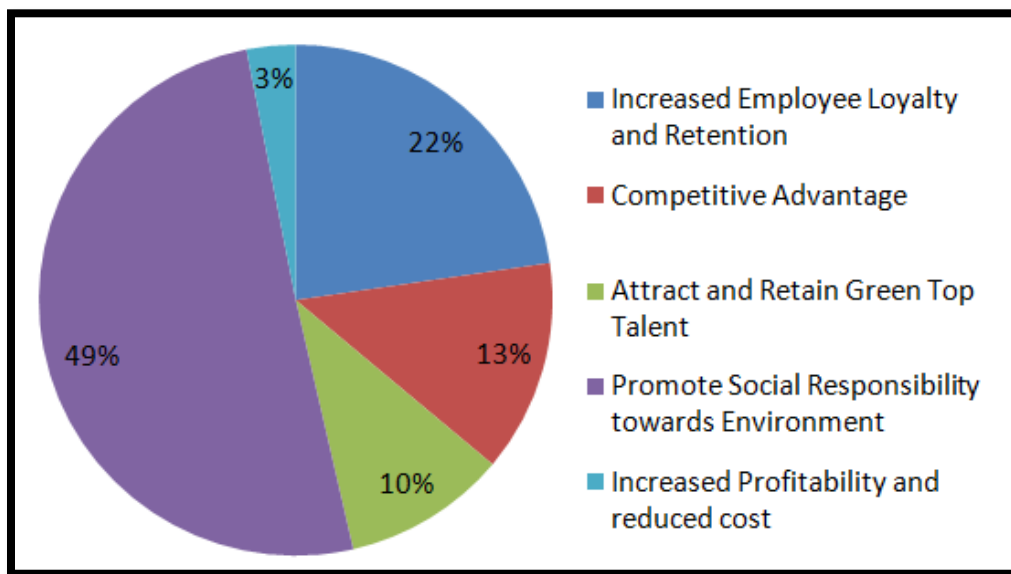
9. WHAT MAKES YOUR COMPANY TO GAIN POSITIVE OUTCOME FROM ENCOURAGING GREEN HRM PRACTICES?

TABLE.4.1.9. TABLE INDICATING OUTCOME OF GREEN HRM PRACTICES

OUTCOME OF GREEN HRM PRACTICES	FREQUENCY	PERCENTAGE
Increased Employee Loyalty and Retention	44	22%
Competitive Advantage	26	13%
Attract and Retain Green Top Talent	20	10%
Promote Social Responsibility towards Environment	98	49%
Increased Profitability and reduced cost	6	3%
Better Environment Performance	6	3%
TOTAL	200	100%

Source: Primary Data

CHART.4.1.9. CHART REPRESENTING OUTCOME OF GREEN HRM PRACTICES



INTERPRETATION:

From the above table and chart, it is interpreted that 22% of the respondents stated Increased Employee Loyalty and Retention, 13% of the respondents stated Competitive

Advantage, 10% of the respondents stated Attract and Retain Green Top Talent, 49% of the respondents stated Promote Social Responsibility towards Environment, 3% of the respondents stated Increased Profitability and 3% of respondents stated that Better Environment Performance as it makes our company to gain positive outcome from encouraging Green HRM Practice.

INFERENCE:

Majority (49%) of the respondents stated Promote Social Responsibility towards Environment as it makes our company to gain positive outcome from encouraging Green HRM Practice.

WHAT EXTENT DOES YOUR ORGANIZATION USE THE FOLLOWING METHODS TO ENCOURAGE STAFF TO BEHAVE IN A PRO ENVIRONMENT WAY?

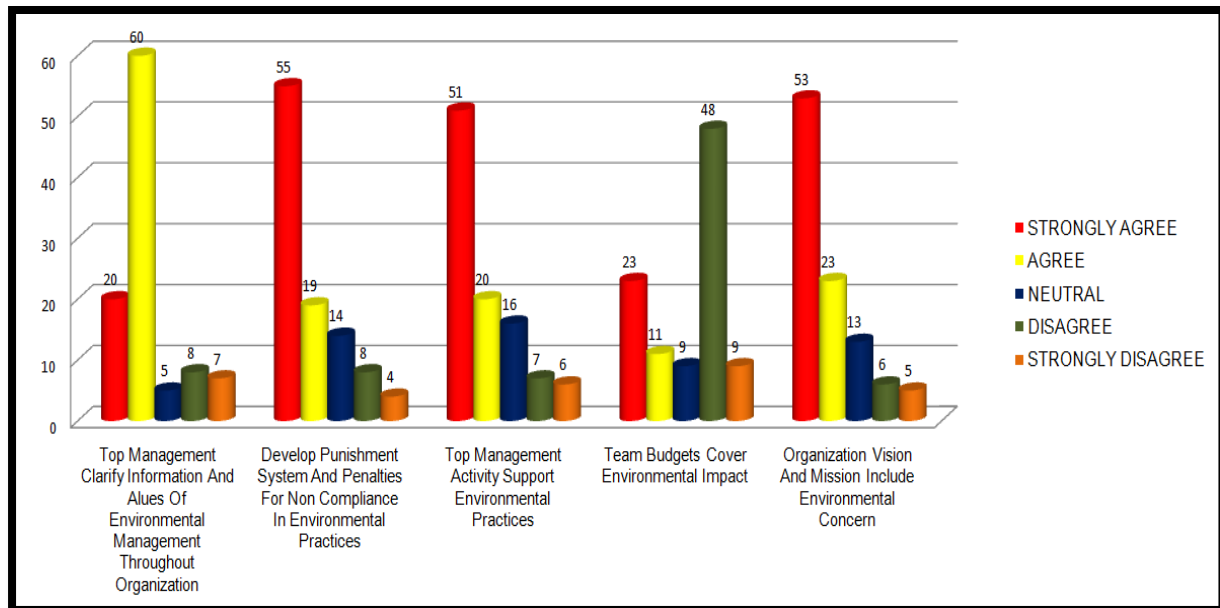
10. GREEN ORGANIZATION CULTURE

TABLE.4.1.10. TABLE INDICATING THE STATEMENTS OF GREEN ORGANIZATION CULTURE

GREEN ORGANIZATION CULTURE	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
Top Management Clarify Information And Alues Of Environmental Management Throughout Organization	40	20	120	60	10	5	16	8	14	7	200	100
Develop Punishment System And Penalties For Non Compliance In Environmental Practices	110	55	38	19	28	14	16	8	8	4	200	100
Top Management Activity Support Environmental Practices	102	51	40	20	32	16	14	7	12	6	200	100
Team Budgets Cover Environmental Impact	46	23	22	11	18	9	96	48	18	9	200	100
Organization Vision And Mission Include Environmental Concern	106	53	46	23	26	13	12	6	10	5	200	100

Source: Primary Data

CHART.4.1.10. CHART REPRESENTING STATEMENTS OF GREEN ORGANIZATION CULTURE



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 20% of the respondents are strongly agreed, 60% of respondents are agreed, 5% of respondents are neutral, 8% of respondents are disagreed and 7% of respondents are strongly disagreed to the statement that Top Management Clarify Information And Aloes Of Environmental Management Throughout Organization.
- 55% of the respondents are strongly agreed, 19% of respondents are agreed, 14% of respondents are neutral, 8% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Develop Punishment System And Penalties For Non Compliance In Environmental Practices.
- 51% of the respondents are strongly agreed, 20% of respondents are agreed, 16% of respondents are neutral, 7% of respondents are disagreed and 6% of respondents are strongly disagreed to the statement that Top Management Activity Support Environmental Practices

- 23% of the respondents are strongly agreed, 11% of respondents are agreed, 9% of respondents are neutral, 48% of respondents are disagreed and 9% of respondents are strongly disagreed to the statement that Team Budgets Cover Environmental Impact
- 53% of the respondents are strongly agreed, 23% of respondents are agreed, 13% of respondents are neutral, 6% of respondents are disagreed and 5% of respondents are strongly disagreed to the statement that Organization Vision And Mission Include Environmental Concern.

INFERENCE:

- Majority (60%) are agree to the statement that Top Management Clarify Information And Aloes Of Environmental Management Throughout Organization.
- Majority (55%)are strongly agreed to the statement that Develop Punishment System And Penalties For Non Compliance In Environmental Practices.
- Majority (51%) are strongly agreed to the statement that Top Management Activity Support Environmental Practices.
- Majority (48%) disagreed to the statement that Team Budgets Cover Environmental Impact.
- Majority (53%) are strongly agreed to the statement that Organization Vision And Mission Include Environmental Concern.

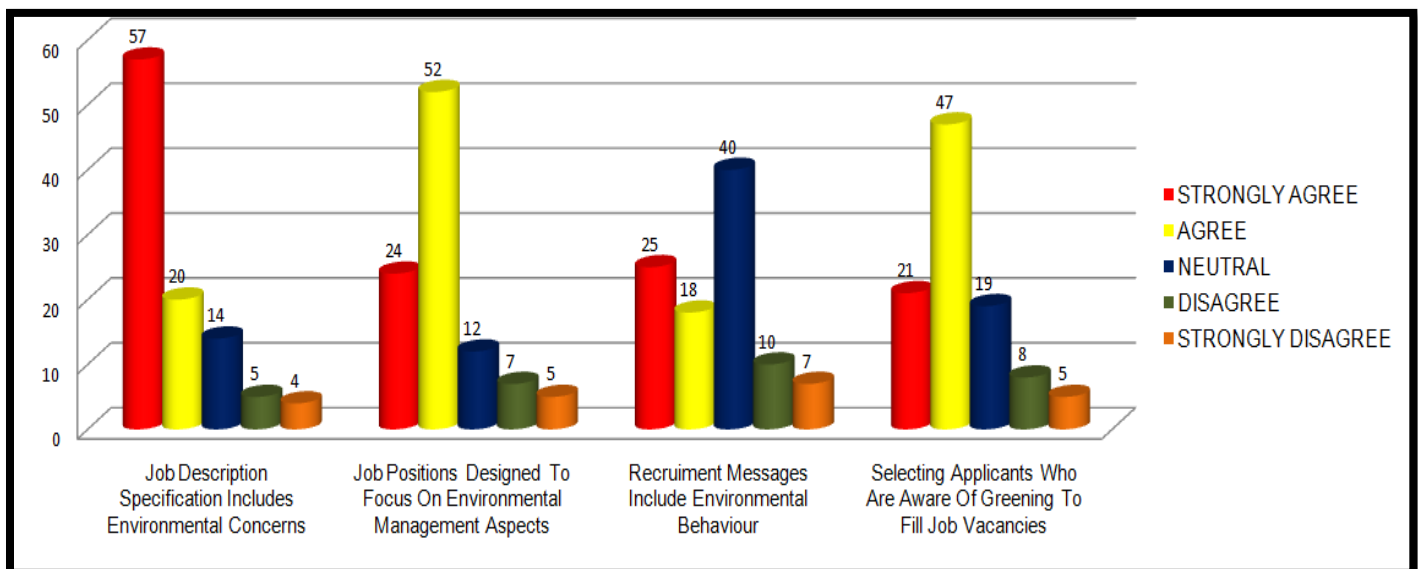
11. GREEN RECRUITMENT AND SELECTION

TABLE.4.1.11. TABLE INDICATING THE STATEMENTS OF GREEN RECRUITMENT AND SELECTION

GREEN RECRUITMENT AND SELECTION	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
Job Description Specification Includes Environmental Concerns	114	57	40	20	28	14	10	5	8	4	200	100
Job Positions Designed To Focus On Environmental Management Aspects	48	24	104	52	24	12	14	7	10	5	200	100
Recruitment Messages Include Environmental Behaviour	50	25	36	18	80	40	20	10	14	7	200	100
Selecting Applicants Who Are Aware Of Greening To Fill Job Vacancies	42	21	94	47	38	19	16	8	10	5	200	100

Source: Primary Data

CHART.4.1.11. CHART REPRESENTING THE STATEMENTS OF GREEN RECRUITMENT AND SELECTION



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 57% of the respondents are strongly agreed, 20% of respondents are agreed, 14% of respondents are neutral, 5% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Job Description Specification Includes Environmental Concerns.
- 24% of the respondents are strongly agreed, 52% of respondents are agreed, 12% of respondents are neutral, 7% of respondents are disagreed and 5% of respondents are strongly disagreed to the statement that Job Positions Designed To Focus On Environmental Management Aspects.
- 25% of the respondents are strongly agreed, 18% of respondents are agreed, 40% of respondents are neutral, 10% of respondents are disagreed and 7% of respondents are strongly disagreed to the statement that Recruit Messages Include Environmental Behaviour.
- 21% of the respondents are strongly agreed, 47% of respondents are agreed, 19% of respondents are neutral, 8% of respondents are disagreed and 5% of respondents are strongly disagreed to the statement that Selecting Applicants Who Are Aware Of Greening To Fill Job Vacancies.

