

A STUDY ON GREEN HUMAN RESOURCE MANAGEMENT PRACTICES AMONG THE TEACHING FACULTIES WITH SPECIAL REFERENCE TO THANJAVUR

Submitted in partial fulfillment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

by

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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**

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **ABILA.N 40410228** who carried out the project entitled "**A Study On Green Human Resource Management Practices Among The Teaching Faculties With Special Reference To Thanjavur**" under my supervision from January 2022 to March 2022.

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DECLARATION

I **ABILA.N (40410228)** hereby declare that the Project Report entitled “**A Study on the Green Human Resource Management towards Automobile industry of 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.

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ABILA.N

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ABSTRACT

Educational Institutions are increasingly becoming in the know of the importance and combining management of environment and Human Resource management and the same is coined as Green Human Resource management Practices. Green HRM is brought into play along with the policies and practices to promote the sustainable use of resources within the institution. It promotes to maintain and sustain environment. It involves human resource initiative to support sustainable practices and tends to increase the teaching faculties' responsiveness and commitments on the issues of sustainability. Green HRM on implementation can enhance Institution reputation. Green HRM will play a significant role in making the teaching faculties in the know of matters for showing care in us of scarce resources besides prevent the environment from getting contaminated, help in coordinating and reducing waste and avoidable carbon. The instant concentrates on issues influencing the teaching faculties to practice Green Human Resource Management and the effect of Green Human Resource Management in working skill of the teaching faculties. Much needed hypotheses have been formulated based on the objectives of this study. A well structured questionnaire was distributed in order to elicit the views for the purpose of Primary data and the respondents are the teaching faculties of various educational institutions

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CHAPTER 1 – INTRODUCTION

1.1. INTRODUCTION:

Green Human Resource Management has come to occupy a pivotal position in the present research study since there is an imperative need towards attaining awareness of environmental and sustainable development on day to day basis is gaining currency all round the globe. As is known, India's has assured to sink carbon emissions and moves towards competent measures which has gained global recognition. Further, India is one of the emergent countries in Education. Educational Institution is the place where young generations look forward to Discipline, Values, Ethics and knowledge. Tamil Nadu is one of the states in India have different variety of culture-based Education. Also Chennai is one of the thickly populated districts in Tamil Nadu, numerous Higher Educational Institutions are well spread over the city of Chennai. People from across the country throng Chennai to gain the course study at an affordable cost and to avail the diversity of courses. It is also found that many Institutions indulge in enormous utilization of carbon footprints to their regular course of work, which is harmful to the comprehensive environment. In recent times many corporate companies, Financial Institutions like banks, Educational institutions are creating initiatives towards the Environmental friendly activities which are called Green practices. This practice helps them to attain the (Corporate) Social Responsibility or Environmental Responsibility.

Every Educational Institution implements Green Practices with several objectives - to build their reputation, help in the process of employee retention, in the interest of social responsibility, to augment admissions for various courses offered by them and to optimize the efficiency of teaching faculties. In order to become environment friendly, various educational institutions were organizing various practices like of use of computers, internet, websites, emails, Audio visual equipments, projectors, mobile phones etc., but the very process demands a high level of management initiative and skill development among the teachers of the institutions as it is imperative on their part to practice in their day to day

academic life. The entire process will have a huge impact on the competition front with other major institutions. Thus it is a process of Transformation of HRM activities from manual pattern to automated technology.

HRM activities are considered, one of the major drivers towards the achievement of business sustainable goals, both in the developed and developing countries have turned into the idea of the GHRM. The idea of the GHRM denotes the aspect of the utilization of HRM policies with the primary objective of promoting the sustainable use of resources within the business organizations in ensuring the promotion of environmental sustainability. Green HRM is fretful with the systemic, planned arrangement of typical human resource management practices with the organization's ecological goals (Jabbour, 2014)¹. In other words, the GHRM focuses on the aspect of pursuing environmental-friendly HR practices as well as preserving the knowledge capital.

Green HRM is transferred to all the activities involved in the development, execution, and on-going maintenance of the system that aims at making employees of an organization Green .HRM is concerned with transforming ordinary employees into Green employees to achieve eco-friendly goals of the organization and finally to make a significant contribution to environmental sustainability. It transfers to the policies, practices, and systems that create employees of the organization Green for the benefit of the individual, society, natural environment, and the business. The purpose of Green HRM is to create, enhance and retain Greening within each employee of the organizations give a maximum individual contribution to each of the four roles, preservationist, conservationist, non-polluter, and maker.

1.2. INDUSTRY PROFILE:

Higher education is an instrument for improving the social life of a nation. The quality of civilization depends basically on the character of human beings, not on the physical equipment or the political machinery. The main task of education, especially higher education, is the improvement of this character. The World Conference on Higher Education held in Paris 1998 UNESCO (1998)² Stated a reformation and transformation of higher education is necessary to allow the whole society to overcome the challenges of the 21st century, to develop and

spread knowledge, and to provide and train capable, responsible, enlightened individuals and qualified specialists and professionals, without whom no country can go forward socially, culturally, economically, or politically. Higher education institutions have become more interested in implementing human resource management as a full strategic partner in their operations. Work-life Report (1994)³ Listed some factors that make human resource management a successful strategic partner.

The factors are an acknowledgment of human resources significance, the tactical status of human resources are an indispensable asset, and the advanced competencies of the human resource professionals in running the functions of the department. When address workforce resource growth in higher education institutions in India, there are some facts to be mentioned before proceeding to view the current state of human resource strategies adopted in institutions. Educational institution in India plays an essential role in uplifting the social, cultural, and economic growth. Higher educational institutions should consider examples of good emerging practices when developing human resource policies . The reason for implementing enough practices in human resources is to improve the special effects of the organization's long term strategic plan.

Green Human Resource Management has secured a position in the current research study since the awareness of environmental management, and sustainable development has been increasing day by day all-round the globe. The “Magna Carta” on Human Environment was declared in the earliest United Nation’s (International) Conference on Human Environment held in June 1972 in Stockholm acknowledged to protect and improve the human environment for present and future generations to become an essential goal for human. The Green HRM literature is mostly a western one and, given the importance of Asian economic development for environmental management. India's assurance of sinking carbon emissions and moving towards competent measures has gained global recognition, and it is one of the developing countries in Education.

Educational Institutions are the place where young generations were seeking Discipline, Values, Ethics, and knowledge. Tamil Nadu is one of the states in India that has a different variety of culture-based Education. Chennai is one of the significantly populated districts in Tamil Nadu; numerous Higher Educational Institutions occupied in the tiring Chennai. Various state people are running over to Chennai to gain the course study at an inferior cost and to avail of the diversity of courses. Many Institutions are found enormous utilization of carbon footprints to their regular course of work, which is harmful to the ample environment. In recent times many corporate companies, Financial Institutions like banks, Educational institutions are initiating towards the Environmentally friendly activities, which called Green practices; this practice helps them to attain the (Corporate) Social Responsibility or Environmental Responsibility.

The Educational Institutions are implementing Green practices it may be to build reputations of their institutions, to help in employee retention, to promotes social responsibility, to amplify admissions of the courses which the institutions offering, to develop teaching excellence of the teaching faculties. To become environmentally friendly, the Educational Institutions were practiced various Green Human Resource activities. The Green Human Resource practices majorly based on new technologies like computer systems, Internet websites, E-mail, Audio Visual instruments, projectors, software, Mobile phones, and so on.

In the current scenario, the Arts and Science colleges are the growing Educational Institutions in the Chennai district in Tamil Nadu after the slanting situation of the IT industries. In Arts and Science Colleges, the Teaching Faculties are treated as the ultimate Human Resource. So the implementation of the Green Human Resource practices may initiate from the Teaching faculties. The study mainly focuses on the various Green Human Resource Management practices of Arts and Science Colleges, the respondents of my research are teaching faculties of Arts and Science colleges.

The Green Human Resource Management involves specific Human Resource policies and practices associated with the three sustainability pillars—environment, social and economic balance. Green Human Resource

Management is the one where Human Resource Management is engaged in managing the environment within an Institution. Implementation of Green Human Resource management initiatives requires a high level of technical and management skills among the teaching faculties due to the fact the College will develop innovation-focused environmental initiatives and programs have a crucial impact on the sustainable competitiveness of the Higher Educational Institutions. The transformation of HRM activities from manual conduct toward automatic by using technologies was intended. It includes all the practices were geared towards helping the Arts and science colleges carry out their goals for environmental management to reduce carbon footprints in areas concerning the recruitment of faculties, training, and compensation.

Arts and science colleges, specifically encouraging faculties to be environmentally friendly in the workplace, were the top practice for the Institution. The organizations are encouraging the employees to perform activities such as making double-sided photocopies, powering down computers after a few minutes of inactivity, using energy-efficient bulbs for desk lamps, ensuring blinds are lowered in the summer to conserve power, etc., Greening faculties from top to bottom is not an easy task, but a pro-environmental plan and implementing Green human resource management practices practically has produced a positive result toward the Green environment.

1.3 STATEMENT OF THE PROBLEM

The research focuses on the Green Human Resource Practices of the Arts and science colleges, which are implemented and followed by the teaching faculties, and it identifies the effectiveness of Green HR Practices in the colleges. The study helps to know how Green HR practices increase the reputation of the colleges. The study also highlights the Green Human Resource Practices and its challenges of the teaching faculties, and it identifies the effectiveness of Green Human Resource Practices in the Arts and Science Colleges. The research helps to encounter the issue of Green HR practices of the colleges. The thesis has its spotlight on seven aspects such as the meaning of Green Human Resource Management, the purpose of Green Human Resource Management, Green HR practices, benefits of Green Human Resource Management,

Challenges of green HR practices faced by the teaching faculties and to find the impact of Green HRM in working skill of the teaching faculties

1.4 NEED FOR THE STUDY

The study is significant as it provides insight into the various Green Human Resource Management practices needed for the organization's environmental sustainability of Arts and science colleges in Chennai.

The research will add to the body of knowledge on Green Human Resource Management practices and its benefits, influencing factors, challenges, and the ways to overcome the challenges, hopefully, it fills up the knowledge gap with an overall aim of improving environmental sustainability and thus Higher Education Institutional performance

1.5 OBJECTIVES OF THE STUDY

1. To examine the various Green Human Resource Management practices implemented in college.
2. To know the purpose of adopting Green Human Resource Management practices in college.
3. To Study the Challenges of teaching faculties to practice Green Human Resource Management.
4. To analyze the ways to overcome the challenges to practice Green Human Resource Management

1.6SCOPE OF THE STUDY

This study mainly covers Green Human Resource Management. The research concentrates on the Arts and Science Colleges in Chennai. The technology approach of HR practices has generated a great need for green HRM with the progressive path of teaching faculties. The concept of Green Human Resource Management came into light for the research agenda. The research explores the suggestions to the Arts and Science colleges and its teaching faculties, not only Green Human Resource Management, but the research also, one of the social responsibilities to the Higher Education community.

CHAPTER 2 – REVIEW OF LITERATURE

2.1. INTRODUCTION

This chapter determines to provide the theoretical context to the topic of the GHRM process by reviewing past literature steered on the subject. It will cover the subtopics of Green HRM practices, the adoption of Green Human Resource Management Practices, Benefits, challenges, factors influencing to practice Green Human Resource Management and finally recruitment and training to practice Green Human Resource Management.

- **YusuphLameckMashala (2018)** This paper focuses on fundamental strategy for enhancing environmental sustainability, create awareness to Human Resource managers and employees on the subject of the Green HRM, the green movement and use of natural resources to help organizations maintain and keep hold of the natural environment for sustainable growth and safeguarding staff and customers' health and safety. The data outcomes, and discussion of this study were based on the literature reviews obtained through online publications. The results show that GHRM is a requisite model whose functions and practices have a positive impact on environmental sustainability in public organizations. However, the study found that the GHRM concept is still new in communal organizations in Tanzania as there is inadequate documented evidence of its functions and practices.
- **ShamimaKamili (2018)** This article aims to find the Green Human Resource Management practices and the role of Green Human Resource Management practices in going green. The researcher recommended some social implications of Green Human Resource Management practices for the green organization.

- **Adimuthu Ramasamy, Ishmael Inore & Richard Sauna (2017)** Green Human Resource Management (GHRM) is very critical in helping different organizations achieve environmental sustainability. The unique concept in relatively many organizations and especially those in the developing countries. Although more effort is required to help organizations in the implementation of the green policy, some of these organizations have already embraced the concept and have been utilizing it in some or all their Human Resource Management (HRM) practices. The HRM practices generally include recruitment and selection, training and development, performance management and appraisal, compensation and reward, empowerment and participation, and the management of the organizational culture. The result reveals that HRM has a predominant role in helping turn their particular organizations green.

- **Yamima Dauda and Gurmail Singh (2017)**, The study aims at reviewing Human Resource Management procedures in Higher Educational Institutions (HEIs). The significance of the chosen field of research is to perform a comparative analysis and studying the successes of Human Resource Management procedures among these establishments. Moreover, how they help the successful improvement of academic quality in Higher

- There are several gaps in Green HRM depending upon the area of interest, focusing on green HRM in developed and developing countries, or in a particular sector or industry. A vital gap is related to the lack of studies explaining proper procedures and guidelines to implement an environmental sustainability approach to HRM practices. There is ample literature available about the role and need of Green HRM, but few studies talk about the way to bring this into the picture. The research paper can look into the issue of employees' attitudes and perceptions in terms of Green HRM.

