

Green Human Resource Management and Sustainable Organizational Performance

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Abstract

Green Human Resource Management (GHRM) has emerged as an important approach for integrating environmental sustainability into human resource practices. Organizations are increasingly recognizing that employees play a central role in achieving environmental and sustainability objectives. This paper examines the role of green human resource management practices in improving sustainable organizational performance. It focuses on practices such as green recruitment, environmental training, green performance management, employee participation, and green rewards. These practices can encourage environmentally responsible employee behaviour while contributing to operational efficiency, organizational reputation, and long-term sustainability. The paper further highlights the importance of creating a green organizational culture in which employees actively participate in environmental initiatives. Effective implementation of GHRM can help organizations align human resource strategies with environmental goals and broader sustainability objectives. The study provides useful insights for managers seeking to develop environmentally responsible workplaces and strengthen organizational performance through sustainable human resource practices.

Keywords: Green Human Resource Management, Sustainable Organizational Performance, Green Recruitment, Green Training, Green Organizational Culture, Employee Engagement, Environmental Sustainability, Green Performance Management

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