INFERENCE:

- Majority (57%) are strongly agreed to the statement that Job Description Specification Includes Environmental Concerns
- Majority (52%) are agreed to the statement that Job Positions Designed To Focus On Environmental Management Aspects
- Majority (40%) are neutral to the statement that Recruit Messages Include Environmental Behaviour
- Majority (47%) are agreed to the statement that Selecting Applicants Who Are Aware Of Greening To Fill Job Vacancies.

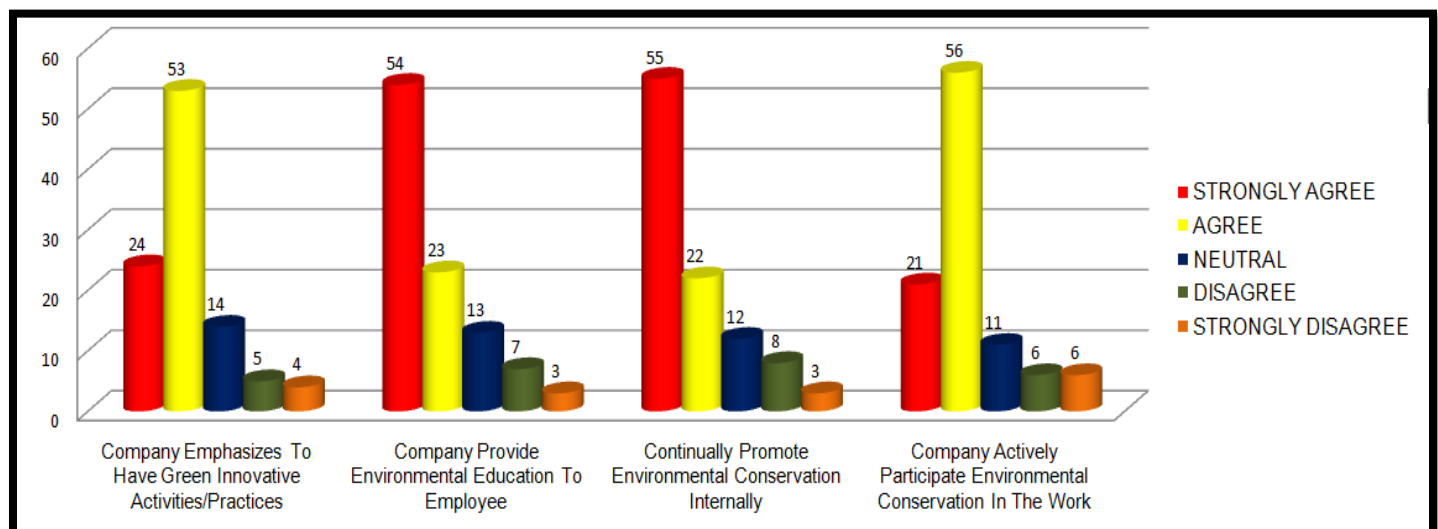
12. GREEN TRAINING AND DEVELOPMENT

TABLE.4.1.12. TABLE INDICATING THE STATEMENTS OF GREEN TRAINING AND DEVELOPMENT

GREEN TRAINING AND DEVELOPMENT	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
Company Emphasizes To Have Green Innovative Activities/Practices	48	24	106	53	28	14	10	5	8	4	200	100
Company Provide Environmental Education To Employee	108	54	46	23	26	13	14	7	6	3	200	100
Continually Promote Environmental Conservation Internally	110	55	44	22	24	12	16	8	6	3	200	100
Company Actively Participate Environmental Conservation In The Work	42	21	112	56	22	11	12	6	12	6	200	100

Source: Primary Data

CHART.4.1.12. CHART REPRESENTING THE STATEMENTS OF GREEN TRAINING AND DEVELOPMENT



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 24% of the respondents are strongly agreed, 53% of respondents are agreed, 14% of respondents are neutral, 5% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Company Emphasizes To Have Green Innovative Activities/Practices.
- 24% of the respondents are strongly agreed, 53% of respondents are agreed, 14% of respondents are neutral, 5% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Company Provide Environmental Education To Employee.
- 24% of the respondents are strongly agreed, 53% of respondents are agreed, 14% of respondents are neutral, 5% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Continually Promote Environmental Conservation Internally.
- 24% of the respondents are strongly agreed, 53% of respondents are agreed, 14% of respondents are neutral, 5% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Company Actively Participate Environmental Conservation In The Work.

INFERENCE:

- Majority (53%) are agreed to the statement that Company Emphasizes To Have Green Innovative Activities/Practices.
- Majority (54%) are strongly agreed to the statement that Company Provide Environmental Education To Employee.
- Majority (55%) are strongly agreed to the statement that Continually Promote Environmental Conservation Internally.
- Majority (56%) are agreed to the statement that. Company Actively Participate Environmental Conservation In The Work.

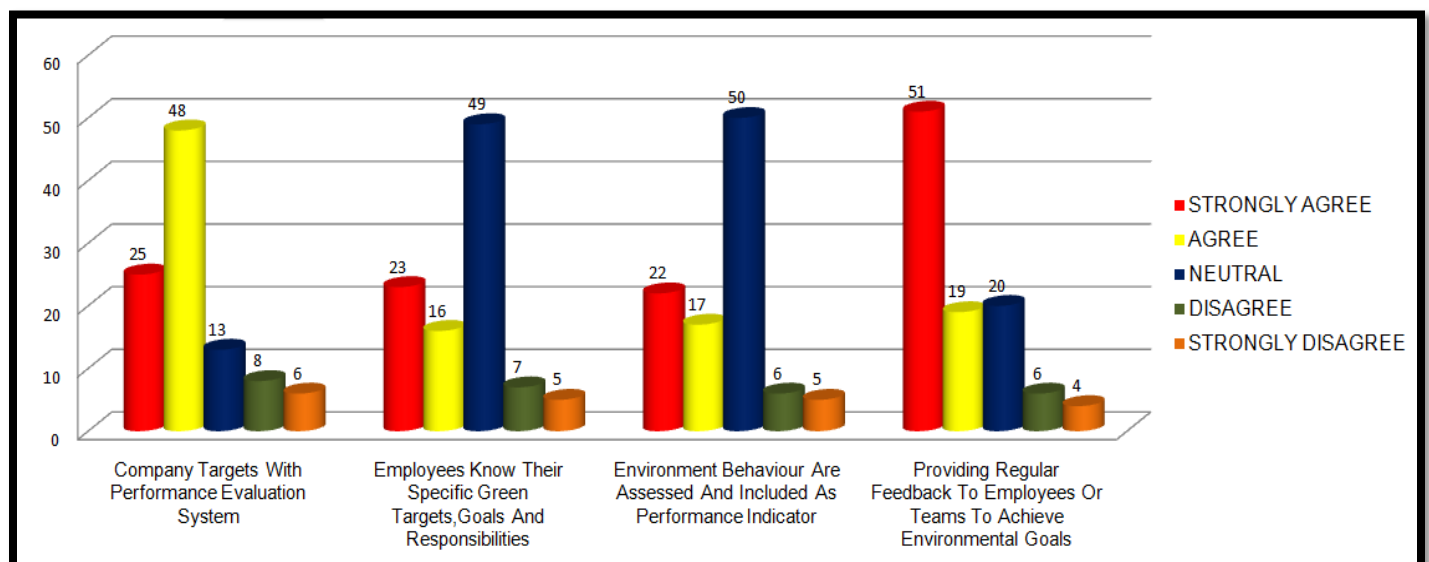
13. GREEN PERFORMANCE APPRAISAL MANAGEMENT

TABLE.4.1.13. TABLE INDICATING THE STATEMENTS OF GREEN PERFORMANCE APPRAISAL MANAGEMENT

GREEN PERFORMANCE APPRAISAL MANAGEMENT	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
Company Targets With Performance Evaluation System	50	25	96	48	26	13	16	8	12	6	200	100
Employees Know Their Specific Green Targets,Goals And Responsibilities	46	23	32	16	98	49	14	7	10	5	200	100
Environment Behaviour Are Assessed And Included As Performance Indicator	44	22	34	17	100	50	12	6	10	5	200	100
Providing Regular Feedback To Employees Or Teams To Achieve Environmental Goals	102	51	38	19	40	20	12	6	8	4	200	100

Source: Primary Data

CHART.4.1.13. CHART REPRESENTING THE STATEMENTS OF GREEN PERFORMANCE APPRAISAL MANAGEMENT



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 25% of the respondents are strongly agreed, 48% of respondents are agreed, 13% of respondents are neutral, 8% of respondents are disagreed and 6% of respondents are strongly disagreed to the statement that Company Targets With Performance Evaluation System.
- 23% of the respondents are strongly agreed, 16% of respondents are agreed, 49% of respondents are neutral, 7% of respondents are disagreed and 5% of respondents are strongly disagreed to the statement that Employees Know Their Specific Green Targets,Goals And Responsibilities.
- 22% of the respondents are strongly agreed, 17% of respondents are agreed, 50% of respondents are neutral, 6% of respondents are disagreed and 5% of respondents are strongly disagreed to the statement that Environment Behaviour Are Assessed And Included As Performance Indicator .
- 51% of the respondents are strongly agreed, 19% of respondents are agreed, 20% of respondents are neutral, 6% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Providing Regular Feedback To Employees Or Teams To Achieve Environmental Goals.

INFERENCE:

- Majority (48%) are agreed to the statement that Company Targets With Performance Evaluation System.
- Majority (49%) are neutral to the statement that Employees Know Their Specific Green Targets,Goals And Responsibilities.
- Majority (50%) are neutral to the statement that Environment Behaviour Are Assessed And Included As Performance Indicator.
- Majority (51%) are strongly agreed to the statement that Providing Regular Feedback To Employees Or Teams To Achieve Environmental Goals.