- **Shah Ridwan Chowdhury, Nihad Laila Sanju & A. K. M. Asaduzzaman (2017)** Intended For carrying out CSR an organization can focus on

different areas like stakeholders' interests, general social welfare, and environmental concern. Stakeholders' interests and environment obligations must be guaranteed through GHRM. GHRM implies eco-friendly human resource management practices similar to video recruitment, electronic file maintenance, online interview, and tests, using shared cars, environmental training, and green initiative based reward, etc.; in short, there is a scope for green practice in every function of HRM.

Green HRM practices result in developing sustainability because it focuses on reservation and preservation of natural resources, minimization of wastage. So, a strong correlation exists among CSR, GHRM, and sustainability. However, the practice of CSR in the garments industry of Bangladesh is weak, while organizations in the global market are trying to improve their performance in CSR since it increases positive images in society. GHRM is the method that an organization can practice that will facilitate CSR of the organizations without sacrificing profit as GHRM initiates environment-friendly HR

- **Ana Stojanoska(2016)**, have attempted to extend the understanding of the concept of green management can be placed as part of the human resource function. The motivation is to draw attention to the importance of building sustainability and eco-friendly operate and to increase knowledge of the outcomes after adopting GHRM in the organizations. From the analysis, the author concluded that the significance of green HRM Practices is crucial to raise the employees' motivation, and this may be a benefit for both the organization and the employee.
- **MarcoGuerci, AnnachiaraLongoni, DavideLuzzini,(2016)** , This paper contributes to existent research on green Human Resource Management (HRM), relying on the substantial value of stakeholder theory, which implies that stakeholders impact company decisions and their development of organizational resources and performance. The study considers green HRM practices as a collection of management methods that companies achieve for responding to stakeholder requirements on

environmental issues. Therefore, with those premises, study empirically test the different character that different green HRM practices (i.e., green hiring, green training and reflection, and green performance management and compensation) participate in mediating the relationship between pressures on environmental issues from two distinct external stakeholders (i.e., customers and regulatory stakeholders) and environmental performance. Our findings, based on a multi respondent survey in which the respondents were Human Resource Managers and Supply Chain Managers are operating in Italy, confirm the hypothesized mediation model. The results (as well as their implications) are discussed in light of the recent calls to broaden the scope of HRM research, bearing in mind the root of the company in a socio-political context and exploring the role that actors and factors outside the company play in modeling the green HRM practices.

- **Mohammad Main Uddin et al. (2015)** had conducted a research study on the process model of Green Human Resource Management from entry to exit. The researcher collected reviews from Articles published on Green Human Resource Management between 1996 and 2013. The study recommended that future researchers fill the gap in the existing literature by conducting empirical studies such as Green Human Resource Management practices in manufacturing or service organizations.

- **ParulDeshwal (2015)** The corporate world is changing the perspective from a business-oriented financial outlook to a competency-based economy and green economy. As the world is affecting a green economy, the responsivity of corporate has made bigger to go green. The term Green human resources refer to the promotion of sustainable employee practices with the help of the interface of every employee. It aims to increase awareness among the employees on the subject of sustainability. Green HR deals with HR activities, which are environment-friendly and stimulate the sustainable use of resources in the organizations. This, in turn, helps business organizations to trim down

employee carbon footsteps by the likes of teleconferencing, sharing of cars, telecommuting, filing electronically, virtual interviews, recycling, online training, etc. The present study focuses on Green HRM as a strategic initiative by the corporation to promote sustainable business practices. The researchers will also attempt to come up with the different ideas applied by the organizations for practicing green human resource practices and the impact on organizational outcomes.

Therefore, in the end, the research shows that Green HRM encompasses two primary elements: environmental-friendly HR practices and the preservation of the knowledge capital, which helps the industry people to become aware of their business and corporate social responsibilities in a better way.

- **Anthony Pillai Anton Arulrajah, Henarath Opatha, N.N.J. Nawaratne (2015)**, this review incorporates diverse functions of HRM to explore the respective green HRM practices under those functions. The conclusions of the analysis have identified and highlighted several green HRM practices under the 12 functions of HRM such as job design, job analysis, human resource planning, recruitment, selection, induction, performance evaluation, training and development, reward management, discipline management, health and safety management, and employee relations. The contribution of the paper lies in extending the scope and depth of green HRM in materializing the sustainable environmental performance of organizations.

- **Pillai Rajasshrie, Dr. Sivathanu Brijesh (2014)**, there is a growing need for the integration of environmental management into Human Resource Management (HRM) – Green HRM. The term ‘green HR’ is most often used to refer to the contribution of people management policies and practices towards the broader corporate environmental agenda. Typical green activities comprise video recruiting, or the make use of online and video interviews, to diminish travel requirements. Green rewards can hold the employ of workplace and lifestyle benefits, ranging from carbon credit

offsets to free bicycles, to engage people in the green agenda, while ongoing to recognize their contribution. Even though many employees often feel it is not their responsibility to protect the environment while they are at work, the new workforce of the millennium is emphasizing on environmental management realization as they choose their employers. There is also a broader occasion to attach the workforce, known that more and more people search for meaning and self-actualization in their jobs. The paper focuses primarily on the excellent Green HR Practices, followed by organizations globally.

The author explains the concept and meaning of Green HRM. The investigation highlights the challenges and benefits of green HRM and overviews the Green HR Process Model. The author surveys the HR managers to understand the implementation of green HR at the workplace. Finally, the author attempts to suggest innovative strategies for Green HRM.

- **Amin, Muslim, et al. (2014)**⁸ The persistence of this paper is to investigate the impact of human resource management (HRM) practices on organizational performance. A total of 300 regular employees from a public university composing of both academicians and support staff responded to the survey. The survey questionnaire had 46 items comprising selected HRM practices and university administration. The study has discovered that human resource practices: recruitment, training, performance appraisal, career planning, employee participation, job definition, and compensation have a meaningful relationship with university performance.

- **Patrick, H. A., & Sebastian, S. (2012)**⁹ Human Resources Management is a set of practices that businesses incorporate to ensure that they have a competent workforce in place to meet operational needs. Since the 1960s, organizational commitment is a new issue for managers and researchers. The need for the study is in the context of a massive investment in human resource management in educational institutions. Two hundred forty-nine teachers from aided, private unaided and government colleges are surveyed. Two standardized, valid, and

particular tools remained adopted for data collection. Significant findings indicated that faculty in higher education was highest on affective commitment followed by continuance commitment, the most commonly taken source of recruitment was newspaper advertisements, followed by employee referral, the most successful separation method was interview, followed by demonstration and on an average Higher educational institutions took throughout 30days to fill a vacancy from the time they installed an application and engaged in at least three steps to select a candidate.

There was a meaningful relationship between HRM practices and organizational commitment. Employee-employer engagement, recruitment, and variety significantly influenced organizational commitment. Employee-employer relations, compensation and bonuses, and human resources are planning to change the overall HRM systems of the institutes considerably. The result is reviewed in terms of implications for higher learning institutes and future research.

- **Sunny Kohli (2012)** This paper takes into account the latest and integrated view of literature in the field of Green HRM, based on employment processes in HRM (from recruitment to exit). The article is also revealing the role of employer and employees in maintaining and translating green HR policies into practices. The core aid of this paper lies in drawing a Tri- Signal proposed model of employment, which is a new research agenda in green HRM. The incorporated purpose of this article is also to register important activities on green HR systems and their relationship with the integrating capacity of employment.
- **Jabbouret.al. (2010)** attempted to identify the importance of HRM in promoting environmental management of a company. This study adopted an empirical approach wherein data was collected from 94 companies in Brazil, and methodological triangulation is carried out. The results of this study identify that recruitment, training, employee motivation, and rewards are significant human dimensions that contribute to the progress in employee implementation of green management principles.

- **Hazelkorn E, & Moynihan A. (2010)**¹⁰ Explains that there are distinct characteristics of academic work and institutional culture in UASs across Europe. Divided into three divisions, the first two segments describe (1) educational employment conditions beyond selected UASs and (2) the teaching and research environment. Finally, (3) discusses the tensions and difficulties that appear as UASs struggle to produce a research culture. The review appeals to many on a subset of country experiences and explores the extent to which these developments transcend institutions should be considered part of a more extensive sectoral expertise. To conclude, UASs – despite differences in origin and mission – are competing with universities for research funding and prestige, comparisons, where appropriate, between sectors, will help contextualize the UAS experience.

- **Elfrink V.L, Kirkpatrick B, Nininger J., & Schubert C. (2010)**¹¹ This evaluation research concentrated on methods for improving simulation instruction by determining students' knowledge about simulation subject matter developed and retained following a simulation experience. Using an objection approach, NCLEX-style questions about the simulation subject matter content were administered to nursing students from two prelicensure nursing courses immediately preceding the simulation, immediately following the simulation, and then again at their final examinations. The findings have supported faculty determine when their simulation instruction is active and have provided a guide for revising their simulation teaching.

- **Mansi Tiwari (2017)** Go green initiatives somehow also becomes the social obligation for currently running academic houses like private or public universities. The institutions are showing their inclination through the implementation of Green HRM policies & practices to make better environmental sustainability. The paper examines how various HR functions are reflecting green HRM practices adopted by such academic

Institutes. The study reveals how CSR is not only to perform for society amelioration, but it is also to conduct for our environment or planet as a green perspective. The researcher also tried to study that implementation of GHRM is accomplishing corporate social responsibility.

- **Hiba AwadMasri(2016)** the research aims to assess Green Human Resource Management's best Practices in manufacturing companies from three industrial sectors (Food, Chemical, and Pharma industries) in the west bank. The outcome of this research is the Green HRM best practices model, which intended to explain the implementation of best practices of Green HRM, also added, to help firms in understanding how they can improve their employee perception through Human Resource Management functions.
- **Aparna Jain (2016)** proposed to elaborate on various green practices that incorporated for building a green workplace. The researcher concluded that green performance, green behaviors, green attitude, and green competencies of human resources 19 could be shaped and reshaped from side to side, an adaption of green human resource management practices.
- **NewazRimi(2016)** The article addresses future empirical studies on the proposed model to justify green HRMs impact on green services in the banking industry and other industries within and beyond Bangladesh. The paper has attempted to fill a gap in HRM research, providing some research ideas on how GHRM can contribute to green banking activities, an essential sector of the economy. GHRM will ultimately serve the purpose of the banking industry's response to the need for environmental sustainability. Moreover, the present GHRM model is empirically tested for practical justification of theory relating to HRM, employee performance, and innovation in environmental management efforts.

- **Nadia NewazRimi(2016)** The banking sector in Bangladesh is at a stage of planning ecological adaptation in response to global green efforts. The present study develops an HRM model suggesting that bank management should link HRM practices to use bank employee capabilities for improving and innovating green banking services in their green strategies. Green or social responsibility as one of the banks' differentiator factors along with service quality, image, and reputation. Unfortunately, banks are not that progressive and proactive in exploring the opportunities provided by the greening of the industry

- **Edyta Bombiak (2018)** The research demonstrated the higher evaluation of the impact of a given activity, the more frequent its implementation in the studied companies. The formulation of the following conclusion: to increase the scope of the implementation of the Green HRM concept in young polish enterprises, it is necessary to raise awareness and disseminate knowledge concerning the impact Green HRM can have on sustainable development in organizations. Green HRM is a human resource strategy supporting proenvironmental corporate management. Benefits resulting from its implementation may be due to an increase in the ecological awareness of the staff, which translates into the sustainability 21 of practices across organizations. It is also a tool for increasing competitiveness to the enhanced image, cost reduction, improved customer relations, acceptance by local authorities and communities, and increased employee satisfaction, loyalty, and motivation.

- **Sneha Banerjee & Amit Bijon Dutta (2017)** primarily focuses on understanding green human resource management, the listing of practices relating to it, rewards of green human resource management and the scope of other initiatives for building it further. The author concluded that implementing GHRM practices to gain competitive advantages in the corporate world. Complete adoption and integration of GHRM in business is not impossible but requires a changed approach

towards the existing HR practices on the part of both the management as well as employees simultaneously. In the process, many HR professionals ascertained green initiatives are a necessary aspect of overall corporate social responsibility.

- **Bindu Menon (2016)** noted that mainly focuses on bringing awareness among the industries on Green HR in manufacturing organizations. The human resources in the organizations must understand the importance of the Green movement, Green Audit & GHR.

