

A Study To Check The Possibility Of Adapting Green HRM At Indira College Of Engineering And Management, Pune

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Abstract

The increasing concern for environmental sustainability has compelled organizations to reframe their Human Resource Management (HRM) practices into eco-friendlier systems. Green Human Resource Management (Green HRM) integrates environmental management into HR practices to improve environmental sustainability. This paper explores the potential of implementing Green HRM at Indira College of Engineering and Management (ICEM), Pune. Using secondary data, the study analyses various dimensions such as green procedures, commuting habits, and HR activities contributing to sustainable organizational practices. The findings highlight how ICEM can leverage Green HRM for long-term environmental and operational benefits.

1. INTRODUCTION

1.1 Understanding Green HRM

Green HRM is the integration of environmental management into HR policies and practices to promote sustainable usage of resources within business organizations. It emphasizes eco-conscious decisions in hiring, training, performance appraisal, employee engagement, and organizational culture. Organizations worldwide are adopting green practices in response to global environmental challenges and social responsibility mandates.

1.2 Role of HR in Sustainable Development

The Human Resource department is pivotal in driving sustainability by aligning organizational objectives with environmental consciousness. Activities like e-filing, virtual meetings, green commuting, recycling initiatives, and digital training have become integral to modern HRM. Green HRM is not limited to reducing environmental impact but also involves fostering a culture of environmental responsibility among employees.

1.3 Why Green HRM at ICEM?

As an academic institution with a significant employee and student base, ICEM has the potential to become a role model in sustainable educational practices. Implementing Green HRM could enhance institutional branding, attract environmentally conscious talent, and contribute to a greener society.

2. LITERATURE SURVEY

2.1 Green HRM Concepts and Global Trends

Numerous studies have highlighted the importance of Green HRM in driving organizational sustainability. According to Mandip (2012), organizations that adopt Green HRM not only reduce costs but also enhance employee morale and engagement. Renwick et al. (2013) emphasized that green training and green performance appraisals lead to higher employee commitment towards environmental goals.

2.2 Environmental Initiatives in Indian Institutions

Educational institutions in India are slowly recognizing their role in sustainability. Green campus movements, paperless offices, and eco-clubs are examples of such initiatives. However, the adaptation of structured Green HRM is still in the nascent stage, warranting focused studies like the present one.

3. Objectives of the Study

The study aims to examine the adaptability and scope of Green HRM practices at ICEM through the following objectives:

1. To check the adaptability of Green HRM at ICEM.
2. To inform and educate employees about green procedures and policies.
3. To assess the possibility of creating a Green Team within the institution.
4. To explore the feasibility of adopting green commuting habits.
5. To suggest HR-based initiatives such as flexible work weeks, carpool programs, and green incentives.

4. RESEARCH METHODOLOGY

The research is exploratory and descriptive in nature, based on **secondary data**. The research focuses on Indira College of Engineering and Management, Pune. Data is gathered from: Research articles, Government and institutional reports, Case studies on Green HRM, Official websites of colleges and HR publications, Secondary data has been used.

5. DISCUSSION AND ANALYSIS (BASED ON SECONDARY DATA)

5.1 Green Procedures and Policies

HR policies can include:

- Green recruitment (prefer candidates with green consciousness)
- Induction programs focusing on environmental responsibilities
- Incorporating sustainability KPIs in performance appraisals
- Encouraging online documentation and paperless systems

5.2 Green Commuting Habits

Adopting green commuting options can significantly reduce carbon emissions. Suggested practices:

- Promoting cycling or walking for nearby employees
- Carpooling initiatives with incentives
- Free/discounted bus or metro passes
- Flexible work hours to reduce peak hour traffic
- Telecommuting for non-teaching/admin staff

5.3 Flexible Work Options

Providing flexible work arrangements like compressed workweeks or hybrid work schedules can reduce commuting frequency and environmental impact.

5.4 Green Benefits and Incentives

- Introduce "Carbon Credit Cards" to track and reward green behavior
- Provide subsidies for purchasing electric vehicles
- Recognition programs for green practices (Green Employee of the Month)

5.5 Creating a Green Team

A green committee involving faculty, staff, and students can be formed to:

- Monitor implementation
- Conduct awareness drives
- Coordinate green audits

6. Findings

- Green HRM practices are highly adaptable in educational institutions.
- Secondary data supports the effectiveness of green commuting habits and policies in reducing operational costs and environmental impact.
- Flexible HR practices can improve employee well-being and retention.
- Institutions that implement Green HRM have better public image and internal culture.

7. Suggestions

- Conduct internal green audits to identify gaps.
- Develop a formal Green HR Policy manual.
- Conduct workshops and training sessions on sustainable practices.
- Collaborate with NGOs or government bodies for green initiatives.

- Introduce green certifications and awards internally.

Practice	Feasibility	Potential Impact
Carpool Program	High	Reduces traffic & fuel
Flexible Work Weeks	Medium	Improves morale, reduces commute
Free or Discounted Transport	High	Promotes public transit
Telecommuting Options	Medium	Cuts office energy use
Transportation Savings Account	Low	Long-term financial benefit
Carbon Credit Card for Employees	Medium	Encourages eco behavior

8. CONCLUSION

Green HRM is no longer an optional trend but a necessity for institutions striving for excellence and sustainability. Indira College of Engineering and Management has the potential and infrastructure to implement Green HRM effectively. By adopting eco-friendly HR practices, the college can not only contribute to the environment but also foster a culture of responsibility and innovation.

9. WEBLIOGRAPHY

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