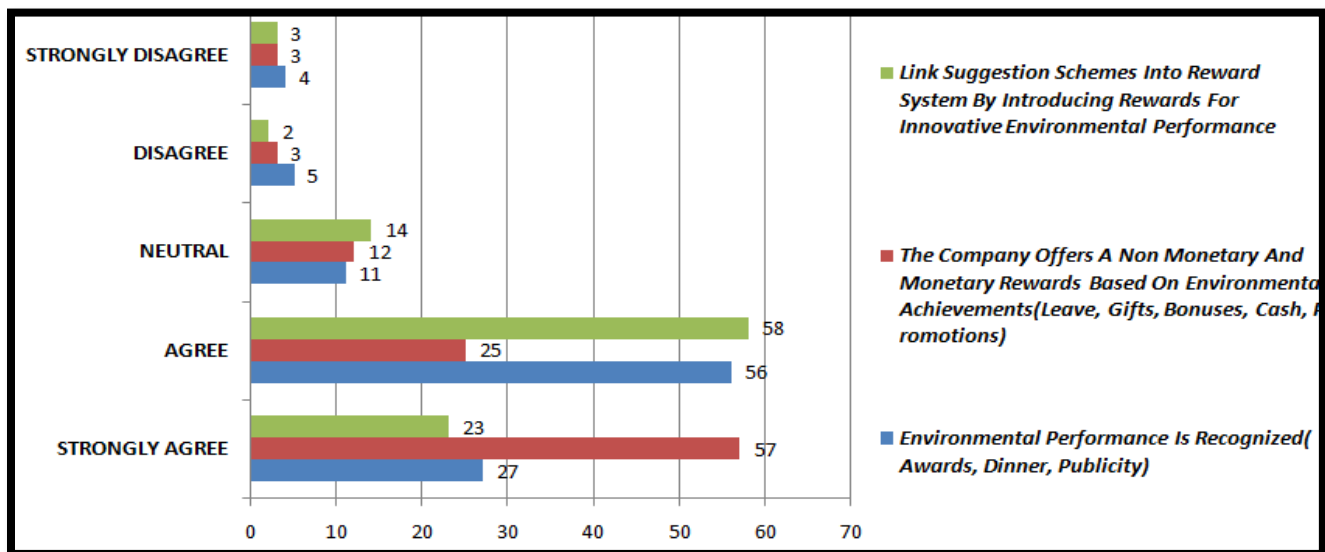
14. GREEN REWARD AND COMPENSATION

TABLE.4.1.14. TABLE INDICATING THE STATEMENTS OF GREEN REWARDS AND COMPENSATION

GREEN REWARD AND COMPENSATION	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
Environmental Performance Is Recognized(Awards, Dinner, Publicity)	48	27	112	56	22	11	10	5	8	4	200	100
The Company Offers A Non Monetary And Monetary Rewards Based On Environmental Achievements (Leave, Gifts, Bonuses, Cash, Promotions)	114	57	50	25	24	12	6	3	6	3	200	100
Link Suggestion Schemes Into Reward System By Introducing Rewards For Innovative Environmental Performance	46	23	116	58	28	14	4	2	6	3	200	100

Source: Primary Data

CHART.4.1.14. CHART REPRESENTING THE STATEMENTS OF GREEN REWARDS AND COMPENSATION



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 24% of the respondents are strongly agreed, 56% of respondents are agreed, 11% of respondents are neutral, 5% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that Environmental Performance Is Recognized(Awards, Dinner, Publicity).
- 57% of the respondents are strongly agreed, 25% of respondents are agreed, 12% of respondents are neutral, 3% of respondents are disagreed and 3% of respondents are strongly disagreed to the statement that The Company Offers A Non Monetary And Monetary Rewards Based On Environmental Achievements (Leave, Gifts, Bonuses, Cash, Promotions)
- 23% of the respondents are strongly agreed, 58% of respondents are agreed, 14% of respondents are neutral, 2% of respondents are disagreed and 3% of respondents are strongly disagreed to the statement that Link Suggestion Schemes Into Reward System By Introducing Rewards For Innovative Environmental Performance.

INFERENCE:

- Majority (56%) are agreed to the statement that Environmental Performance Is Recognized(Awards, Dinner, Publicity).
- Majority (57%) are strongly agreed to the statement that The Company Offers A Non Monetary And Monetary Rewards Based On Environmental Achievements (Leave, Gifts, Bonuses, Cash, Promotions)
- Majority (58%) are agreed to the statement that Link Suggestion Schemes Into Reward System By Introducing Rewards For Innovative Environmental Performance.

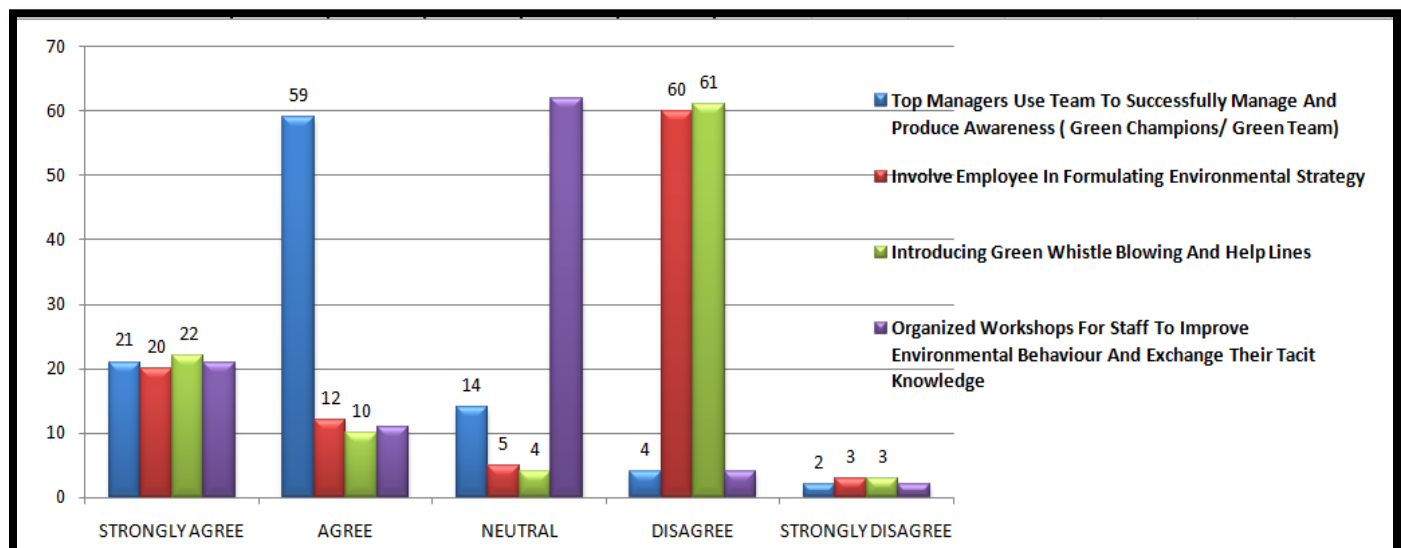
15. GREEN EMPLOYEE EMPOWERMENT AND PARTICIPATION

TABLE.4.1.15. TABLE INDICATING THE STATEMENTS OF GREEN EMPLOYEE EMPOWERMENT AND PARTICIPATION

GREEN EMPLOYEE EMPOWERMENT AND PARTICIPATION	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
Top Managers Use Team To Successfully Manage And Produce Awareness (Green Champions/ Green Team)	42	21	118	59	28	14	8	4	4	2	200	100
Involve Employee In Formulating Environmental Strategy	40	20	24	12	10	5	120	60	6	3	200	100
Introducing Green Whistle Blowing And Help Lines	44	22	20	10	8	4	122	61	6	3	200	100
Organized Workshops For Staff To Improve Environmental Behaviour And Exchange Their Tacit Knowledge	42	21	22	11	124	62	8	4	4	2	200	100

Source: Primary Data

CHART.4.1.15. CHART REPRESENTING THE STATEMENTS OF GREEN EMPLOYEE EMPOWERMENT AND PARTICIPATION



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 21% of the respondents are strongly agreed, 59% of respondents are agreed, 14% of respondents are neutral, 4% of respondents are disagreed and 2% of respondents are strongly disagreed to the statement that Top Managers Use Team To Successfully Manage And Produce Awareness (Green Champions/ Green Team).
- 20% of the respondents are strongly agreed, 12% of respondents are agreed, 5% of respondents are neutral, 60% of respondents are disagreed and 3% of respondents are strongly disagreed to the statement that The Involve Employee In Formulating Environmental Strategy.
- 22% of the respondents are strongly agreed, 10% of respondents are agreed, 4% of respondents are neutral, 61% of respondents are disagreed and 3% of respondents are strongly disagreed to the statement that Introducing Green Whistle Blowing And Help Lines.
- 21% of the respondents are strongly agreed, 11% of respondents are agreed, 62% of respondents are neutral, 4% of respondents are disagreed and 2% of respondents are strongly disagreed to the statement that Organized Workshops For Staff To Improve Environmental Behaviour And Exchange Their Tacit Knowledge.

INFERENCE:

- Majority (59%) are agreed to the statement that Top Managers Use Team To Successfully Manage And Produce Awareness (Green Champions/ Green Team).
- Majority (60%) are disagreed to the statement that The Involve Employee In Formulating Environmental Strategy.
- Majority (61%) are disagreed to the statement that Introducing Green Whistle Blowing And Help Lines.
- Majority (62%) are neutral to the statement that Organized Workshops For Staff To Improve Environmental Behaviour And Exchange Their Tacit Knowledge

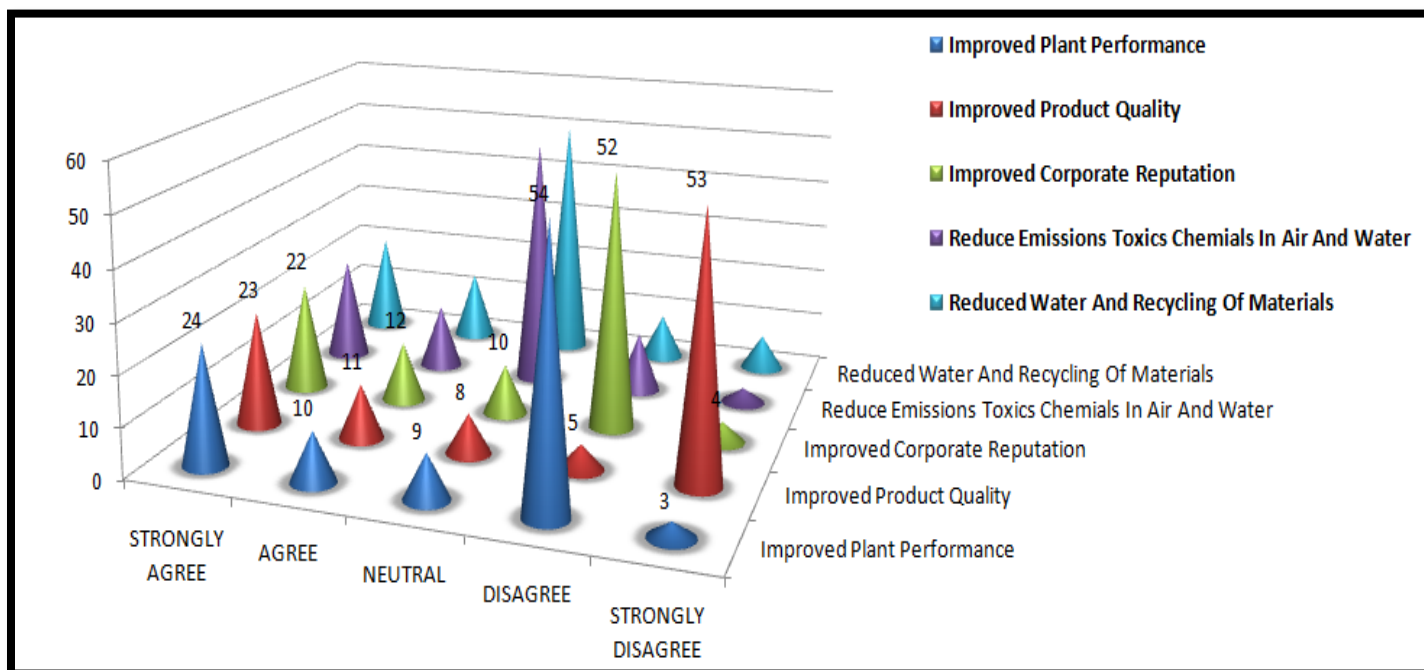
16. TO WHAT EXTENT DID YOUR COMPANY ENVIRONMENT'S PERFORMANCE HAS DEVELOPED AFTER COMMITMENT TO ENVIRONMENT?