- **Rupabhalla&pooja Mehta (2016)** review indicates that the topic of environmental sustainability is drawing increased attention. Efficiency created by Green HRM can help cut operational costs and facilitates the industry professionals to realize their Corporate Social Responsibility in an enhanced manner. The future of Green HRM appears promising for all stakeholders of HRM Unions and employees. It can support employers to take on Green HRM practices and policies that help maintain and improve employee health and welfare. Green HR involves reducing the carbon footprint via less printing of paper. In India, the green movement and Green HR is still in infancy. However, through CSR programs, Green awareness is being generated and few organizations have started environmentally friendly HR-practices and the preservation of knowledge capital. The conclusion of the study is, the HR has a role in the pursuit of greener business practices, to save planet earth, recruit new employees, enforce greener working practices, and change environmentally unfriendly behaviors. HR has a significant opportunity to contribute to the green movement and motivate society to work for greener business.

- **PallaviEVPAS and MVV Bhanu(2016)** The analysis aims to present the concepts of Green HRM and corporate sustainability and implementing HR functions in Green culture. She concluded that employers and experts must create linkages between participation and 22 involvement in eco-friendly management programs to improve organizational sustainability by

focusing on encouraging green practices. Green ideas and concepts are beginning together rapidly within the HR liberty, frequently complementing existing sustainability-based initiatives. More and more, they are delivering tangible benefits to the business, rather than adding a gloss to brand and reputation. These new processes, policies, products, and tools are helping to ensure compliance and improve productivity too

- **Laveena Noronha, H. Manjush, Meena Monteiro (2016)** Green human resource management is a global environmental concern and the development of an eco-friendly standard that are creating the need for businesses to adopt formal conservation strategies and programs where the employees must be inspired, empowered and environmentally aware of Greening to carry out green management proposals. Today Green Human Resource Management has to turn out to be a fundamental business approach for the significant organizations where Human Resource Developments play an active part in going green at the office. Our lifestyle both at personal and professional levels started affecting the environment so adversely that we cannot risk letting the effects go unchecked. We have to transform our living habits or countenance the consequences. No doubt, the corporate world is a stakeholder in the discussion about environmental issues and therefore conforms to be a part of the solution to the environmental hazard

Green Human Resource Management is a manifesto that helps to create a green workforce that can understand and appreciate green culture in an organization. Moreover, this requires a high level of technical and management skills in employees. The research aims to assess the level of practices of green HRM among the employees. The objective is to know the significance of Green Human Resource management and understand the employees' perception of the perception of environmental issues in the workplace. This study is done on the primary data selecting 50 samples with a simple random sampling method and secondary data.

- **KoshishJyoti (2019)** The subject of ecological maintainability is attracting enhanced attention among researchers. Despite its significance to

supervisors, representatives, clients, and different partners, however, there are not very much researches that consider the impact of human force management systems to attain ecological sustainability — The developing requirement for the integration of natural resource management. Green HR is 24 the utilization of HRM approaches to advance the feasible consumption of assets inside business associations and, more generally, promotes the cause for natural sustainability. Green activities inside HRM shape some portion of more extensive projects of corporate social obligation. Green HR includes two fundamental components: Environmental friendly HR practices and the protection of Knowledge capital. The target of the paper is to detail a procedural model of the HR processes engaged with green HRM based on accessible literature on green HR. The review has been ordered based on entry-to-exit processes in HRM (from recruitment to exit), uncovering the job that HR practices play in making green HR approaches into the application. The paper likewise analyzes the nature and degree of Green HR activities embraced by organizations in general.

- **Pallavi Mehta & Khushbu Mehta (2017)** The main objective of the researcher is to identify the factors for the implementation and effectiveness of various Green HR practices in private sector organizations in Udaipur. The researcher collected data from ten private sector organizations and surveyed 500 employees for her study. From the percentage analysis, she found the main factors that were identified for the implementation of HR practices were the promotion of corporate social responsibility, improves organization culture, and builds a brand image of the organizations. The analysis concludes that with proper understanding and implementation of scope and depth of green HR practices, the organization can become a market leader. Therefore, firms should integrate the green issues and practices into the regular, day to day HRM activities and also; into the strategic HR decisions and corporate policies.
- **Farheen Javed, Sadia Cheema (2017)** Green HRM plays a useful role in supporting the environment and agricultural related issues by following

and adopting green HR practices and policies. There is a great deal of increase in the adoption of sustainable farming systems by the agrarian industry. Literature has highlighted the importance of the assumption of sustainable agricultural systems as a fundamental objective of the cultivated sector, thus making it very significant to identify with the support of green HRM practices. In most measurements of the world today, some ongoing debates and uncertainties were associated with how green management principles could be competently implemented in a workforce in an organization. The results were calculated by SPSS 24; different tests were applied to measure reliability and validity, to analyze the variables simple linear regression, one way repeated measures ANOVA and Paired- Samples t-Test also applied. The research identified 25 the various ways that green HRM practices are helping in improving agriculture now and in the future. The researchers discover that GHRM could be studied with being employee behavior towards change, i.e., behavioral change, change management, and further, the study can be made on corporate social responsibility to improve the company image and develop the deep-rooted concept of suitable environment among employees.

- **Jie Shan et al. (2016)** the result showed that Analyzing the multisource data reveal that perceived Green Human Resource Management influences these three non-green employee workplace outcomes through a motivational social and psychological process.

- **JavedIqbal(2016)** outlined to determine the connection between the Green Human Resource factors like management commitment, employee empowerment, feedback and review, rewards, and exit with sustainability through environmental management system implementation. The author collected 354 questionnaires from 13 leading manufacturing organizations in Pakistan. The result proves an effect of all Green Human Resource Management dimensions on sustainability, and assert that manufacturing

firms in a developing country like Pakistan should promote the green element in its Human Resource Management Practices.

- **Benard Langat Ndugi (2016)** Green Human Resource is the use of Human Resource Management policies to promote sustainable use of resources with business organizations and promotes the course of environmental sustainability. The objective of the study was to establish the influences of green human resource management practices on environmental sustainability in Kenya. Green Human Resource Management theories and models used to show the importance of Green Human Resource Management concerns that will impact environmental management and sustainability and to understand the unique features of Human Resource managers, decisions, and behaviors that are central to Green Human Resource Management. The study specifically looked at the effects of selected Green Human Resource Management practices and the influence of overall organizational environmental sustainability. The study employed a descriptive research design specifically for a case study of Kenyatta University. The target population was 2400 employees of Kenyatta University, from which a sample of 96 employees selected. The data exclusively gathered from the questionnaire as the research instrument. The collected data were summarized and analyzed using both descriptive and inferential analysis and then presented in frequency distribution tables and figures. Further, to develop staff for environmental sustainability and management, the widespread use of eco-friendly training, emerging environmental knowledge bases, and pro-environment managers and leaders of the future should be put in the University system

- **SafaaShaban Green (2019)** HRM has become one of the most critical topics in the Business world and sustainability. Researchers and studies indicate that green environmental staffing associated strongly with the success of financial and marketplace components. The Green Human resource in green-oriented firm plays a significant part in shaping the culture of suitability in their organization. The applications will have an effect on all HR decisions and through all the activities of the shareholder's

viewpoint. Currently, all the work gives more attention to the relationship between GHRM and organization sustainability. GHRM help in creating, developing, and implementing the strategy of sustainable business within the organization. Although green HRM is still with ground-breaking, unclear, define the concept and its applications facing some difficulties. The purpose of the study in to present a full theoretical framework for GHRM practices and to test the perspective of the GHRM concept in construction companies in Egypt and the UK. The finding is that the perspective of the UK is higher than Egypt in realizing GHRM organizations.

- **Manthi, Kiilika, &Kimencu (2018)**¹⁴ Sought to establish how Human Resource Management practices predict tutor turnover intentions in first Teacher Training colleges (PTTCs) in Kenya. The core objectives of the study were: to determine the influence of Training, Compensation, Career development, and Performance management on teacher turnover intentions in PTTCs in Kenya. The scope of the study was the Nairobi Metropolitan region. Multi-stage sampling is practiced to achieve a sample size of 152 respondents, where the actual answer rate was 74.3%. The conclusions of the study showed that training, compensation, career development, and performance management was poorly prepared and significantly and negatively prophesy tutor turnover purposes in PTTCs as they collectively accounted for 28% variation in the experienced turnover intentions among the tutors.

CHAPTER 3 – RESEARCH METHODOLOGY

3.1 METHODOLOGY:

Every research process needs a research methodology that supports the successful accomplishment of the research process. Research is a long and engaging process that requires time and commitment. I think researchers should understand in detail the nature and the importance of building an adequate research methodology for their studies. A research methodology means in what way the research is going to be carried out. Many authors investigate the term of —research methodology || and its importance for the conduction of a study. The research methodology is a systematic way to solve research problems. The methodology is a scientific approach, which is adopted for conducting research.

3.2 RESEARCH DESIGN:

The second stage of the research process is the definition of the research design of the study. The research design provides the overall framework for collecting the data. The function of the research design is to ensure that the evidence obtained enables us to answer the initial question as unambiguously as possible || For the purposes of my research study, I use a descriptive research design, which focuses on describing the essence of the innovations in the software industry.

3.3 SAMPLING TECHNIQUE:

Convenience sampling method

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.

3.4 SOURCES OF DATA:

Data collection is the term used to describe a process of preparing and collecting data.

☐ **Primary Data** – Questionnaire given to 200 respondents

☐ **Secondary Data** - Websites and online journals, Published reports & Review of

3.5 STRUCTURE OF QUESTIONER:

Questionnaire was divided into two sections. First part was designed to know the general information about software industry and the second part contained the respondent's opinions about leadership style and organizational performance. Personal details like name, age, gender, annual income. Likert scaling question like strongly agree, disagree, neutral.

Suggestion question: As a leader how will you performance to achieve your organizational goal.

3.6 SAMPLE SIZE:

The sample size of the research is approximately 200 respondents.

3.7 PERIOD OF STUDY:

The period for the study is three months.

3.8 LOCATION & TARGETED PEOPLE OF STUDY:

The location of the study is THANJAVUR and the target people In Teaching staffs.

3.9 HYPOTHESIS:

The hypotheses tested in the study are shown below

- H_0 (Null hypothesis) =: There is significant difference between Educational level and green rewards and compensation to motivate the employee.
- H_1 (Alternate hypothesis): There is no significant difference between Educational level and green rewards and compensation to motivate the employee
- H_0 (Null hypothesis) =There is no significant association between monthly income of respondents and green training course.
- H_1 (Alternate hypothesis) =There is significant association between monthly income of respondents and green training course.

3.10. TOOLS FOR ANALYSIS:

□ In this research analysis, , Anova and chi square tests are used.

CHI-SQUARE TEST:

A chi-square statistic is one way to show a relationship between two categorical variables. In statistics, there are two types of variables: numerical (countable) variables and non-numerical (categorical) variables. The chi-squared statistic is a single number that tells you how much difference exists between you observed counts and the counts you would expect if there were no relations all in the population. The application of chi-square in our research will be used in comparison of age of the respondents.

ANOVA:

Analysis of variance is a collection of statistical models and their associated estimation procedure used to analyze the difference among means.

CORRELATION

Correlation coefficients provide a numerical summary of the direction and strength of the linear relationship between two variables. The two main correlation coefficients are

- **Pearson product-moment correlation:** for continuous variables, or one continuous variable and one dichotomous variable
- **Spearman rho:** for ordinal level or ranked data.

The sign of the correlation coefficient indicates the direction of the correlation: a positive correlation indicates that as one variable increases, so does the other; a negative correlation indicates that as one variable increases, the other decreases. The strength of the relationship is given by the numeric value: 1 indicates a perfect relationship; 0 indicates no relationship between the variables.

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.

CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

Table 4.1.1: Age of the respondents

S.NO	AGE	NO. OFRESPONDENTS	P ERCENTAGE
1.	20-30	43	25.5
2.	30-40	42	21
3.	40-50	54	27.00
4.	50-60	51	25,5
5.	60and above	10	5
TOTAL		200	100.00

Source:

Primary

data.

AGE
200 responses

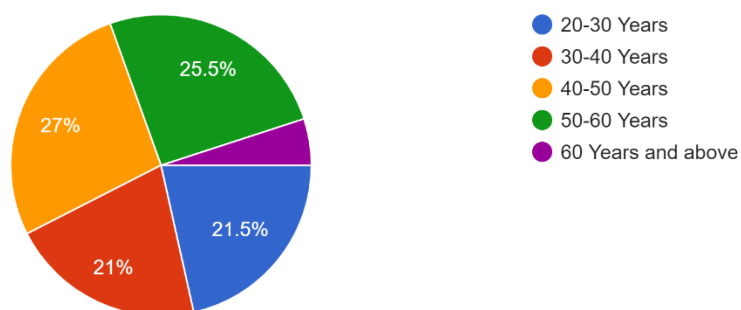


Chart 4.1.1: Age of the respondents

Interpretation

From the above table it is interpreted that the number of respondents 20-30 age of respondents are 25.5%, between 30-40 age of respondents are 21%, between 40-50 age of respondents 27%, between 50-60 age of respondents are 25.5%, 60 and above age of respondents are 5%

Inference

Majority (27 %) of the respondents are age between 40-50 years.

Table 4.1.2: Gender of the respondents

S NO	Gender	No. of Respondents	Percentage
1.	Male	111	55.5
2.	Female	89	45.5
TOTAL		200	100.00

Source: Primary data.