TABLE.4.1.16. TABLE INDICATING THE STATEMENTS OF COMPANY ENVIRONMENT'S PERFORMANCE AFTER COMMITMENT

COMPANY ENVIRONMENT'S PERFORMANCE AFTER COMMITMENT	MUCH WORSE		SOMEWHAT WORSE		STAYED THE SAME		SOMEWHAT BETTER		MUCH BETTER		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
Improved Plant Performance	48	24	20	10	18	9	108	54	6	3	200	100
Improved Product Quality	46	23	22	11	16	8	10	5	106	53	200	100
Improved Corporate Reputation	44	22	24	12	20	10	104	52	8	4	200	100
Reduce Emissions Toxics Chemicals In Air And Water	42	21	26	13	102	51	24	12	6	3	200	100
Reduced Water And Recycling Of Materials	40	20	28	14	100	50	18	9	14	7	200	100

Source: Primary Data

CHART.4.1.16. CHART REPRESENTING THE STATEMENTS OF COMPANY ENVIRONMENT'S PERFORMANCE AFTER COMMITMENT



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 24% of the respondents stated that Improved Plant Performance is much worse after commitment to environment, 10% stated as somewhat worse, 9% told it was stay the same, 54% of respondents felt somewhat better where as 3% of respondents felt much better.
- 23% of the respondents stated that Improved Product Quality is much worse after commitment to environment, 11% stated as somewhat worse, 8% told it was stay the same, 5% of respondents felt somewhat better where as 53% of respondents felt much better.
- 22% of the respondents stated that Improved Corporate Reputation is much worse after commitment to environment, 12% stated as somewhat worse, 10% told it was stay the same, 52% of respondents felt somewhat better where as 4% of respondents felt much better.
- 21% of the respondents stated that Reduce Emissions Toxics Chemicals In Air And Water is much worse after commitment to environment, 13% stated as somewhat worse, 51% told it was stay the same, 12% of respondents felt somewhat better where as 3% of respondents felt much better.
- 20% of the respondents stated that Reduced Water And Recycling Of Materials is much worse after commitment to environment, 14% stated as somewhat worse, 50% told it was stay the same, 9% of respondents felt somewhat better where as 7% of respondents felt much better.

INFERENCE:

- Majority (54%) felt improved plant performance as somewhat better after employees commitment to environment.
- Majority (53%) felt Improved Product Quality as much better after employees commitment to environment.
- Majority (52%) felt Improved Corporate Reputation as somewhat better after employees commitment to environment.
- Majority (51%) felt Reduce Emissions Toxics Chemicals In Air And Water as it stayed the same after employees commitment to environment.

- Majority (50%) felt Reduced Water And Recycling Of Materials as it stayed the same after employees commitment to environment.

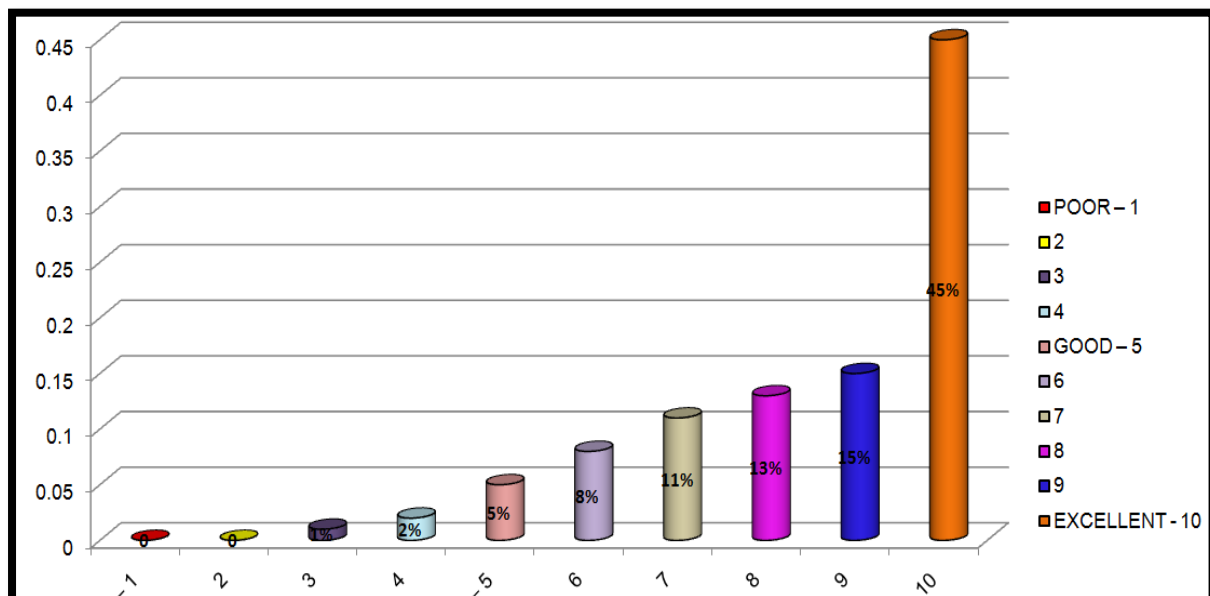
17. RATING FOR OVERALL GREEN HRM IN YOUR COMPANY:

TABLE.4.1.17. TABLE INDICATING THE RATING FOR OVERALL GREEN HRM IN YOUR COMPANY

RATING FOR OVERALL GREEN HRM IN YOUR COMPANY	FREQUENCY	PERCENTAGE
POOR – 1	0	0
2	0	0
3	2	1%
4	4	2%
GOOD – 5	10	5%
6	16	8%
7	22	11%
8	26	13%
9	30	15%
EXCELLENT - 10	90	45%
TOTAL	200	100%

Source: Primary Data

CHART.4.1.17. CHART REPRESENTING THE RATING FOR OVERALL GREEN HRM IN YOUR COMPANY



INTERPRETATION:

From the above table and chart, it is interpreted that 45% given 10 ratings, 15% given 9 ratings, 13% given 8 ratings, 11% given 7 ratings, 8% given 6 ratings, 5% given 5 ratings, 2% given 4 ratings, 1% given 3 ratings and none of them given 1 or 2 ratings for overall Green HRM in our company.

INFERENCE:

Majority (45%) of the respondents given 10 ratings. Hence they are very likely to implement Green HRM practices in the company.

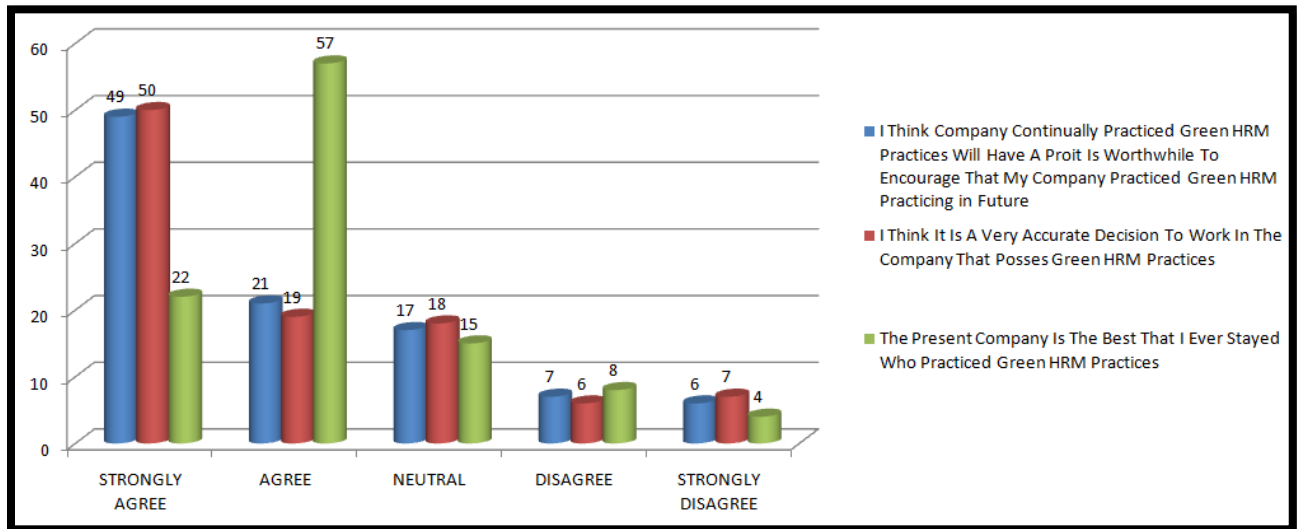
18. ORGANIZATIONAL COMMITMENT

TABLE.4.1.18. TABLE INDICATING THE STATEMENTS OF GREEN ORGANIZATIONAL COMMITMENT

GREEN ORGANIZATIONAL COMMITMENT	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE		TOTAL	
	F	P	F	P	F	P	F	P	F	P	F	P
I Think Company Continually Practiced Green HRM Practices Will Have A Profit Is Worthwhile To Encourage That My Company Practiced Green HRM Practicing in Future	98	49	42	21	24	17	14	7	12	6	200	100
I Think It Is A Very Accurate Decision To Work In The Company That Posses Green HRM Practices	100	50	38	19	36	18	12	6	14	7	200	100
The Present Company Is The Best That I Ever Stayed Who Practiced Green HRM Practices	44	22	102	57	30	15	16	8	8	4	200	100

Source: Primary Data

CHART.4.1.18. CHART REPRESENTING THE STATEMENTS OF GREEN ORGANIZATIONAL COMMITMENT



INTERPRETATION:

From the above table and chart, the following are interpreted,

- 49% of the respondents are strongly agreed, 21% of respondents are agreed, 17% of respondents are neutral, 7% of respondents are disagreed and 6% of respondents are strongly disagreed to the statement that I Think Company Continually Practiced Green HRM Practices Will Have A Profit Is Worthwhile To Encourage That My Company Practiced Green HRM Practicing in Future.
- 50% of the respondents are strongly agreed, 19% of respondents are agreed, 18% of respondents are neutral, 6% of respondents are disagreed and 7% of respondents are strongly disagreed to the statement that I Think It Is A Very Accurate Decision To Work In The Company That Posses Green HRM Practices.
- 22% of the respondents are strongly agreed, 57% of respondents are agreed, 15% of respondents are neutral, 8% of respondents are disagreed and 4% of respondents are strongly disagreed to the statement that The Present Company Is The Best That I Ever Stayed Who Practiced Green HRM Practices.

INFERENCE:

- Majority (49%) are strongly agreed to the statement that I Think Company Continually Practiced Green HRM Practices Will Have A Profit Is Worthwhile To Encourage That My Company Practiced Green HRM Practicing in Future
- Majority (50%) are strongly agreed to the statement that I Think It Is A Very Accurate Decision To Work In The Company That Posses Green HRM Practices.
- Majority (51%) are agreed to the statement that The Present Company Is The Best That I Ever Stayed Who Practiced Green HRM Practices.
-

4.2.CHI SQUARE TEST:

H_{01} (Null hypothesis) = **THERE IS NO SIGNIFICANT DIFFERENCE BETWEEN THE EDUCATIONAL QUALIFICATION AND THE OVERALL GREEN HRM PRACTICES**

H_{11} (Alternate hypothesis) = **THERE IS A SIGNIFICANT DIFFERENCE BETWEEN THE EDUCATIONAL QUALIFICATION AND THE OVERALL GREEN HRM PRACTICES**

TABLE 4.2.TABLE INDICATING THE CHI SQUARE TEST

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.45 ^a	2	.000
Likelihood Ratio	75.42	2	.000
Linear-by-Linear Association	52.1	1	.000
No of Valid Cases	200		
a. 0 cells (0%) have expected count less than 5. The minimum expected count is 3.14.			