GENDER
200 responses

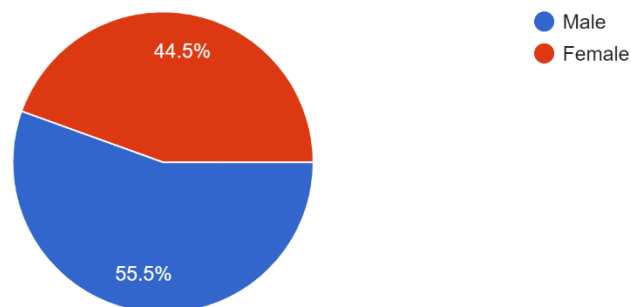


Chart 4.1.2: Gender of the respondents

Interpretation

From the above table it is interpreted that the number of male respondent is 55.5% and female respondent is 89%.

Inference

Majority (111%) of the respondents are male.

Table 4.1.3: Occupation of the respondents

S NO	Particulars	No. of Respondents	Percentage
1.	HOD	49	24.5
2.	Associate professor	52	26
3.	Guest lecture	50	25
4.	Assistant professor	43	21.5
TOTAL		200	100

Source: Primary data

Designation
200 responses

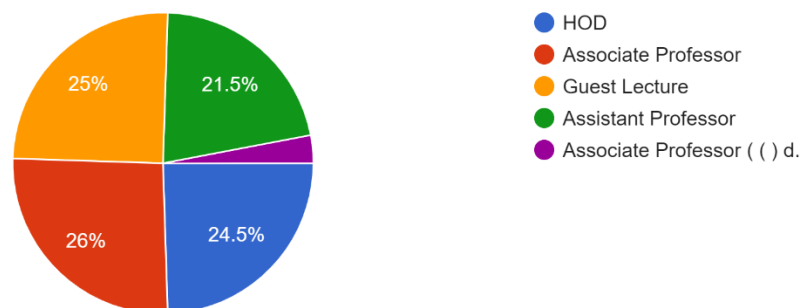


Chart 4.1.3: Occupation of the respondents

Interpretation

From the above table it is interpreted that the number of respondents were 24.5.00% is Hod, 26.00% is Associate professor, 25.00% guest lecture, 21.5.00% is Assistant professor.

Inference

Majority (26%) of the respondents are Associate profession.

Table 4.1.4: Educational level of the respondents

S.NO	Particulars	No. of Respondents	Percentage
1	Bachelor's degree	41	20.5
2	Diploma	34	17
3	Master' degree	88	44
4	PHD	37	18.5
Total		200	100

Source: Primary data.

Educational Level
200 responses

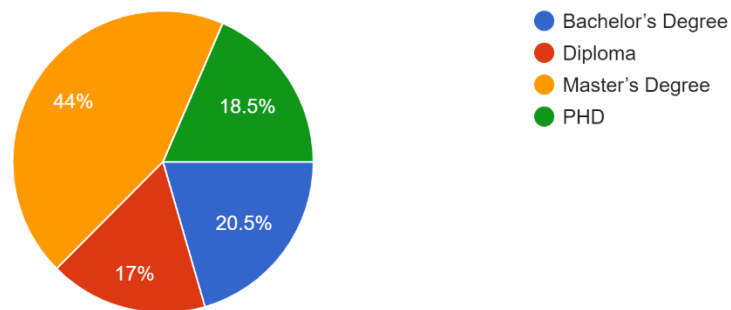


Chart 4.1.4: Educational level of the respondents

Interpretation

From the above table it is interpreted that the number of respondents were Bachelor's degree is 20,5%, Diploma is 17%, Master' degree is 44%, PHD is 18.5%.

Inference

Majority (44%) of the respondents are master degree..

Table 4.1.5: Monthly income of the respondents

S.NO	INCOME	No. of Respondents	Percentage
1	Below 20,000	16	8
2	20,000-40,000	55	27.5
3	40,000-60,000	65	32.5
4	60,000-80,000	42	21
5	Above 80,000	22	11
Total		200	100

Source: Primary data.

Monthly Income
200 responses

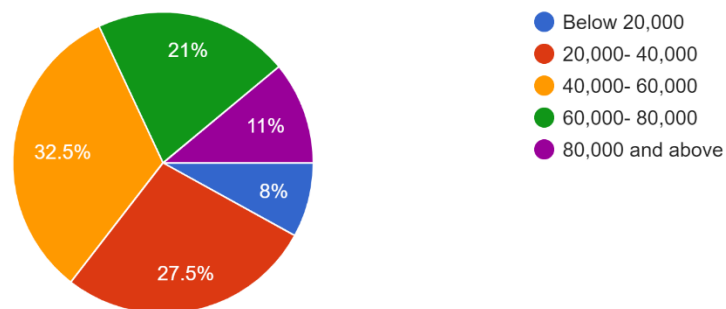


Chart 4.1.5: Monthly income of the respondents

Interpretation

From the above table it is interpreted that the number of respondents were **8% is below 20,000 27.5% is 20,000-40,000 32.5% is 40,000-60,000 21% is 60,000-80,000 11% is 80,000 above**

Inference

Majority (32,54) of the respondents are 40,000-60,000.

Table 4.1.6: Work Experience in respondents college of the respondents

SNO	Work experience	No. of Respondents	Percentage
1	Below 1 year	25	12.5
2	1-5	63	31.5
3	6-10	59	29.5
4	11-15	39	19.5
5	Above 15	14	7
TOTAL		200	100

Source: Primary data.

How much experience you have in your College?

200 responses

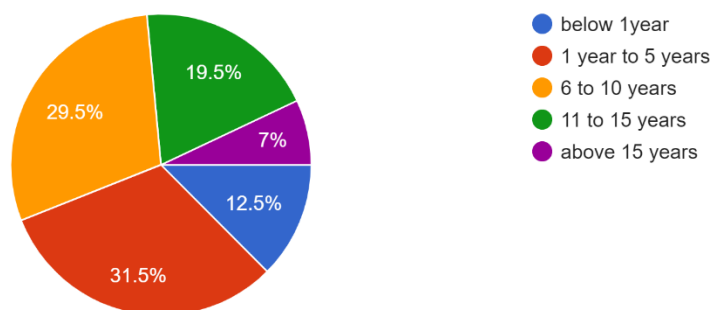


Chart 4.1.6: Work Experience in respondents college of the respondents

Interpretation

From the above table it is interpreted that the number of respondents were 12.5% is below 1 year, 31.5% is 1-5 year, 29.5% is 6-10 year, 19.5% is 11-15, 7 % is above 15 year .

Inference

Majority (31.5%) of the respondents are 1-5 year.

Table 4.1.7: Awareness of green HRM Practices of the respondents

SNO	Awareness in GHRM	No. of Respondents	Percentage
1	Yes	98	49
2	No	55	27.5
3	May be	47	23.5
TOTAL		200	100

Source: Primary data.

does your college provide awareness of Green HRM practices?

200 responses

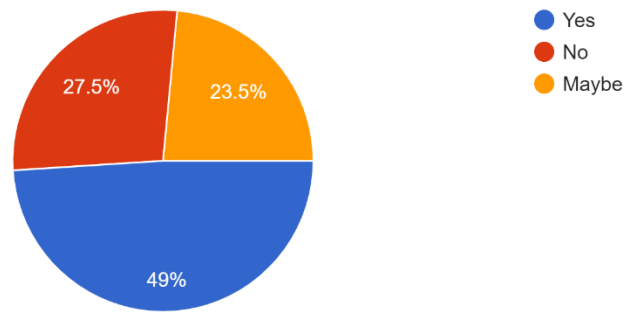


Chart 4.1.7: : Adopted of GHRM in college of the respondents

Interpretation

From the above table it is interpreted that the number of respondents were **49%** is yes, **27.5%** is no, **23.5%** is may be.

Inference

Majority (49) of the respondents are aware about green HRM.

Table 4.1.8: Adopted of GHRM in college of the respondents

SNO	Adopted of GHRM	No. of Respondents	Percentage
1	Build reputation	22	11.00
2	Promotes Social Responsibility	52	26.00
3	Helps in employee retention	58	29.00
4	Amplify Admissions	32	16.00
5	Develops teaching excellence	35	17.5
6	Other	1	0.5
TOTAL		200	100

Source: Primary data.

Green HRM practices adopted by your college. (Reason)

200 responses

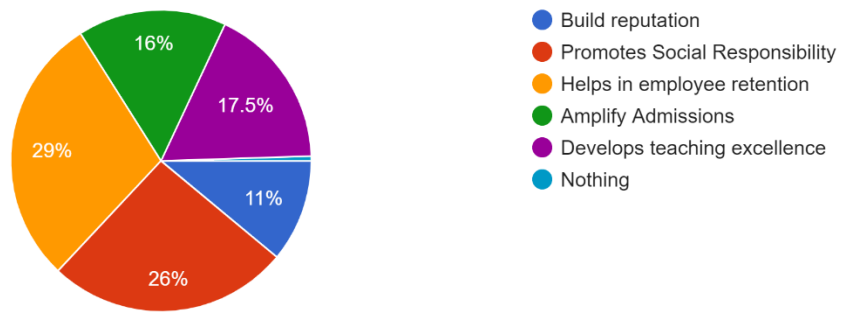


Chart 4.1.8: Adopted of GHRM in college of the respondents

Interpretation

From the above table it is interpreted that the number of respondents were

Build reputation is 11%, Promotes Social Responsibility is 26%, Helps in employee retention is 29%, Amplify Admissions is 16%, Develops teaching excellence is 17.5%, other is 1%

Inference:

Majority (29%) of the respondents are Helps in employee retention

Table 4.1.9. Green HRM Practices followed by teaching faculties

SA-Strongly Agree ,A- Agree, N- Neutral, DA – Disagree, SDA- Strongly Disagree

Factor	SA	A	N	DA	SD	Total
PPT Classes	101	50	30	19	10	200

Posting of students daily attendance through app online	30	120	44	16	10	200
Posting marks through Online	45	78	52	22	17	200
Getting results from Websites	57	75	50	20	13	200
Receiving students assignments from online	50	75	69	20	13	200
Giving notes through connect 4m / Online	75	26	39	24	54	200
Updating class schedules, subjects & syllabus, through online	54	55	24	17	10	200
Audio notes	69	11	24	39	75	200

Green HRM Practices followed by teaching faculties in your institution

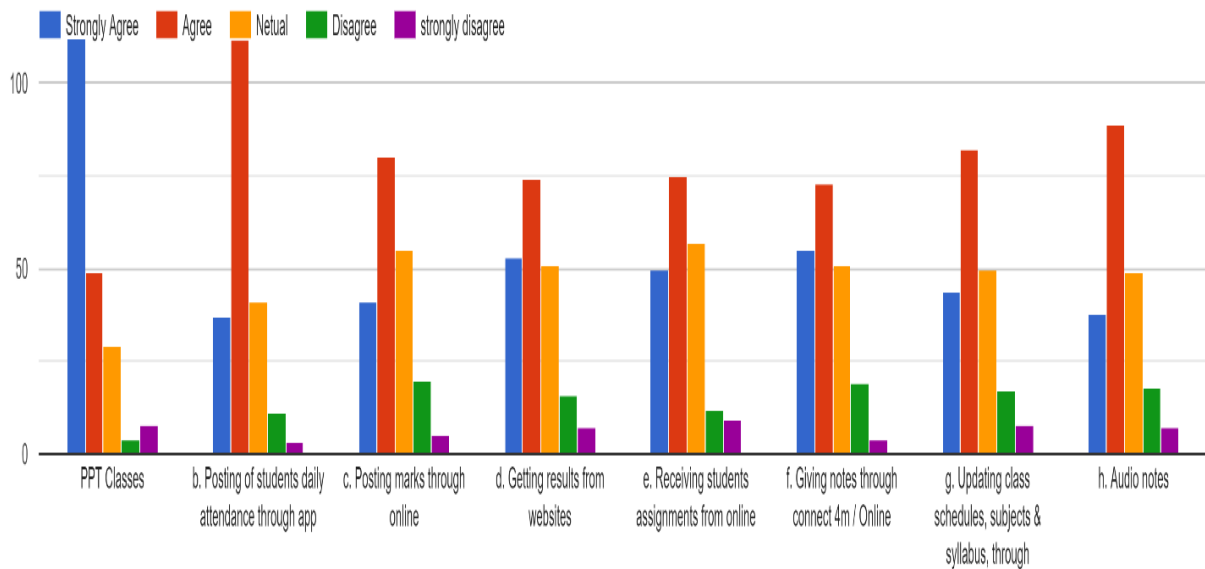


Chart 4.1.9. Green HRM Practices followed by teaching faculties

Interpretation:

From the above table it is interpreted that 75% says strongly agree, 32% says agree, 8% says neutral, 8 % says disagree and 4 % says strongly dis agree

Inference:

Majority (75%) of the respondents are strongly agree.