INFERENCE:

Since p value is less than 0.05. we reject null hypothesis & accept alternate hypothesis. Hence , there is a significant difference between educational qualification & Green HRM practices

4.3.ONE WAY ANOVA:

H₀₂(Null hypothesis) = **THERE IS NO SIGNIFICANT DIFFERENCE BETWEEN THE AGE AND THE GREEN HRM PRACTICES**

H₁₂(Alternate hypothesis) = **THERE IS A SIGNIFICANT DIFFERENCE BETWEEN THE AGE AND THE GREEN HRM PRACTICES**

TABLE 4.3. 1.TABLE INDICATING HYPOTHESIS - 2

	N	MEAN	STD. DEVIATION	95% CONFIDENCE INTERVAL FOR MEAN		MINIMUM	MAXIMUM
				LOWER BOUND	UPPER BOUND		
GREEN ORGANIZATION CULTURE	46	19.16	.364	1.51	1.90	1	2
GREEN RECRUITMENT AND SELECTION	22	18.33	.000	2.00	2.00	2	2
GREEN TRAINING AND DEVELOPMENT	18	22.50	.385	2.43	2.91	2	3
GREEN PERFORMANCE APPRAISAL MANAGEMENT	20	23.33	.000	3.00	3.00	3	3
GREEN REWARD AND COMPENSATION	86	45.12	.000	3.00	3.00	3	3
GREEN EMPLOYER EMPOWERMENT AND PARTICIPATION	8	4.36	.260	2.00	2.00	2	2
TOTAL	200	10.0	.497	2.04	2.33	1	3

***Significant at p<0.001

TABLE 4.3. 2.TABLE INDICATING ONE WAY ANOVA

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
GREEN ORGANIZATION CULTURE	Between Groups	354.171	4	118.057	762.038	.000
	Within Groups	53.603	196	.155		
	Total	407.774	200			
GREEN RECRUITMENT AND SELECTION	Between Groups	366.105	4	122.035	586.348	.000
	Within Groups	72.012	196	.208		
	Total	438.117	200			
GREEN TRAINING AND DEVELOPMENT	Between Groups	368.047	4	122.682	479.136	.000
	Within Groups	88.593	196	.256		
	Total	456.640	200			
GREEN PERFORMANCE APPRAISAL MANAGEMENT	Between Groups	340.883	4	113.628	689.851	.000
	Within Groups	56.991	196	.165		
	Total	397.874	200			
GREEN REWARD AND COMPENSATION	Between Groups	458.187	4	152.729	536.871	.000
	Within Groups	98.430	196	.284		
	Total	556.617	200			
GREEN EMPLOYER EMPOWERMENT AND PARTICIPATION	Between Groups	395.847	4	131.949	790.934	.000
	Within Groups	57.722	196	.167		
	Total	453.569	200			

INFERENCE:

Since p value (0.000) is less than 0.05 at 5 percent level of significance we accept the alternate hypothesis and reject the null hypothesis. Hence there is a significant difference between the Age and Green HRM practices.

4.4. Hypothesis Testing t test

H_{0 3} = There is no significant difference between male and female with respect to the Green HRM practices and Job Commitment.

H_{1 3}= There is a significant difference between male and female with respect to the Green HRM practices and Job Commitment.

TABLE 4.3.Table indicating T TEST

VARIABLES	GENDER	N	MEAN	S.D	"t value	"p value
GREEN ORGANIZATION CULTURE	Male	120	1.3568	1.0195	37.886	0.000**
	Female	80	0.7079			
GREEN RECRUITMENT AND SELECTION	Male	120	1.0420	0.7625	38.905	0.000**
	Female	80	0.5436			
GREEN TRAINING AND DEVELOPMENT	Male	120	1.6572	1.0733	43.958	0.000**
	Female	80	0.8646			
GREEN PERFORMANCE APPRAISAL MANAGEMENT	Male	120	1.6854	1.0974	43.723	0.000**
	Female	80	0.8793			
GREEN REWARD AND COMPENSATION	Male	120	1.6661	0.9158	51.791	0.000**
	Female	80	0.8692			
GREEN EMPLOYER EMPOWERMENT AND PARTICIPATIO	Male	120	21.4616	27.2671	254.698	0.000**
	Female	80	11.1973			

***Significant at $p < 0.001$

INFERENCE:

From the above table, it is inferred that all the null hypothesis are rejected as the p value is lesser than 0.001,so we accept alternate hypothesis. Hence, there is a significant difference between male and female with respect to Green HRM practices and Job commitment

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. FINDINGS:

A. SOCIO DEMOGRAPHIC DETAILS:

1. Majority (100) of the respondents are under the age group of 21 to 30 years as they constitutes 50% of my sample.
2. Majority (110) of the respondents are married as they constitutes 55% of my sample.
3. Majority (66%) of the respondents are graduates.
4. Majority (51%) of the respondents are earning from Rs.50,000 to Rs.1,00,000 as annual income in this company.
5. Majority (43%) of the employees liked Green Reward and Compensation the most.
6. Majority (62%) of the respondents stated that company environment's performance has developed much better after commitment to environment.
7. Majority (41%) of the respondents stated that Contribution to Society as the main driver Green HRM Practices that encourages our Company.
8. Majority (46%) of the respondents stated Lack of Understanding of Green Practices as the barriers of Green HRM Practices that limits our Company.
9. Majority (49%) of the respondents stated Promote Social Responsibility towards Environment as it makes our company to gain positive outcome from encouraging Green HRM Practices.
10. Majority (45%) of the respondents given 10 ratings. Hence they are very likely to implement Green HRM practices in the company.

B. GREEN ORGANIZATION CULTURE:

11. Majority (60%) are agree to the statement that Top Management Clarify Information And Aloes Of Environmental Management Throughout Organization.
12. Majority (55%)are strongly agreed to the statement that Develop Punishment System And Penalties For Non Compliance In Environmental Practices.

- 13. Majority (51%) are strongly agreed to the statement that Top Management Activity Support Environmental Practices.
- 14. Majority (48%) disagreed to the statement that Team Budgets Cover Environmental Impact.
- 15. Majority (53%) are strongly agreed to the statement that Organization Vision And Mission Include Environmental Concern.

C. GREEN RECRUITMENT AND SELECTION:

- 16. Majority (57%) are strongly agreed to the statement that Job Description Specification Includes Environmental Concerns
- 17. Majority (52%) are agreed to the statement that Job Positions Designed To Focus On Environmental Management Aspects
- 18. Majority (40%) are neutral to the statement that Recruitment Messages Include Environmental Behavior
- 19. Majority (47%) are agreed to the statement that Selecting Applicants Who Are Aware Of Greening To Fill Job Vacancies.

D. GREEN TRAINING AND DEVELOPMENT:

- 20. Majority (53%) are agreed to the statement that Company Emphasizes To Have Green Innovative Activities/Practices.
- 21. Majority (54%) are strongly agreed to the statement that Company Provide Environmental Education To Employee.
- 22. Majority (55%) are strongly agreed to the statement that Continually Promote Environmental Conservation Internally.
- 23. Majority (56%) are agreed to the statement that. Company Actively Participate Environmental Conservation In The Work.

E. GREEN PERFORMANCE APPRAISAL MANAGEMENT:

- 24. Majority (48%) are agreed to the statement that Company Targets With Performance Evaluation System.
- 25. Majority (49%) are neutral to the statement that Employees Know Their Specific Green Targets, Goals And Responsibilities.
- 26. Majority (50%) are neutral to the statement that Environment Behaviour Are Assessed And Included As Performance Indicator.
- 27. Majority (51%) are strongly agreed to the statement that Providing Regular Feedback To Employees Or Teams To Achieve Environmental Goals.

F. GREEN REWARD AND COMPENSATION:

- 28. Majority (56%) are agreed to the statement that Environmental Performance Is Recognized(Awards, Dinner, Publicity).
- 29. Majority (57%) are strongly agreed to the statement that The Company Offers A Non Monetary And Monetary Rewards Based On Environmental Achievements (Leave, Gifts, Bonuses, Cash, Promotions)
- 30. Majority (58%) are agreed to the statement that Link Suggestion Schemes Into Reward System By Introducing Rewards For Innovative Environmental Performance.

G. GREEN EMPLOYEE EMPOWERMENT AND PARTICIPATION:

- 31. Majority (59%) are agreed to the statement that Top Managers Use Team To Successfully Manage And Produce Awareness (Green Champions/ Green Team).
- 32. Majority (60%) are disagreed to the statement that The Involve Employee In Formulating Environmental Strategy.
- 33. Majority (61%) are disagreed to the statement that Introducing Green Whistle Blowing And Help Lines.
- 34. Majority (62%) are neutral to the statement that Organized Workshops For Staff To Improve Environmental Behaviour And Exchange Their Tacit Knowledge

H. GREEN ENVIRONMENTAL PERFORMANCE:

35. Majority (54%) felt improved plant performance as somewhat better after employees commitment to environment.
36. Majority (53%) felt Improved Product Quality as much better after employees commitment to environment.
37. Majority (52%) felt Improved Corporate Reputation as somewhat better after employees commitment to environment.
38. Majority (51%) felt Reduce Emissions Toxics Chemicals In Air And Water as it stayed the same after employees commitment to environment.
39. Majority (50%) felt Reduced Water And Recycling Of Materials as it stayed the same after employees commitment to environment.

I. GREEN ORGANIZATIONAL COMMITMENT:

40. Majority (49%) are strongly agreed to the statement that I Think Company Continually Practiced Green HRM Practices Will Have A Profit Is Worthwhile To Encourage That My Company Practiced Green HRM Practicing in Future
41. Majority (50%) are strongly agreed to the statement that I Think It Is A Very Accurate Decision To Work In The Company That Posses Green HRM Practices.
42. Majority (51%) are agreed to the statement that The Present Company Is The Best That I Ever Stayed Who Practiced Green HRM Practices.

5.2. SUGGESTIONS & RECOMMENDATIONS:

1. Encouraging employees, through training and compensation, is to find ways to reduce the use of environmentally damaging chemicals in their products.
2. Assisting employees in identifying ways to recycle products that can be used for playgrounds for children who don't have access to healthy places to play.
3. Designing a company's HRM system is to reflect equity, development, and well-being, thus contributing to the long-term health and sustainability of both internal (employees) and external communities.
4. Emphasizing long-term employment security is to avoid disruption for employees, their families, and their communities.

5. Use of job portals of companies for recruitment and custom of telephone, internet, and video interviews, which can lessen the travel requirements of the candidate and affecting the reduction in paperwork.
6. Green rewards to employees can be provided by companies in the arrangement of the nature-friendly workplace and lifestyle benefits through providing carbon credit equalizers, free bicycles, and pollution-free vehicles for transportation to the workplace to engage employees in green agenda.
7. Talented, skilled, and experienced employees are environmentally conscious now, and they always look for self-actualization to be committed to their work. Green HR can create this commitment by following green values and practices.
8. Green actions can occur with minimum use of paper and printed materials in recruitment, training and development, and performance appraisal.
9. A company can create a green business environment by reducing the use of printed materials, increased 'recycling, using eco-friendly grocery and lunch bags, and prohibiting the use of bottled water, plastic in the workplace.
10. Luminous light bulbs and other energy-saving green devices can be used in the workplace.
11. Companies can inspire their employees to change their travel and transportation ways through reducing official car trips, using public transport for business travel, carpooling, providing interest-free loans to purchase hybrid cars, and cycling or walking to work.
12. Conduct business meetings and conferences through the internet, telephone, and video conferencing wherever possible to reduce business travel.
13. Provide flexible work opportunities to employees in telework or work from home by using emails and company portals through intranet and internet.
14. Wellness programs for employees, their family members, and general people can be arranged to focus on physical fitness, proper nutrition, and a healthy lifestyle. As an important green objective, environmental management can be included in the mission statement of the company as a part of their social responsibility. Organizations can arrange cleanliness and waste management initiative in the workplaces and surrounding society to cause awareness about green issues.