Table 4.1.10. Green HRM Practices followed by College Management

FACTOR	SA	A	N	DA	SD	TOTAL
Biometric	78	68	42	7	4	200
Recycling & Waste Manag	60	78	48	16	8	200
Utilization of Solar pane	49	75	53	16	9	200
Digital library	58	77	38	16	15	200
College transport to reduce pollution	55	78	48	10	5	200
Online Communication (circulars)	55	78	49	18	9	200
E-links (through sms)	49	98	47	4	3	200

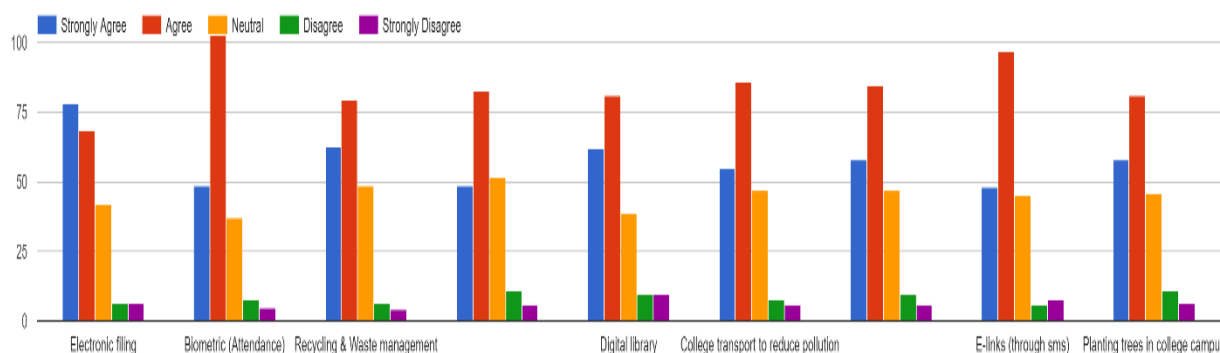


Chart 4.1.10. Green HRM Practices followed by College Management

Interpretation:

From the above table it is interpreted that 54% says strongly agree, 32% says agree, 8% says neutral, 8 % says disagree and 14 % says strongly dis agree

Inference:

Majority (54%) of the respondents are agree in Green HRM Practices followed by College Management

Table 4.1.11. Green Recruitment practices

Factor	SA	A	N	DA	SD	TOTAL
Online Advertisement	63	79	45	6	7	200
Getting applications and Resumes from Email	54	97	40	63	4	200
Communicating interview through phone	67	77	51	6	3	200

Video interview	59	82	47	7	5	200
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Green Recruitment practices followed in college

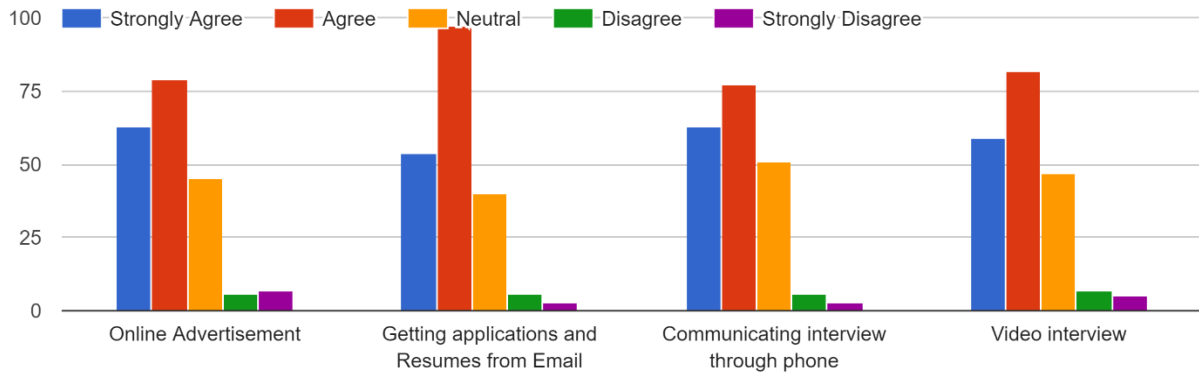


Chart .4.1.11. Green Recruitment practices

Interpretation:

From the above table it is interpreted that 32% says strongly agree, 65% says agree, 15% says neutral, 4 % says disagree and 24 % says strongly disagree

Inference:

Majority (65%) of the respondents are agree in Green Recruitment practices

Table 4.1.12. Employees involvement towards Green HR Practices

FACTO R	SA	A	N	DA	SD	TOTAL
Involved in Decision making	63	64	49	17	13	200

Providing ideas to promote Green Initiatives	42	83	58	17	5	200
Appreciate the cost saving practices	51	72	66	8	6	200
Create a team for Green HR Practice	50	79	56	10	7	200

Employees involvement towards Green HR Practices

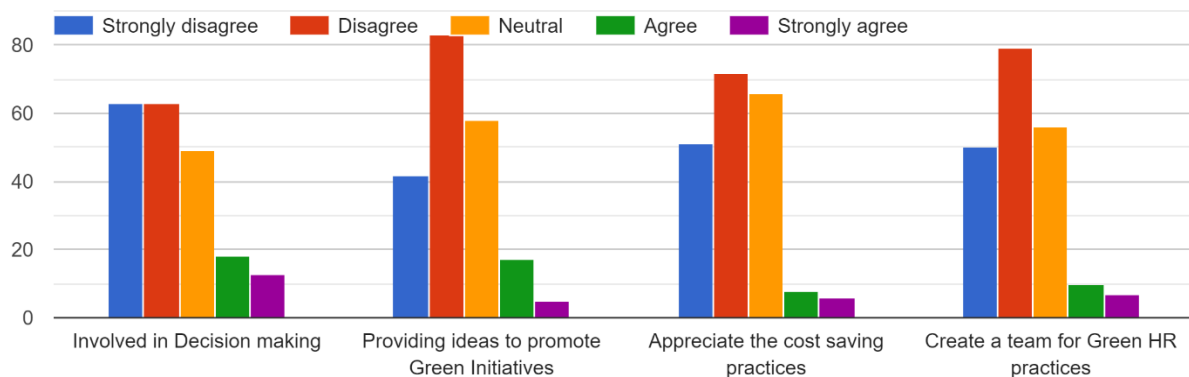


CHART 4.1.12. Employees involvement towards Green HR Practices

Interpretation:

From the above table it is interpreted that 24% says strongly agree, 25% says agree, 43% says neutral, 12% says disagree and 4 % says strongly dis agree

Inference:

Majority (43%) of the respondents are neutral in Employees involvement towards Green HR Practices

Table 4.1.13. Green rewards and compensation to motivate

Factor	SA	A	N	DA	SD	TOTAL
E- transferring remunerations	74	57	52	8	12	200
Incentives for green HR performance	46	102	35	5	1	200
Increment for green HR achievements	86	66	25	9	8	200
online Account	55	7	55	69	7	200

Green rewards and compensation to motivate the employees

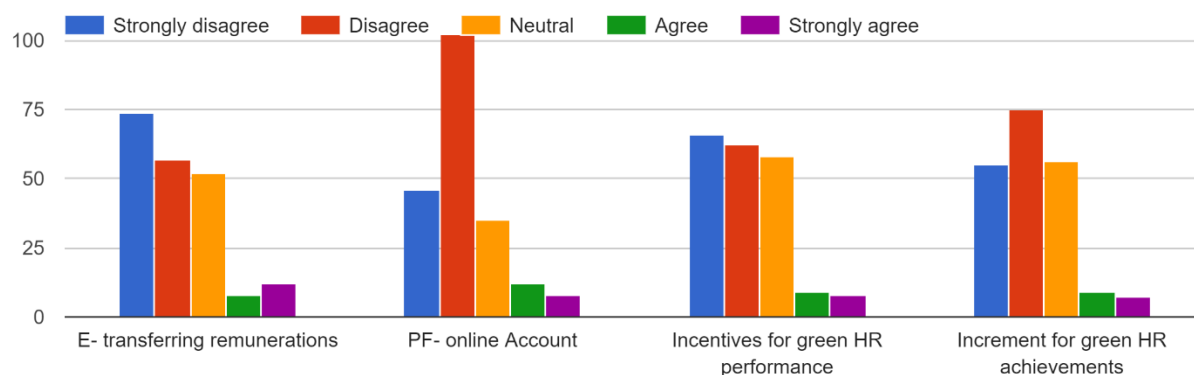


CHART 4.1.13. Green rewards and compensation to motivate

Interpretation:

From the above table it is interpreted that 34% says strongly agree, 55% says agree, 11% says neutral, 15 % says disagree and 9 % says strongly dis agree

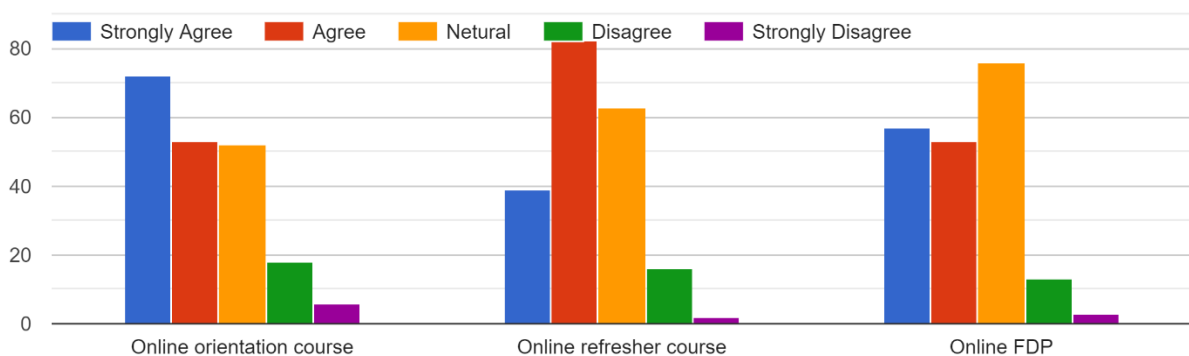
Inference:

Majority (55%) of the respondents are agree in Green rewards and compensation to motivate

Table 4.1.14. Green Training courses

Factor	SA	A	N	DA	SD	TOTAL
Online orientation course	72	58	52	18	6	200
course Online refresher	39	82	63	16	2	200
Online FD	57	53	76	13	3	200

Green Training courses

**CHART 4.1.14 Green Training courses**

Interpretation:

From the above table it is interpreted that 34% says strongly agree, 48% says agree, 8% says neutral, 11 % says disagree and 3 % says strongly dis agree

Inference:

Majority (48%) of the respondents are agree in Green Training courses

Table 4.1.15. Factor influences the professors to follow Green HR practices

factor	SA	A	N	DA	SD	TOTAL
To get reward	66	59	57	18	10	200
By Interest Instruction	37	83	54	19	11	200
higher authority	45	60	64	22	11	200
Convenient	41	80	50	24	10	200
Self-fulfillment	38	68	64	19	12	200
Work may complete without any delay	44	66	57	22	12	200
T						

Factor influences the professors to follow Green HR practices

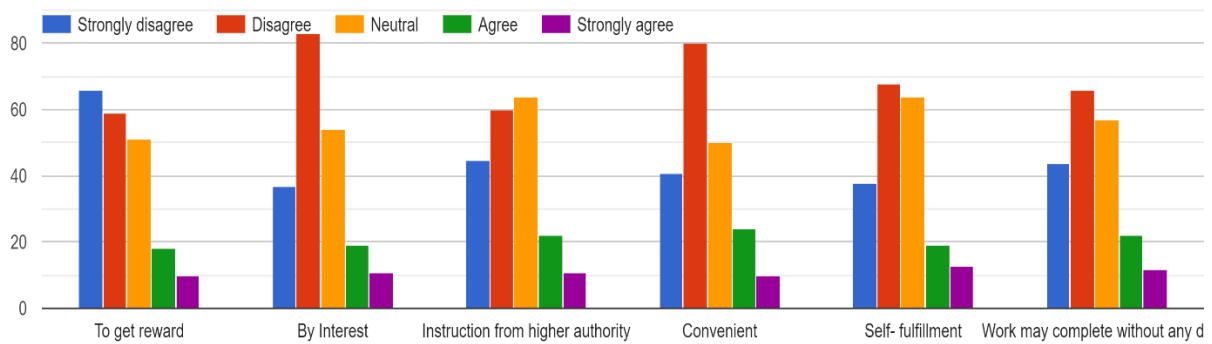


CHART 4.1.15. Factor influences the professors to follow Green HR practices

Interpretation:

From the above table it is interpreted that 21% says strongly agree, 53% says agree, 15% says neutral, 13 % says disagree and 4 % says strongly dis agree

Inference:

Majority (53%) of the respondents are agree in Factor influences the professors to follow Green HR practices

Table 4.1.16. Benefits of Green HR practices

Factor	SA	A	N	DA	SD	TOTAL
Save time	69	50	54	25	6	200
Reduce unwanted travel	32	83	70	14	4	200
Better power utility	47	62	68	20	7	200
Reduce carbon foot Prints	39	76	64	20	4	200