15. Encourage the employee to turn off lights, computers, and printers after work hours and on weekends for further energy reductions.
16. Inspire employees to place computers and printers in energy-saving settings when they will be away for a while.
17. Turn off office lights while attending meetings and at night and over the weekend. Turn lights off in restrooms, conference rooms, libraries, and so forth when the room is not in use.
18. Work with IT to switch to laptops over desktop computers because Laptops consume up to 90% less power.
19. Arrange an air conditioning system with discretion.
20. Purchase large or refillable containers of creamer, sugar, salt, pepper, and butter instead of individual containers.
21. Arrange green-themed games to promote environmentally friendly behavior and staff togetherness.
22. Provide green promotion, which includes loan discounts on fuel-efficient cars and energy-saving home improvements, discounts at local green merchants.
23. Reward employees on the basis of green activities to motivate them to be more aware about environment. They should use organization's transport in group rather than privately to ensure less emission of different harmful gases to the atmosphere. Reduce business travel and focus on teleconferencing to minimize the emission of carbon-di-oxide.
24. Make everyone feel concerned about the green benefits (even cash value of greening) to create their willingness towards green. Companies should also create a green identity through green activities that will create a Brand image.
25. Encourage employees to share new ideas regarding environmental issues. Get your surrounding community know about your greening practice that will make them loyal to your brand. Companies should also try to integrate green HR practices with corporate social responsibilities.

5.3. LIMITATIONS OF THE STUDY:

- ❖ The study is conducted among the employees in Super Autoforge Private Limited only. It is a sample study with a sample size of 200 employees is a limitation to the study & it is not a population study.
- ❖ This study uses non – probability convenience sampling technique. The samples includes people who were convenient to the creator of survey.
- ❖ The study uses a structured questionnaire method which contains pre determined questions and pre determined limited options which does not give the participants the full freedom to record their opinion and are confined to most important questions only.
- ❖ It would be difficult to assume that the selected participants were representative of the larger population.
- ❖ Sustainability has three aspects: social, economic and environment. In this study, the researcher has studied only environment dimension in relation to Green HRM Practices.
- ❖ In this study, the researcher has only taken Green Organization Culture, Green Recruitment and Selection, Green Training and Development, Green Performance Appraisal Management, Green Reward and Compensation, Green Employee Empowerment and Participation, Green Environmental Performance and Green Organizational Commitment. There are other factors also which impact the Green HRM practices like, Green Health and Safety Management, Green Job Design and Analysis, Green Induction, etc. that have not been considered.

5.4.CONCLUSION:

Today, Organizations are trying to focus on profit maximization and environmental obligation at the same time. In today's world organization that has more focus on environment has higher acceptance in society. Due to this rising awareness of the society about environment, organizations are being pushed to pay more attention on the environment. Now, it may seem that more investment on environmental issues will cause profit minimization. In that case, non-financial practice like green human resource management can be implemented in the organization. Financial help to a part of the total population of a country may get less focus than being green through Green HRM. Higher focus will create higher acceptance. Higher focus will facilitate an organization to

maximize their profit in long run. The conclusion that can be derived from this research is that Green ideas and practices are finding more and more relevance in many organizations' and within the space of the HR profession. HR leaders being the advocates of organizational culture and policies are critical to inculcate a sense of responsibility in each employee towards a sustainable green human resources management.

Through this research, Green Human Resource Management Practices are identified in Super Auto forge Private Company to deal with implementation of Green Organization Culture, Green Recruitment and Selection, Green Training and Development, Green Performance Appraisal Management, Green Reward and Compensation, Green Employee Empowerment and Participation, Green Environmental Performance and Green Organizational Commitment. However, still greater change needs to happen so that employees and organizations 'take that big leap in ensuring greening process in all their activities.

5.5.SCOPE FOR FUTURE RESEARCH:

- The present study proposes future researchers to fill the gap in the existing literatures by conducting empirical studies such as Green HRM practices in the manufacturing. Comparing Green HRM practices between developed and developing countries, Green perceptions, attitudes of employer and employees, barriers in the Green HRM implementation in organizations.
- In the present study, the researcher has studied only one company, the future researcher can select some other organizations for study and can suggest some more options for better implementation of Green HRM Practices.
- As there is still confusion and compromise on the integration of environmental issues into organization's policies, further research should be conducted to determine the association between other HRM Functions like employee health, employee retention, self-actualization in context to environment needs and its relationship with the environmental performance.
- Research could be undertaken in following themes/areas,

- A Study On The Green Human Resource Management Towards Automobile Company in Chennai.
- A Study On The various Green Human Resource Practices with special reference to Automobile Industry in Chennai

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My Publications:

- ✓ Mr.G.Gokulnath, Dr.M.Lavanya (2022), “A Study on the Savings and Banking Habits of Self Help Group towards Financial Inclusion in Micro Finance Companies in Adyar Zone”, National webinar on ACHIEVING SUSTAINABLE DEVELOPMENT GOALS IN PANDEMIC ERA FROM RURAL PERSPECTIVE – Centre for Applied Research, The Gandhigram Rural Institute”
- ✓ Mr.G.Gokulnath, Dr.M.Lavanya (2022), “A Study On The Green Human Resource Management Towards Automobile Company in Chennai”, International Conference

on Digital Era Canvas Innovation & Challenges in Business – SA College of Arts and Science.

ANNEXURE I - QUESTIONNAIRE

A STUDY ON THE GREEN HUMAN RESOURCE MANAGEMENT TOWARDS AUTOMOBILE INDUSTRY WITH REFERENCE TO SUPER AUTO FORGE PRIVATE LIMITED, CHENNAI

1. NAME: _____
2. AGE
 - ☐ 18 – 20 YAERS
 - ☐ 21 - 30 YEARS
 - ☐ 30 – 50 YEARS
 - ☐ MORE THAN 50 YEARS
3. MARITAL STATUS
 - ☐ MARRIED
 - ☐ UNMARRIED
 - ☐ WIDOWED
4. WHAT IS YOUR EDUCATION QUALIFICATION?
 - ☐ DIPLOMA
 - ☐ 10TH /12TH
 - ☐ GRADUATE
 - ☐ POST GRADUATE
5. WHAT IS YOUR ANNUAL INCOME?
 - ☐ UPTO 25,000
 - ☐ 25,000 – 50,000
 - ☐ 50,000 – 1,00,000
 - ☐ MORE THAN 1 LAKH
6. WHICH GREEN HRM PRACTICES THAT YOU LIKE THE MOST?
 - ☐ GREEN ORGANIZATION CULTURE
 - ☐ GREEN RECRUITMENT AND SELECTION
 - ☐ GREEN TRAINING AND DEVELOPMENT
 - ☐ GREEN PERFORMANCE APPRAISAL MANAGEMENT
 - ☐ GREEN REWARD AND COMPENSATION
 - ☐ GREEN EMPLOYER EMPOWERMENT AND PARTICIPATION
7. HOW DID YOUR COMPANY ENVIRONMENT'S PERFORMANCE HAS DEVELOPED AFTER COMMITMENT TO ENVIRONMENT?
 - ☐ MUCH WORSE
 - ☐ SOME WHAT BETTER
 - ☐ MUCH BETTER
8. WHICH MAIN DRIVER OF GREEN HRM PRACTICES ENCOURAGES YOUR COMPANY?
 - ☐ COMMUNITY PRESSURE
 - ☐ ENVIRONMENTAL CONSIDERATIONS
 - ☐ ECONOMIC CONSIDERATIONS
 - ☐ LEGAL PRESSURE
 - ☐ COMPETITIVE ADVANTAGE

○ CONTRIBUTION TO SOCIETY

9. WHICH MAIN BARRIER OF GREEN HRM PRACTICES THAT LIMITS YOUR COMPANY?

- LACK OF UNDERSTANDING OF GREEN PRACTICES
- LACK OF SUPPORT BY MANAGEMENT
- COMPLEXITY AND DIFFICULTY
- STAFF RESISTANCE
- COST OF IMPLEMENTING PROGRAM

10. WHAT MAKES YOUR COMPANY TO GAIN POSITIVE OUTCOME FROM ENCOURAGING GREEN HRM PRACTICES

- INCREASED EMPLOYEE LOYALTY AND RETENTION
- COMPETITIVE ADVANTAGE
- ATTRACT AND RETAIN GREEN TOP TALENT
- PROMOTE SOCIAL RESPONSIBILITY TOWARDS ENVIRONMENT
- INCREASED PROFITABILITY AND REDUCED COST
- BETTER ENVIRONMENT PERFORMANCE

WHAT EXTENT DOES YOUR ORGANIZATION USE THE FOLLOWING METHODS TO ENCOURAGE STAFF TO BEHAVE IN A PRO ENVIRONMENT WAY?

11. GREEN ORGANIZATION CULTURE

GREEN ORGANIZATION CULTURE	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
TOP MANAGEMENT CLARIFY INFORMATION AND ALUES OF ENVIRONMENTAL MANAGEMENT THROUGHOUT ORGANIZATION					
DEVELOP PUNISHMENT SYSTEM AND PENALTIES FOR NON COMPLIANCE IN ENVIRONMENTAL PRACTICES					
TOP MANAGEMENT ACTIVITY SUPPORT ENVIRONMENTAL PRACTICES					
TEAM BUDGETS COVER ENVIRONMENTAL IMPACT					
ORGANIZATION VISION AND MISSION INCLUDE ENVIRONMENTAL CONCERN					

12. GREEN RECRUITMENT AND SELECTION

GREEN RECRUITMENT AND SELECTION	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
JOB DESCRIPTION SPECIFICATION INCLUDES ENVIRONMENTAL CONCERNS					
JOB POSITIONS DESIGNED TO FOCUS ON ENVIRONMENTAL MANAGEMENT ASPECTS					
RECRUITMENT MESSAGES INCLUDE ENVIRONMENTAL BEHAVIOUR					
SELECTING APPLICANTS WHO ARE AWARE OF GREENING TO FILL JOB VACANCIES					

13.GREEN TRAINING AND DEVELOPMENT

GREEN TRAINING AND DEVELOPMENT	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
COMPANY EMPHASIZES TO HAVE GREEN INNOVATIVE ACTIVITIES/PRACTICES					
COMPANY PROVIDE ENVIRONMENTAL EDUCATION TO EMPLOYEE					
CONTINUALLY PROMOTE ENVIRONMENTAL CONSERVATION INTERNALLY					
COMPANY ACTIVELY PARTICIPATE ENVIRONMENTAL CONSERVATION IN THE WORK					

14.GREEN PERFORMANCE APPRAISAL MANAGEMENT

GREEN PERFORMANCE APPRAISAL MANAGEMENT	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
COMPANY TARGETS WITH PERFORMANCE EVALUATION SYSTEM					
EMPLOYEES KNOW THEIR SPECIFIC GREEN TARGETS,GOALS AND RESPONSIBILITIES					
ENVIRONMENT BEHAVIOUR ARE ASSESSED AND INCLUDED AS PERFORMANCE INDICATOR					
PROVIDING REGULAR FEEDBACK TO EMPLOYEES OR TEAMS TO ACHIEVE ENVIRONMENTAL GOALS					

15.GREEN REWARD AND COMPENSATION

GREEN REWARD AND COMPENSATION	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
ENVIRONMENTAL PERFORMANCE IS RECOGNIZED(AWARDS, DINNER,PUBLICITY)					
THE COMPANY OFFERS A NON MONETRAY AND MONETARY REWARDS BASED ON ENVIRONMENTAL ACHIEVEMENTS (leave, gifts, bonuses, cash, promotions)					
LINK SUGGESTION SCHEMES INTO REWARD SYSTEM BY INTRODUCING REWARDS FOR INNOVATIVE ENVIRONMENTAL PERFORMANCE					

16. EMPLOYEE EMPOWERMENT AND PARTICIPATION

EMPLOYEE EMPOWERMENT AND PARTICIPATION	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
TOP MANAGERS USE TEAM TO SUCCESSFULLY MANAGE AND PRODUCE AWARENESS (GREEN CHAMPIONS/ GREEN TEAM)					
INVOLVE EMPLOYEE IN FORMULATING ENVIRONMENTAL STRATEGY					
INTRODUCI GREEN WHISTLE BLOWING AND HELP LINES					
ORGANIZED WORKSHOPS FOR STAFF TO IMPROVE ENVIRONMENTAL BEHAVIOUR AND EXCHANGE THEIR TACIT KNOWLEDGE					

17.TO WHAT EXTENT DID YOUR COMPANY ENVIRONMENT'S PERFORMANCE HAS DEVELOPED AFTER COMMITMENT TO ENVIRONMENT?