Future evidence	43	58	77	21	8	200
Cost effective	39	65	73	19	5	200

Benefits of Green HR practices

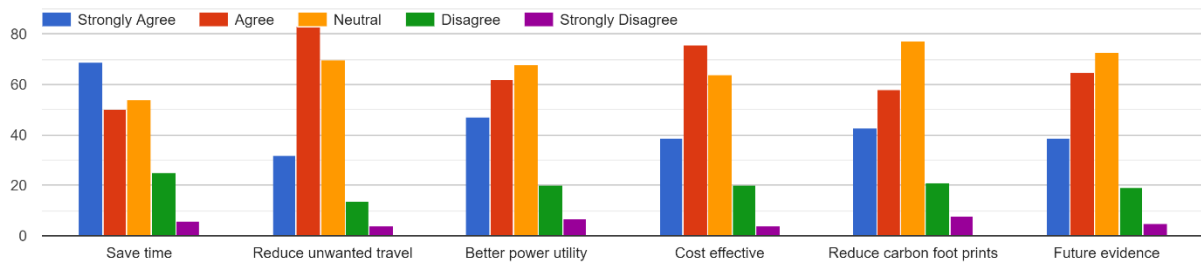


CHART 4.1.16. Benefits of Green HR practices

Interpretation:

From the above table it is interpreted that 34% says strongly agree, 32% says agree, 44% says neutral, 83% says disagree and 6% says strongly disagree

Inference:

Majority (44%) of the respondents are neutral in Benefits of Green HR practices

Table 4.1.17. Level of Satisfaction of Green HR practices

Factor	SA	A	N	DA	SD	TOTAL
Compensation and rewards Compensation	82	68	46	1	4	200
Online training	46	111	37	5	2	200
Electronic filing	76	75	45	3	3	200

minimize the paper work						
Enhance worker health and well being	54	95	44	6	3	200

Level of Satisfaction of Green HR practices

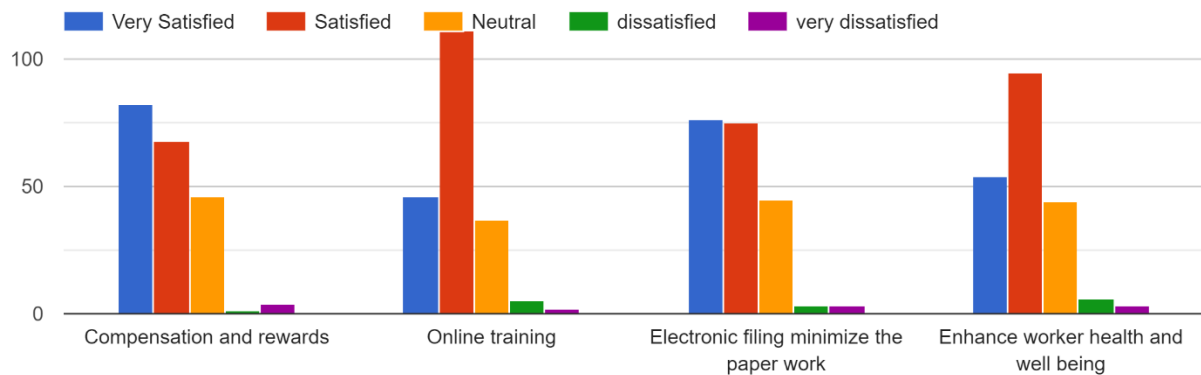


CHART 4..1.17 Level of Satisfaction of Green HR practices

Interpretation:

From the above table it is interpreted that 56% says strongly agree, 32% says agree, 24% says neutral, 1 % says disagree and 8 % says strongly dis agree

Inference:

Majority (56%) of the respondents are strongly agree Level of Satisfaction of Green HR practices

Table 4.1.18. Challenges of Green HR Practices

Factor	SA	A	N	DA	SD	TOTAL

No Co-operation from Co-workers	63	74	56	4	6	200
No monetary / nonmonetary benefits	42	100	48	8	4	200
Lack of technical Assistance	51	84	57	6	5	200
Lack of Motivation from employer	48	88	51	6	9	200
Not possible to work without paper	41	95	50	13	5	200
Not convenient at all time	45	95	49	6	7	200
Required specialized skills	50	90	47	9	5	200
It may affect the regular process of work	42	95	26	13	3	200

Challenges of Green HR Practices

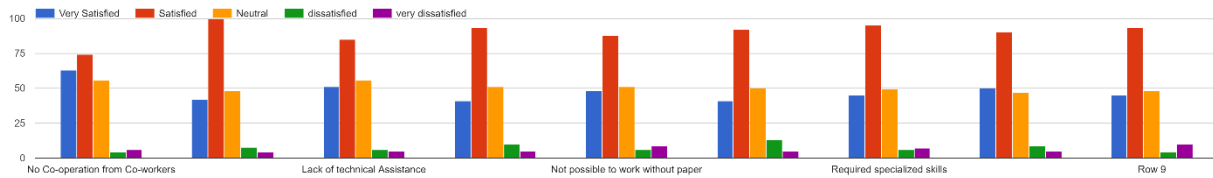


CHART 4.1.18. Challenges of Green HR Practices

Interpretation:

From the above table it is interpreted that 68% says strongly agree, 12% says agree, 11% says neutral, 8 % says disagree and 9 % says strongly dis agree

Inference:

Majority (68%) of the respondents are strongly agree in. Challenges of Green HR Practices

Table 4.1.19. implementation of Green HRM.

Factor	SA	A	N	DA	SD	TOTAL
Improves work efficiency	74	67	42	71	9	200
Communication skill is improved	39	93	50	11	7	200
Work can be done on time	55	80	44	12	9	200
Technical knowledge is developed	44	83	50	11	14	200

Improvement of working skill among the employees after implementation of Green HRM.

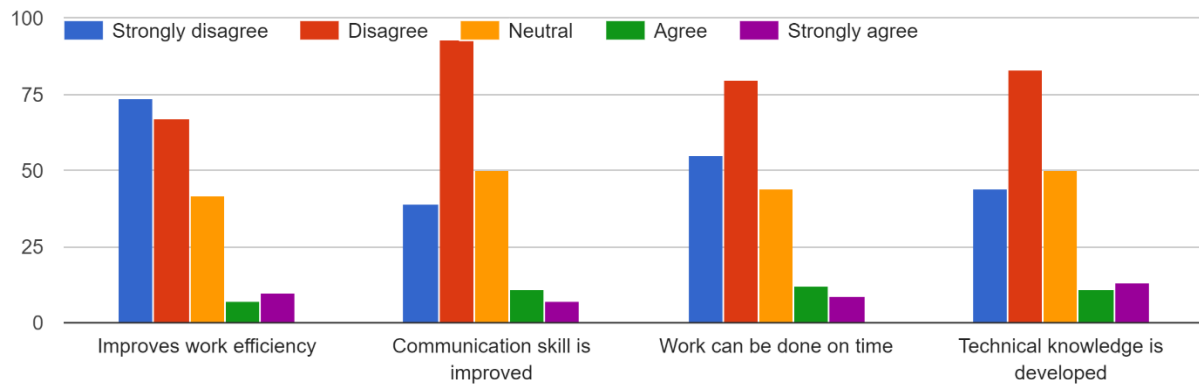


CHART 4.1.9 .Implementation of Green HRM.

Interpretation:

From the above table it is interpreted that 32% says strongly agree, 44% says agree, 11% says neutral, 2% says disagree and 12% says strongly dis agree

Inference:

Majority (44%) of the respondents are agree Implementation of Green HRM

Table 4.1.20. Over All Level of Satisfaction of Green HR practices

S NO	OVER ALL LEVEL OF SATISFATION	NO OF RESPONDENT	PERCENTAGE
1	1	4	2
2	2	22	11
3	3	38	19
4	4	84	42
5	5	52	26
TOTAL		200	100

Over All Level of Satisfaction of Green HR practices in your institution
200 responses

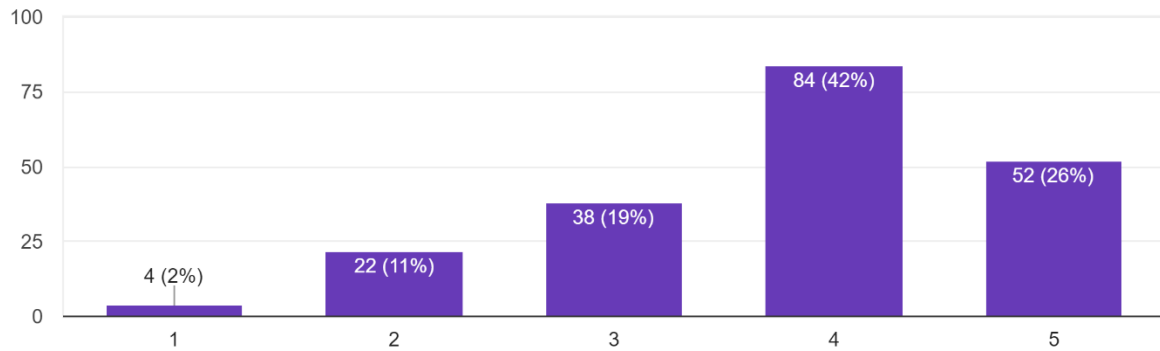


CHART 4.1.20. Over All Level of Satisfaction of Green HR practices

Interpretation:

From the above table it is interpreted that 2% says 1, 11% says 2, 19% says 3, 42 % says 4 and 26 % says 5

Inference:

Majority (26%) of the respondents are 5.

4.2 CHISQUARE:

Hypothesis: 1

H₀(Null hypothesis) =: There is significant difference between Educational level and green rewards and compensation to motivate the employee.

H₁(Alternate hypothesis): There is no significant difference between Educational level and green rewards and compensation to motivate the employee

Chi-Square Tests

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Educational Level * Green rewards and compensation to motivate the employees [E-transferring remunerations]	200	100.0%	0	0.0%	200	100.0%

Educational Level * Green rewards and compensation to motivate the employees [E- transferring remunerations] Crosstabulation

			Green rewards and compensation to motivate the employees [E- transferring remunerations]					Total
			Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	
Educational Level	Diploma	Count	16	10	6	1	1	34
		Expected Count	12.6	9.5	8.7	1.4	1.9	34.0
	Bachelor's Degree	Count	19	8	8	3	3	41
		Expected Count	15.2	11.5	10.5	1.6	2.3	41.0
		Count	30	23	27	3	5	88

	Master's Degree	Expected Count	32.6	24.6	22.4	3.5	4.8	88.0
	PHD	Count	9	15	10	1	2	37
		Expected Count	13.7	10.4	9.4	1.5	2.0	37.0
Total		Count	74	56	51	8	11	200
		Expected Count	74.0	56.0	51.0	8.0	11.0	200.0

Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.443 ^a	12	.491
Likelihood Ratio	11.362	12	.498
Linear-by-Linear Association	2.485	1	.115
N of Valid Cases	200		

a. 8 cells (40.0%) have expected count less than 5. The minimum expected count is 1.36.

Inference:

Since p value (0.491) is more than 0.05. We accept the null hypothesis and reject the Alternate hypothesis. Hence there is no significant difference between Educational level and green rewards and compensation to motivate the employee

4.3 ANOVA

Hypothesis:2

H_0 (Null hypothesis) =There is no significant association between monthly income of respondents and green training course.

H_1 (Alternate hypothesis) =There is significant association between monthly income of respondents and green training course.

		ANOVA				
		Sum of Squares	Df	Mean Square	F	Sig.
Green Training courses [Online orientation course]	Between Groups	20.185	4	5.046	4.397	.002
	Within Groups	222.659	194	1.148		
	Total	242.844	198			
Green Training courses [Online refresher course]	Between Groups	13.588	4	3.397	4.449	.002
	Within Groups	147.367	193	.764		
	Total	160.955	197			
Green Training courses [Online FDP]	Between Groups	.000	4	.000	.	.
	Within Groups	.000	195	.000		
	Total	.000	199			

Green Training courses [Online orientation course]

Duncan		Subset for alpha = 0.05	
Monthly Income	N	1	2
60,000- 80,000	42	3.43	
40,000- 60,000	65	3.68	
20,000- 40,000	54	3.93	3.93
Below 20,000	16		4.25
80,000 and above	22		4.45
Sig.		.090	.071

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 30.181.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Interpretation:

Since p value (0.71) is more than 0.05. we accept the null hypothesis and reject the alternate hypothesis. Hence there is significant association between **monthly income of respondents and green training course.**

Inference:

There is significant association between **monthly income of respondents and green training course.**

4.4 CORRELATIONS:**Correlations**

		Level of Satisfaction of Green HR practices [Electronic filing minimize the paper work]	Level of Satisfaction of Green HR practices [Compensation and rewards]
Level of Satisfaction of Green HR practices [Electronic filing minimize the paper work]	Pearson Correlation	1	.569**
	Sig. (2-tailed)		.000
	N	200	200
Level of Satisfaction of Green HR practices [Compensation and rewards]	Pearson Correlation	.569**	1
	Sig. (2-tailed)	.000	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation:

Since the rank correlation coefficient between level of satisfaction is positive and 0.569 among the coefficients. Therefore Electronic filing minimize the paper work and compensation and reward on level of satisfaction of green HR practices.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1.FINDINGS:

- Majority (27 %) of the respondents are age between 40-50 years.
- Majority (111%) of the respondents are male.
- Majority (26%) of the respondents are Associate profession.
- Majority (44%) of the respondents are master degree.
- Majority (32,54) of the respondents are 40,000-60,000.
- Majority (31.5%) of the respondents are 1-5 year.
- Majority (49) of the respondents are aware about green HRM.
- Majority (29%) of the respondents are Helps in employee retention
- Majority (75%) of the respondents are strongly agree.
- Majority (54%) of the respondents are agree in Green HRM Practices followed by College Management
- Majority (65%) of the respondents are agree in Green Recruitment practices
- Majority (43%) of the respondents are neutral in Employees involvement towards Green HR Practices
- Majority (55%) of the respondents are agree in Green rewards and compensation to motivate
- Majority (48%) of the respondents are agree in Green Training courses
- Majority (53%) of the respondents are agree in Factor influences the professors to follow Green HR practices
- Majority (44%) of the respondents are neutral . Benefits of Green HR practices
- Majority (56%) of the respondents are strongly agree Level of Satisfaction of Green HR practices

- Majority (68%) of the respondents are strongly agree in. Challenges of Green HR Practices
- Majority (44%) of the respondents are agree Implementation of Green HRM
- Majority (26%) of the respondents are 5.