ENVIRONMENTAL PERFORMANCE	MUCH WORSE	SOMEWHAT WORSE	STAYED THE SAME	SOMEWHAT BETTER	MUCH BETTER
IMPROVED PLANT PERFORMANCE					
IMPROVED PRODUCT QUALITY					
IMPROVED CORPORATE REPUTATION					
REDUCE EMISSIONS TOXICS CHEMIALS IN AIR AND WATER					
REDUCED WATER AND RECYCLING OF MATERIALS					

18.RATING FOR OVERALL GREEN HRM IN YOUR COMPANY:

EXCELLENT 105 GOOD1POOR

19.ORGANIZATIONAL COMMITMENT

ORGANIZATIONAL COMMITMENT	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
I THINK COMPANY CONTINUALLY PRACTICED GREEN HRM PRACTICES WILL HAVE A PROIT IS WORTHWHILE TO ENCOURAGE THAT MY COMPANY PRACTICED GREEN HRM PRACTICESMISING FUTURE					
I THINK IT IS A VERY ACCURATE DECISION TO WORK IN THE THE COMPANY THAT POSSES GREEN HRM PRACTICES					
THE PRESENT COMPANY IS THE BEST THAT I EVER STAYED WHO PRACTICED GREEN HRM PRACTICES					

20.GIVE ANY SUGGESSTIONS FOR IMPROVING GREEN HRM IN YOUR COMPANY? _____

A Study On The Green Human Resource Management Towards Automobile Company in Chennai

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ABSTRACT:

This study aims to assess Green Human Resource Practices among the employees in Automobile Industry. In this survey, we used a quantitative survey method using a Google Forms survey from the target individuals and through Questionnaire directly from company. Automobile company employees with a sample of 200 respondents. The concept of green human resource management has recently combined with ecological management in business, urbanization, industrialization and so many so forth. It is mainly responsible for managing human resources work, and these work conditions are good. Green human resource management procedures are fundamentally used to reduce the carbon impression of each worker and the information capital of the holding association. It also plays role in convincing workers to look after resources, and participate in waste management to control pollution. It is recommended that companies should be more aware of each of the capabilities that make human resources management green. The development needs of combining ecological manageability with human resource management. Organizations now recognize that while focusing on money-related benefits, they should think about the social and ecological effects to ensure their manageability. Therefore, this notion has lately taken into account, academic analysts and experts. This paper investigates GHRM practices in organizations based on the many current writings. The study found the importance of GHRM ideas, practices, strategies, and difficulties in the business and other organizations. The study uses documented strategies to observe, collect and dissipate contemporary surveys of green human resource management.

Keywords: GHRM, Human Resources Management, Environment, Sustainability, Green Creativity, Professionals.

I. INTRODUCTION

It is basically mean to use of green practices and process into the green HR professionals. It involves in obtaining human capital, accepting, preparing, executing management and rewarding management. These goals will target the overall impression of the organization. The elements of human resource management are generally considered traditional and practice multiple green approaches in all the ways.

GREEN HUMAN RESOURCE PLANNING & CULTURE:

It means to take part in estimating the number of employees and sorts of workers, expected to actualize corporate environmental management activities or programs. Sets of responsibilities and individual (work) particulars incorporate with social, environmental, and individual in the organizations.

GREEN HUMAN RESOURCE RECRUITMENT:

The way reasonable procedure, environmental framework and acquainted with the expressions of protection and supportable environment. Green enrollment makes it beyond any doubt those new abilities know about the green practices and environmental framework that will bolster the powerful environmental management inside the organization. Picking up the most inventive and creative workers, expanding the enrolling potential and enlisting quality staffs are extremely urgent.

GREEN HUMAN RESOURCE TRAINING AND DEVELOPMENT:

Preparing and advancement programs address environmental and social issues to employees at all dimensions. Preparing and improvement comprise working strategies to diminish squander, legitimate use of resources, and preservation of vitality and lessens environmental corruption. It gives a chance to connect with workers in environmental critical thinking.

GREEN HUMAN RESOURCE PERFORMANCE APPRAISAL:

Performance Management (PM) introduces the difficulties of environmental execution models that crosswise over various units and increase valuable information. Environmental targets set by the organizations are met by the green human resource management system. It is a continuous procedure among the administrators and workers

GREEN REWARD AND COMPENSATION SYSTEM:

Monetary and non-monetary-based prizes can be used for employee green achievements. Money based rewards can be based on commitments to the environmental management. Salary increases, monetary incentives and types of rewards can be considered. For on-monetary rewards as holidays, special holidays, and blessings to workers and their relatives can be included. CEO or senior management will acknowledge and put extensive

attention and public recognition and energy to the green efforts.

GREEN EMPLOYER EMPOWERMENT AND PARTICIPATION:

Employees in the human resources department need to put pressure on management to make it a participatory workplace, so that employees can put forward their own ideas on green issues. Because they are actually responsible for implementing ethical corporate behavior in the daily existence of the organization people. This means that the achievement of green results usually depends on the enthusiasm of employees for teamwork because usually the best ideas come from employees who work in a specific area.

II. PROBLEM STATEMENT:

The study focuses only on the Green Human Resource Practices of the organizations which is implemented and followed by the workers and it identifies the effectiveness of Green HR Practices in the work place. The study helps to know how the Green HR practices develop reputation of the organizations.

III. REVIEW OF LITERATURE

Only when a company can successfully merge such environmental management practices with its core culture can it come out as a greener entity possessing a green culture which is a necessity right now (*Margaretha & Saragih, 2013*)

Human resource management leads to reduction in wastage of productive materials, increased productivity of employees leading to increased profit making and production of quality products and services (*Renwick, Redman, & Maguire, 2013*)

Green practices of a selected few automotive organizations in India had a positive outcome associated with it also improved its employee loyalty, brand recognition and resulted in increased workforce efficiency (*Jafri, 2012*).

HRM practices are the actual human resource programs, processes and techniques that actually get implemented in the organisation or business unit (*Gerhart et al, 2020; Huselid and Becker, 2020*).

IV. MATERIALS AND METHODS:

A. RESEARCH DESIGN

Descriptive research design was employed for data collection, analysis and testing of research model used in this research.

B. OBJECTIVES OF THE RESEARCH

- 1) To understand the basics of green HRM practices and to know the works happening on green HRM in Automobile company in Kolapakkam, Chennai.
- 2) To discuss about the current practices in green HRM and to suggest initiatives for green HRM in Automobile company

C. SAMPLING DESIGN

The Employees of Automobile company in Kolapakkam were taken as the population for the research. The frame comprised employees serving in Automobile company. Convenient Sampling Technique was employed. Subsequently, random sampling was employed in each stratum. The sample size was 200 surveyed collected directly and through google form.

D. DATA COLLECTION DESIGN

- ❖ Primary data collection method comprised survey method while primary data collection instruments was structured questionnaire data.
- ❖ Secondary data collection method comprised of websites and online journals, Published reports & Review of literature from published articles.

E. STATISTICAL TOOLS

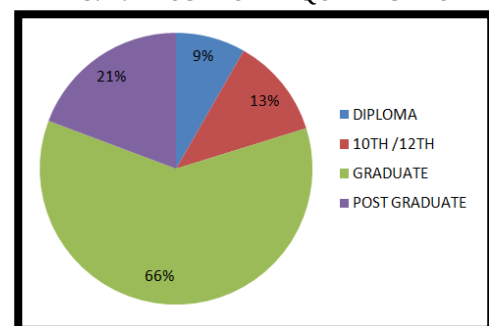
The main tools used for statistical analysis is hypothesis testing analytical tools such as Chi square test.

V. DATA ANALYSIS:

TABLE.1. EDUCATIONAL QUALIFICATION

EDUCATIONAL QUALIFICATION	FREQUENCY	PERCENTAGE
DIPLOMA	18	9%
10 TH /12 TH	26	13%
GRADUATE	132	66%
POST GRADUATE	42	21%
TOTAL	200	100%

FIG. 1. EDUCATIONAL QUALIFICATION

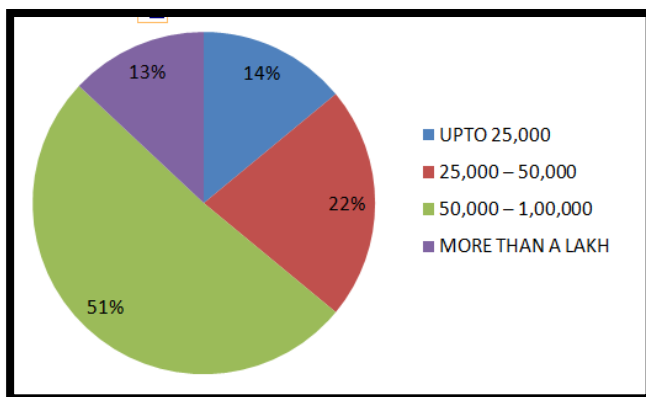


It is inferred from table and fig 1 that Majority (66 %) of the respondents are Graduates.

TABLE.2. ANNUAL INCOME

ANNUAL INCOME	FREQUENCY	PERCENTAGE
UPTO 25,000	28	14%
25,000 – 50,000	44	22%
50,000 – 1,00,000	102	51%
MORE THAN A LAKH	26	13%
TOTAL	200	100%

FIG. 2. ANNUAL INCOME

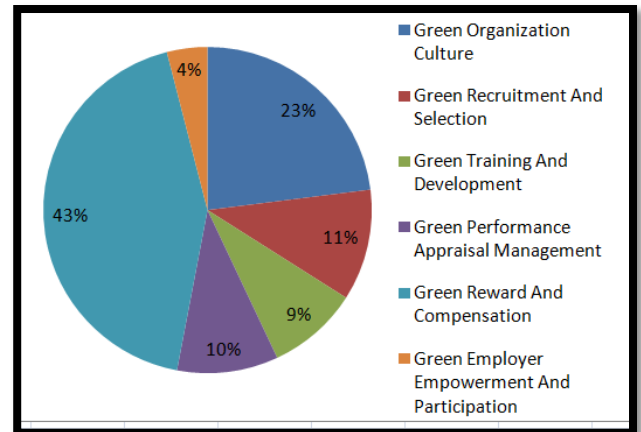


It is inferred from table and figure 2 that Majority (51%) of the respondents earning from Rs.50,000 to Rs.1,00,000 as their Annual Income.

TABLE 3. TABLE INDICATING GREEN HRM PRACTICES THAT EMPLOYEES LIKED THE MOST

FAVOURITE GREEN HRM PRACTICES	FREQUENCY	PERCENTAGE
Green Organization Culture	46	23%
Green Recruitment And Selection	22	11%
Green Training And Development	18	9%
Green Performance Appraisal Management	20	10%
Green Reward And Compensation	86	43%
Green Employer Empowerment And Participation	8	4%

FIG. 3. CHART REPRESENTING GREEN HRM PRACTICES THAT EMPLOYEES LIKED THE MOST

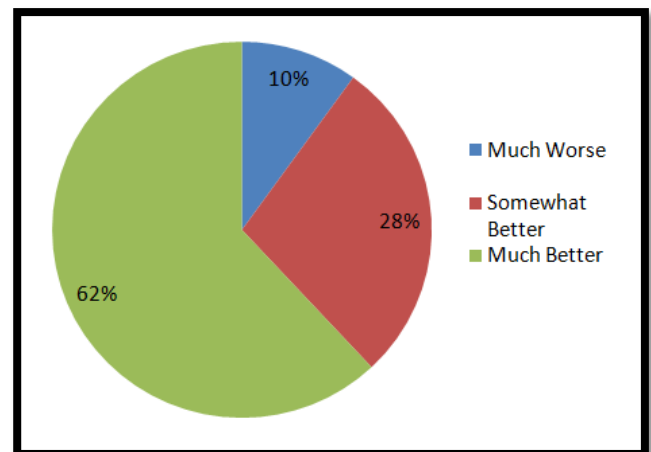


It is inferred from table and figure 3 that Majority (86%) of the employees liked Green Reward and Compensation HRM practices the most.

TABLE.4. TABLE INDICATING COMPANY ENVIRONMENT PERFORMANCE

COMPANY ENVIRONMENT PERFORMANCE	FREQUENCY	PERCENTAGE
Much Worse	20	10%
Somewhat Better	56	28%
Much Better	124	62%
TOTAL	120	100%

FIG.4. CHART REPRESENTING COMPANY ENVIRONMENT PERFORMANCE

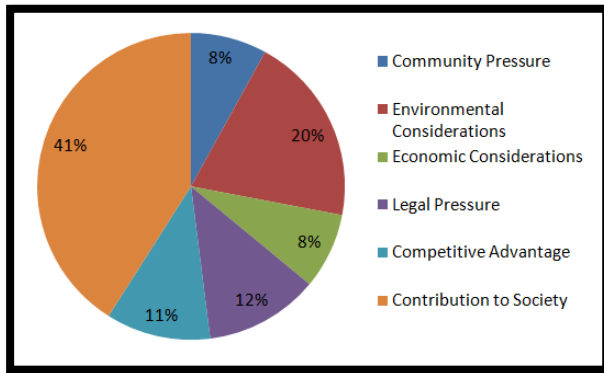


It is inferred from table and figure 4 that Majority (62%) of the respondents Company environment's performance has developed after commitment to environment Green HRM practices.

TABLE.5. MAIN DRIVER OF GREEN HRM PRACTICES THAT ENCOURAGES THE COMPANY

DRIVERS	FREQUENCY	PERCENTAGE
Community Pressure	16	8%
Environmental Considerations	40	20%
Economic Considerations	16	8%
Legal Pressure	24	12%
Competitive Advantage	22	11%
Contribution to Society	82	41%
TOTALS	120	100%

FIG.5. MAIN DRIVER OF GREEN HRM PRACTICES THAT ENCOURAGES THE COMPANY

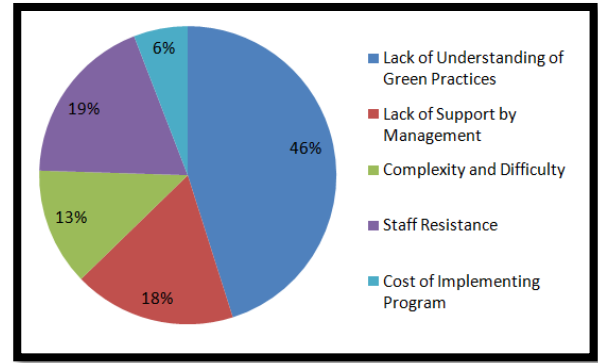


It is inferred from table and figure 5 that Majority (41%) of the respondents stated Contribution to Society as the main driver of Green HRM practices that encourages the company.

TABLE.6. MAIN BARRIER OF GREEN HRM PRACTICES THAT ENCOURAGES THE COMPANY

BARRIERS	FREQUENCY	PERCENTAGE
Lack of Understanding of Green Practices	92	46%
Lack of Support by Management	36	18%
Complexity and Difficulty	26	13%
Staff Resistance	34	19%
Cost of Implementing Program	12	6%
TOTALS	120	100%

FIG.6. MAIN BARRIER OF GREEN HRM PRACTICES THAT ENCOURAGES THE COMPANY



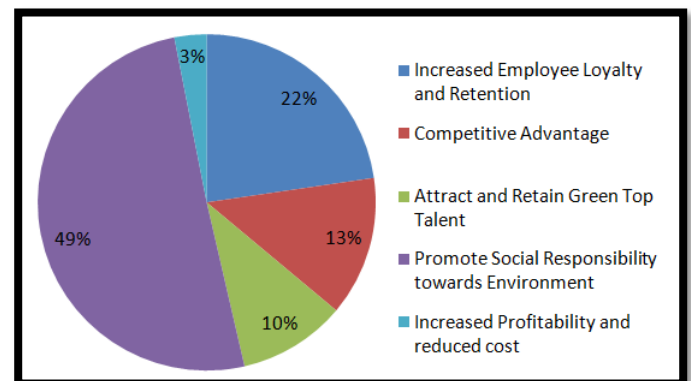
INFERENCE:

It is inferred from table and figure 6 that Majority (46%) of the respondents stated Lack of understanding of Green Practices as the main barrier of Green HRM practices that encourages the company.

TABLE.7. OUTCOME OF GREEN HRM PRACTICES

OUTCOME OF GREEN HRM PRACTICES	FREQUENCY	PERCENTAGE
Increased Employee Loyalty and Retention	44	22%
Competitive Advantage	26	13%
Attract and Retain Green Top Talent	20	10%
Promote Social Responsibility towards Environment	98	49%
Increased Profitability and reduced cost	6	3%
Better Environment Performance	6	3%
TOTAL	120	100%

FIG.7. OUTCOME OF GREEN HRM PRACTICES



It is inferred from table and figure 7 that Majority (49%) of respondents stated that Company promotes Social Responsibility towards environment to gain positive outcome from encouraging Green HRM practices.

TABLE 8. CHI SQUARE TEST:

H₀(Null hypothesis) = There is no Significant Difference Between The Educational Qualification and Green HRM practices.

H₁(Alternate Hypothesis) = There is a Significant Difference Between The Educational Qualification and Green HRM practices.

Chi-Square Tests			
	Value	df	Asump. Sig. (2-sided)
Pearson Chi-Square	.95	2	.000
Likelihood Ratio	97.62	2	.000
Linear-by-Linear Association	84.1	1	.000
No of Valid Cases	200		
a. 0 cells (0%) have expected count less than 5. The minimum expected count is 3.14.			

It is inferred from table 8, Since p value is less than 0.05. we reject null hypothesis & accept alternate hypothesis. Hence , there is a significant difference between educational qualification & Green HRM Practices.

VI. RECOMMENDATIONS:

- Trained Green employees to be appointed specifically in every organization to get better working skill.
- Try to utilization of other source of energy, to practice Green HRM in organizations.
- Create awareness and motivation among the employees regarding Green practices.
- Organizations would need to adjust the idea of green into their long-run environmental techniques that it would require an high level arrangement of Green Human Resources Management including green preparing and advancement, green pay, and compensates, etc
- Transformational administration can improve firms' green imagination by impacting Green Human Resources Management and invigorating workers' innovativeness.

VII.LIMITATIONS:

It is a sample study of 200 respondents only. The study is targeted at employees serving in Automobile company

only.The study uses a structured predetermined questions. It is an objective study.

VIII.CONCLUSION:

The study assessed the Green HRM practices of employees relating to their working skill of the employees. The analysis part of the study revealed the drivers, barriers and outcomes are significantly related to the Green HR practices From the point of green HR practices of the employee, the working skill and outcome of the employees is significant. A number of suggestions were made on the basis of the employees and to increase the interest to practice Green HR. To create Environment Eco- friendly and Green HR practice as a corporate social responsibility. Thus the study concludes that the Green HR practices implemented well but some practices is not much impressive in Chennai.

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OBJECTIVE

I am a Confident Hardworking individual looking for a responsible position I have a positive attitude, Courage & leadership & adaptable in all aspects. To do research on Green Human Resource Management and publish articles.

EDUCATION

QUALIFICATION	SCHOOL/ COLLEGE	BOARD/ UNIVERSITY	YEAR OF PASSING	PERCENTAGE / C.G.P.A
MBA	Sathyabama Institute Of Science & Technology	University	2022	85%
B.COM	Sathyabama Institute Of Science & Technology	University	2020	73%
HSC	Manuelmony Matric. Hr. Sec. School	State Board	2017	50%
SSLC	Manuelmony Matric. Hr. Sec. School	State Board	2015	60%

COMPUTER SKILLS & COURSES:

- Completed TALLY – PLATINUM in ASTRO COMPUTER EDUCATION for the period of THREE MONTHS & secured “A+” Grade.
- Completed COURSERA COURSE with 100% in “HR – PREPARING TO MANAGE HUMAN RESOURCES” for the period of 4 weeks

PERSONAL SKILLS

Excellent Communication skills.
Willingness to learn more things.
Decision making & Time management.
Self motivated person
Wide knowledge in accounting & Management

INTERNSHIPS & PROJECTS

HR MANAGER SUPER AUTOFORGE PRIVATE LIMITED - 2022
GJ PACKAGING PRIVATE LIMITED, ROYAPETTAH from 26.08.2019 – 26.09.2019 AND 16.01.2020 – 12.03.2020, worked in Production, Human Resource, Marketing and Finance departments.
FLAMINGO PRIVATE LIMITED, T.NAGAR - 25.06.2020 – 15.07.2020.
Projects: CREATE A BUSINESS MARKETING BRAND USING CANVA
BUILD A FULL WEBSITE USING WORDPRESS

ACHIEVEMENTS:

“ZOOP BE A STAR” CONTEST WINNER held at World of Titan – ECR on 05.07.2010.
Awarded with a Medal & Certificate - 3rd PLACE IN 100 MTS RUNNING , 3rd PLACE IN LONG JUMP , 2ND PLACE IN RUNNING RACE, 2nd PLACE IN HIGH JUMP in 2017.
Participated in “RED- ROTARACT ENTREPRENEURSHIP DEVELOPMENT PROGRAM” organized by Rotract club of Zenith on 24th March 2018 & 25th March 2019 at S.I.S.T.
Participated in mini events “ENANTRA – ENTREPRENEURSHIP MANTRA VERSION 3” in Anna University from 7th Feb to 9th Feb 2019.
Participated in the “ONE DAY NATIONAL LEVEL WORKSHOP ON SENSITIZATION ON IPR” on 22nd July 2019 at S.I.S.T.
Certified for the QUIZ PROGRAM on BASIC ACCOUNTING organized as on 15th to 20th June 2020.
Participated in the 6 DAY WEBINAR SERIES on “A JOURNEY WITH ENTREPRENEURS” held from 29.07.2020 – 04.08.2020.
Participated in Webinar series on “Decoding Entrepreneurship” organized by TBI – S.I.S.T from 07.12.2020 – 11.12.2020.
Participated in the Webinar on “H2H MARKETING” The genesis of Human to Human Marketing on 30.05.2021.

EXTRACURRICULAR ACTIVITIES

INTERNSHIPS & PROJECTS

HURDLES PLAYER ---- STUDENT AMBASSADOR IN UG & PG ---- ED CLUB MEMBER --- GUITARIST
---- BLUE HOUSE CAPTAIN – SCHOOL ---- SOCIAL WORKER

THANK
YOU