5.2 SUGGESTIONS & RECOMMENDATIONS

- From the results of the study it is finding that the Green HRM practices Audio notes to the students are very less compare other practices.
- The Audio notes can help in future if the students have doubts. The College Management of Arts and Science colleges should provide college transport to reduce pollution of the city.
- By sharing the transport among the teaching faculties helps to usage of more vehicles to control pollution .The College Management of Arts and Science colleges should use online communications for circulars through E-mail, Mobile phone Message or Social media, which helps to minimize usage of carbon papers.
- The Arts and Science Colleges should implement Video Interview of the candidates who applied for job, which helps to minimizing travel to control pollution
- .The college Management of Arts and Science Colleges should build a team for Green Human Resource Management Practices, its supports to improve Employee Involvement in Green practices

5.3 LIMITATIONS OF THE STUDY

1. The sample size of the study limited to only the Teaching faculties of Arts and Science Colleges.

2. The selected sample size is small when comparing to the population.
3. The research study and the data collected limited to only the Chennai district in Tamil Nadu. The study is purely based on the responses given by the respondents, which cannot be ruled out to be free from bi

5.5. SCOPE OF FURTHER RESEARCH

- The study is an attempt to examine the Green human resource management among the teaching faculties of arts and science colleges. In course of the study various aspect like Green Recruitment, Green Training, of arts and science teaching faculties were given due attention.
- It gives a very wider scope for the researchers to study the role and impact on Green Human Resource Management practices of Government Arts and Science Colleges.
- It also gives a scope to carry on a research on the improvement of teaching faculties before and after implementation of Green Human Resource Management practices towards Arts and Science Colleges.
- It also gives a scope to do research on Green Human Resource Management practices towards the IT Employees.

5.6. CONCLUSION

The study proposed to measure the HRM practices among the teaching faculties in Chennai city. The result exhibits how teaching faculties are managing HRM practices. The study also focuses on to provide transparent information about the green HRM practices, scope, and benefits of managing the green HRM practices. It will enhance the morality faculties, stronger public image, and loyalty. It also helps the faculty members to develop teaching excellence, retaining the faculties, increase admissions, improve the reputation of the Institution, and fulfill their Social responsibility. The green HRM practices encourage faculty members to increase their productivity levels. The ultimate

beneficiaries are students. Besides, the study reveals that there is a significant association between Green Human Resource Management practices implemented in Colleges in Chennai city. Besides, the study describes the there is a significant relationship between the purpose of adopting Green Human Resource Management practices by the management of colleges in the study region. The study also found that there is a significant difference among the selected colleges concerning the Green Human Resource Management Practices. The college management also benefited from managing the green HRM practices in the study area. more the study reveals that the faculty members are facing some problems at the time of managing green HRM in the study region. The Green Recruitment practices which majorly support the Arts and science college to have done their recruitment process on time by the advertising of vacancies through online, receiving applications, or resumes through E-mail, Telephone communication. The teaching faculties of Arts and science colleges are satisfied with the Green Human Resource Management practices, which helps them to complete their work on times, reduction of cost, to maintain future evidence, and the Green Human resource management are Environmental friendly practices of the colleges, which satisfied the teaching faculties on both personally and professionally.

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ANNEXURE – I QUESTIONNAIRE

A Study On Green Human Resource Management Practices Among The Teaching Faculties With Special Reference To Thanjavur

* Required

1. NAME *

2. GENDER *

Mark only one oval.

☐ Male

☐ Female

3. AGE *

Mark only one oval.

☐ 20-30 Years

☐ 30-40 Years

☐ 40-50 Years

☐ 50-60 Years

☐ 60 Years and above

4. Designation *

Mark only one oval.

☐ HOD

☐ Associate Professor

☐ Guest Lecture

☐ Assistant Professor

5. Educational Level *

Mark only one oval.

- ☐ Bachelor's Degree
- ☐ Diploma
- ☐ Master's Degree
- ☐ PHD

6. Monthly Income *

Mark only one oval.

- ☐ Below 20,000
- ☐ 20,000- 40,000
- ☐ 40,000- 60,000
- ☐ 60,000- 80,000
- ☐ 80,000 and above

7. How much experience you have in your College? *

Mark only one oval.

- ☐ below 1year
- ☐ 1 year to 5 years
- ☐ 6 to 10 years
- ☐ 11 to 15 years
- ☐ above 15 years

8. does your college provide awareness of Green HRM practices? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Maybe

9. Green HRM practices adopted by your college. (Reason) *

Mark only one oval.

- ☐ Build reputation
- ☐ Promotes Social Responsibility
- ☐ Helps in employee retention
- ☐ Amplify Admissions
- ☐ Develops teaching excellence
- ☐ Other: _____

10. Green HRM Practices followed by teaching faculties in your institution *

Mark only one oval per row.

	Strongly Agree	Agree	Netual	Disagree	strongly disagree
PPT Classes	☐	☐	☐	☐	☐
b. Posting of students daily attendance through app /	☐	☐	☐	☐	☐
online	☐	☐	☐	☐	☐
c. Posting marks through online	☐	☐	☐	☐	☐
d. Getting results from websites	☐	☐	☐	☐	☐
e. Receiving students assignments from online	☐	☐	☐	☐	☐
f. Giving notes through connect 4m / Online	☐	☐	☐	☐	☐
g. Updating class schedules, subjects & syllabus, through	☐	☐	☐	☐	☐
online	☐	☐	☐	☐	☐
h. Audio notes	☐	☐	☐	☐	☐

11. In your Institution Green HRM Practices followed by College Management *

Mark only one oval per row.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Electronic filing	☐	☐	☐	☐	☐
Biometric (Attendance)	☐	☐	☐	☐	☐
Recycling & Waste management	☐	☐	☐	☐	☐
Utilization of Solar panel (alternate source)	☐	☐	☐	☐	☐
Digital library	☐	☐	☐	☐	☐
College transport to reduce pollution	☐	☐	☐	☐	☐
Online Communication (circulars)	☐	☐	☐	☐	☐
E-links (through sms)	☐	☐	☐	☐	☐
Planting trees in college campus	☐	☐	☐	☐	☐

12. Green Recruitment practices followed in college *

Mark only one oval per row.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Online Advertisement	☐	☐	☐	☐	☐
Getting applications and Resumes from Email	☐	☐	☐	☐	☐
Communicating interview through phone	☐	☐	☐	☐	☐
Video interview	☐	☐	☐	☐	☐

13. Employees involvement towards Green HR Practices *

Mark only one oval per row.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Involved in Decision making	☐	☐	☐	☐	☐
Providing ideas to promote Green Initiatives	☐	☐	☐	☐	☐
Appreciate the cost saving practices	☐	☐	☐	☐	☐
Create a team for Green HR practices	☐	☐	☐	☐	☐

14. Green rewards and compensation to motivate the employees *

Mark only one oval per row.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
E- transferring remunerations	☐	☐	☐	☐	☐
PF- online Account	☐	☐	☐	☐	☐
Incentives for green HR performance	☐	☐	☐	☐	☐
Increment for green HR achievements	☐	☐	☐	☐	☐

15. Green Training courses *

Mark only one oval per row.

	Strongly Agree	Agree	Netural	Disagree	Strongly Disagree
Online orientation course	☐	☐	☐	☐	☐
Online refresher course	☐	☐	☐	☐	☐
Online FDP	☐	☐	☐	☐	☐

16. Factor influences the professors to follow Green HR practices *

Mark only one oval per row.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
To get reward	☐	☐	☐	☐	☐
By Interest	☐	☐	☐	☐	☐
Instruction from higher authority	☐	☐	☐	☐	☐
Convenient	☐	☐	☐	☐	☐
Self- fulfillment	☐	☐	☐	☐	☐
Work may complete without any delay	☐	☐	☐	☐	☐

17. Benefits of Green HR practices *

Mark only one oval per row.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Save time	☐	☐	☐	☐	☐
Reduce unwanted travel	☐	☐	☐	☐	☐
Better power utility	☐	☐	☐	☐	☐
Cost effective	☐	☐	☐	☐	☐
Reduce carbon foot prints	☐	☐	☐	☐	☐
Future evidence	☐	☐	☐	☐	☐

18. Level of Satisfaction of Green HR practices *

Mark only one oval per row.

	Very Satisfied	Satisfied	Neutral	dissatisfied	very dissatisfied
Compensation and rewards	☐	☐	☐	☐	☐
Online training	☐	☐	☐	☐	☐
Electronic filing minimize the paper work	☐	☐	☐	☐	☐
Enhance worker health and well being	☐	☐	☐	☐	☐

19. Challenges of Green HR Practices *

Mark only one oval per row.

	Very Satisfied	Satisfied	Neutral	dissatisfied	very dissatisfied
No Co-operation from Co-workers	☐	☐	☐	☐	☐
No monetary / non-monetary benefits	☐	☐	☐	☐	☐
Lack of technical Assistance	☐	☐	☐	☐	☐
Lack of Motivation from employer	☐	☐	☐	☐	☐
Not possible to work without paper	☐	☐	☐	☐	☐
Not convenient at all time	☐	☐	☐	☐	☐
Required specialized skills	☐	☐	☐	☐	☐
It may affect the regular process of work	☐	☐	☐	☐	☐
Row 9	☐	☐	☐	☐	☐

20. Remedies for Green HRM challenges. *

Mark only one oval per row.

	Strongly Satisfied	Satisfied	Somewhat Satisfied	Dissatisfied	Strongly Dissatisfied
The management should give awareness to the professors about	☐	☐	☐	☐	☐
The management/ higher official should give special training to employees	☐	☐	☐	☐	☐
The college should conduct periodical meetings (specifically for GHRP)	☐	☐	☐	☐	☐
The college should provide monetary /non monetary benefits & rewards	☐	☐	☐	☐	☐
The management should ensure the availability of Technical assistance in the college	☐	☐	☐	☐	☐

21. Improvement of working skill among the employees after implementation of Green HRM. *

Mark only one oval per row.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Improves work efficiency	☐	☐	☐	☐	☐
Communication skill is improved	☐	☐	☐	☐	☐
Work can be done on time	☐	☐	☐	☐	☐
Technical knowledge is developed	☐	☐	☐	☐	☐

22. Over All Level of Satisfaction of Green HR practices in your institution *

Mark only one oval.

1	2	3	4	5
☐	☐	☐	☐	☐

23. Please give your available suggestion *

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ANNEXURE – II RESEARCH ARTICLE

A Study On Green Human Resource Management Practices Among The Teaching Faculties With Special Reference To Thanjavur

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ABSTRACT: Educational Institutions are increasingly becoming in the know of the importance and combining management of environment and Human Resource management and the same is coined as Green Human Resource management Practices. Green HRM is brought into play along with the policies and practices to promote the sustainable use of resources within the institution. It promotes to maintain and sustain environment. It involves human resource initiative to support sustainable practices and tends to increase the teaching faculties 'responsiveness and commitments on the issues of sustainability. HRM on implementation can enhance Institution reputation. Green HRM will play a significant role in making the teaching faculties in the know of matters for showing care in us of scarce resources besides prevent the environment from getting contaminated, help in coordinating and reducing waste and avoidable carbon. The instant concentrates on issues influencing the teaching faculties to practice Green Human Resource Management and the effect of Green Human Resource Management in working skill of the teaching faculties. Much needed hypotheses have been formulated based on the objectives of this study. A well structured questionnaire was distributed in order to elicit the views for the purpose of Primary data and the respondents are the teaching faculties of various educational institutions.

Keywords: *Green Human Resource Management, GHRM, Green HRM Practices, Impact of Green HRM, Green HR, Teaching Faculties.*

I. INTRODUCTION:

Green Human Resource Management has come to occupy a pivotal position in the present research study since there is an imperative need towards attaining awareness of environmental and sustainable development on day to day basis is gaining currency all round the globe. As is known, India's has assured to sink carbon emissions and moves towards competent measures which has gained global recognition. Further, India is one of the emergent countries in Education. Educational Institution is the place where young generations forward to Discipline, Values,

Ethics and knowledge. Tamil Nadu is one of the states in India have different of culture-based Education. Also .numerous Higher Educational Institutions are well spread over the city of Chennai. People from across the country throng Chennai to gain the course study at an affordable cost and to avail the diversity of courses. It is also found that many Institutions indulge in enormous utilization of carbon footprints to their regular course of work, which is harmful to the comprehensive environment. In recent times many corporate companies, Financial Institutions like banks, Educational institutions are creating initiatives towards Environmental friendly activities which are called Green practices. This practice helps them to attain the (Corporate) Social Responsibility or Environmental Responsibility. Every Educational Institution implements Green Practices with several objectives - to build their reputation, help in the process of employee retention, in the interest of social responsibility, to augment admissions for various courses offered by them and to optimize the efficiency of teaching faculties.

In order to become environment friendly, various educational institutions were organizing various practices like of use of computers, internet, websites, emails, Audio visual equipment's, projectors, mobile phones etc., but the very process demands a high level of management initiative and skill development among the teachers of the institutions as it is imperative on their part to practice in their day to day academic life. The entire process will have a huge impact on the competition front with other major institutions. Thus it is a process of Transformation of HRM activities from manual pattern to automated technology.

II. PROBLEM STATEMENT:

The primary purpose of this study is to develop a research framework and to determine the predominant factors influencing the teaching faculties to practice Green Human Resource Management practices and the ways and means to measure the effect of Green human resource management on working skill of the teacher

III. REVIEW OF LITERATURE

- YusuphLameckMashala (2018) This paper focuses on fundamental strategy for enhancing environmental sustainability, create awareness to Human Resource managers and employees on the subject of the Green HRM, the green movement and use of natural resources to help organizations maintain and keep hold of the natural environment for sustainable growth and safeguarding staff and customers' health and safety. The data outcomes, and discussion of this study were based on the literature reviews obtained through online publications. The results show that GHRM is a requisite model whose functions and practices have a positive impact on environmental sustainability in public organizations. However, the study found that the GHRM concept is still new in communal organizations in Tanzania as there is inadequate documented evidence of its functions and practices.
- ShamimaKamili (2018) This article aims to find the Green Human Resource Management practices and the role of Green Human Resource Management practices in going green. The researcher recommended some social implications of Green Human Resource Management practices for the green organization.
- AdimuthuRamasamy, Ishmael Inore& Richard Sauna (2017) Green Human Resource Management (GHRM) is very critical in helping different organizations achieve environmental sustainability. The unique concept in relatively many organizations and especially those in the developing countries. Although more effort is required to help organizations in the implementation of the green policy, some of these organizations have already embraced the concept and have been utilizing it in some or all their Human Resource Management (HRM) practices. The HRM practices generally include recruitment and selection, training and development, performance management and appraisal, compensation and reward, empowerment and participation, and the management of the organizational culture. The result reveals that HRM has a predominant role in helping turn their particular organizations green.
- YamimaDauda and Gurmail Singh (2017), The study aims at reviewing Human Management procedures in Higher Educational Institutions (HEIs). The significance of the chosen field of research is to perform a comparative analysis and studying the successes of Human Resource Management procedures among these establishments. Moreover, how they help the successful improvement of academic quality in Higher There are several gaps in Green HRM depending upon the area of interest, focusing on green HRM in developed and developing countries, or in a particular sector or industry. A vital gap is related to the lack of studies explaining proper procedures and guidelines to implement an environmental sustainability approach to HRM practices. There is ample literature available about the role and need of Green HRM, but few studies talk about the way to bring this into the picture. The research paper can look into the issue of employees' attitudes and perceptions in terms of Green HRM.
- NewazRimi(2016) The article addresses future empirical studies on the proposed model to justify green HRMs impact on green services in the banking industry and other industries within and beyond Bangladesh. The paper has attempted to fill a gap in HRM research, providing some research ideas on how GHRM can contribute to green banking activities, an essential sector of the economy. GHRM will ultimately serve the purpose of the banking industry's response to the need for environmental sustainability. Moreover, the present GHRM model is empirically tested for practical justification of theory relating to HRM, employee performance, and innovation in environmental management efforts.
- Nadia NewazRimi(2016) The banking sector in Bangladesh is at a stage of planning ecological adaptation in response to global green efforts. The present study develops an HRM model suggesting that bank management should link HRM practices to use bank employee capabilities for improving and innovating green banking services in their green strategies. Green or social responsibility as one of the banks' differentiator factors along with service quality, image, and reputation. Unfortunately, banks are not that progressive and proactive in exploring the opportunities provided by the greening of the industry
- Edyta Bombiak (2018) The research demonstrated the higher evaluation of the impact of a given activity, the more frequent its implementation in the studied companies. The formulation of the following conclusion: to increase the scope of the implementation of the Green HRM concept in young polish enterprises, it is necessary to raise awareness and disseminate knowledge concerning the impact Green HRM can have on sustainable development in organizations. Green HRM is a human resource strategy supporting pro environmental corporate management

MATERIALS AND METHODS:

• RESEARCH DESIGN

The study deployed quantitative research design of 200 respondents. In the initial stage of the research, an exploratory design was carried out by survey and review of literature for the purpose of stating the research problem, identifying the variables and to formulate the working hypotheses.

• OBJECTIVES OF THE RESEARCH

To evaluate the various Green Human Resource Management practices implemented in educational institutions.

- ☐ To identify the factors influencing the teaching faculties in the matter of practicing Green Human Resource Management.
- ☐ To evaluate the impact of Green Human Resource Management on the working skill of the teaching

• SAMPLING DESIGN

The sample size is 200. For selecting the respondents, the convenience sampling technique is used, as convenience sampling attempts to obtain a sample of convenient elements. Often, respondents are selected based on the ease of the access and because they happen to be in the right place at the right time. In this type of sampling the researcher judges the nature of the sample and the sampling area

D.DATA COLLECTION DESIGN

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data – A survey questionnaire was designed and distributed to the respondents at their workplace. All the information and data were primarily collected through a survey questionnaire. Admittedly, the method is time consuming and costly.
- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles

D.STATISTICAL TOOLS

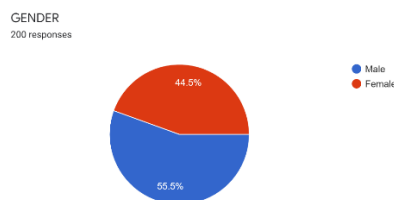
The main tools used for statistical analysis is hypothesis testing analytical tools such as **Chi- square test, Anova test and Correlations.**

IV. DATA ANALYSIS:

TABLE1. Table indicating the gender

Particular	No of respondents	Percentage
Male	111	55.5
Female	89	45.5
Total	200	100

Fig 1 CHART Indicating The Gender

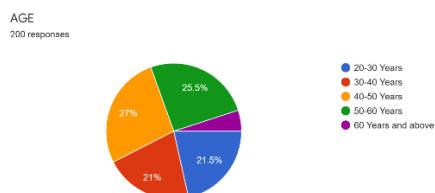


It is inferred from table and fig 1 that majority (55.5%) 111 of the respondents are Male

TABLE2 Table indicating the Age

S.NO	AGE	NO. OFRESPONDENTS
1	20-30	43
2	30-40	42
3	40-50	54
4	50-60	51
5	60and above	10
TOTAL		200

FIG.1. Chart representing the Age

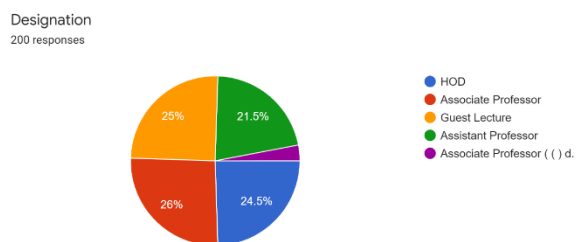


Majority (27 %) of the respondents are age between 40-50 years.

TABLE.3. Table Indicating the Occupation of the respondents

S NO	Particulars	Percentage	No. of Respondents
1	HOD	24.5	49
2	Associate professor	26	52
3	Guest lecture	25	50
4	Assistant professor	21.5	43
TOTAL		100	200

FIG 3. Indicating the Occupation of the respondents

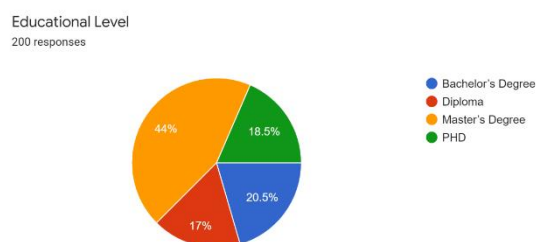


Majority (26%) of the respondents are Associate profession.

TABLE.4. Table Indicating the Educational level of the respondents

S.NO	Particulars	No. of Respondents	Percentage
1	Bachelor's degree	41	20.5
2	Diploma	34	17
3	Master' degree	88	44
4	PHD	37	18.5
Total		200	100

FIG 4. Indicating the Educational level of the respondents



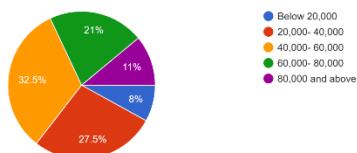
Majority (44%) of the respondents are master degree..

Table 5: Monthly income of the respondents

S.NO	INCOME	No. of Respondents	Percentage
1	Below 20,000	16	8
2	20,000-40,000	55	27.5
3	40,000-60,000	65	32.5
4	60,000-80,000	42	21
5	Above 80,000	22	11
Total		200	100

fig 5: Monthly income of the respondents

Monthly Income
200 responses



Majority (32,54) of the respondents are 40,000-60,000

Table.6. Table Indicating one way anova

Aim : ANOVA for significance of difference between monthly income and green training course

Null Hypothesis H0: There is no significant difference between monthly income and green training course

Alternative Hypothesis H1: There is significant difference between savings monthly income and green training course

ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Green Training courses [Online orientation course]	Between Groups	20.185	4	5.046	4.397	.002
	Within Groups	222.659	194	1.148		
	Total	242.844	198			
Green Training courses [Online refresher course]	Between Groups	13.588	4	3.397	4.449	.002
	Within Groups	147.367	193	.764		
	Total	160.955	197			
Green Training courses [Online FDP]	Between Groups	.000	4	.000	.	.
	Within Groups	.000	195	.000		
	Total	.000	199			

Green Training courses [Online orientation course]

Duncan

Monthly Income	N	Subset for alpha = 0.05	
		1	2
60,000- 80,000	42	3.43	
40,000- 60,000	65	3.68	
20,000- 40,000	54	3.93	3.93
Below 20,000	16		4.25
80,000 and above	22		4.45
Sig.		.090	.071

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 30.181.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Since p value (0.71) is more than 0.05. we accept the null hypothesis and reject the alternate hypothesis. Hence there is significant association between monthly income of respondents and green training course.

Inference:

There is significant association between monthly income of respondents and green training course.

V .RECOMMENDATIONS •

- 1 .From the results of the study it is finding that the Green HRM practices Audio notes to the students are very less compare other practices.
- 2 .The Audio notes can help in future if the students have doubts. The College Management of Arts and Science colleges should provide college transport to reduce pollution of the city.
- 3 .By sharing the transport among the teaching faculties helps to usage of more vehicles to control pollution .The College Management of Arts and Science colleges should use online communications for circulars through E-mail, Mobile phone Message or Social media, which helps to minimize usage of carbon papers.
- 4 .The Arts and Science Colleges should implement Video Interview of the candidates who applied for job, which helps to minimizing travel to control pollution.

VI. LIMITATIONS

- ✓ The study is confined to Thanjavur district only
- ✓ The study is based upon the consumer quality of work life in some of the institution.
- ✓ The data collected for the research is fully on primary data given by the respondents. There is chance for personal bias. So the accuracy is not true
- ✓ Due to storage of time and other constraints, the study has been limited 200 respondents only.

VII. CONCLUSION

The present study has made an earnest attempt to investigate the perception of teaching faculties over the Green HRM initiatives enunciated by the management of the concerned colleges. It has been well found that all colleges have been following PPT classes, daily students attendance and consolidation through online mode, posting marks online, obtaining results online from the declaring agency, compiling students' assignment online, distribution of notes online, updating class schedules, electronic filling of forms, Biometric attendance, recycling and waste management, utilization of solar technique as an alternative to electricity, creation of digital library, transport which is eco friendly, online communication of circulars, sms wherever necessary, planting saplings etc., Interestingly, it was found that male teaching faculties have better performed in the implementation process of Green HRM practices. It is intriguing to note that female faculties are not aware of the practices. Hence, the study concludes and suggests that a better understanding by female faculties and a sustained Green HRM practices by every educational institution in order that the institution gets an overall facelift and development. It is also suggested that teaching faculties the much needed initiative on the part of the management to provide them incentive in their sense of belongingness to the institution and that they cooperate, promote, support and sustain the overall development of Green HRM practices in their institution. It further enhances their selfactualization demand which is an important need to be attended to by any management

VIII. REFERENCES

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