The Influence of Green Human Resource Management on Performance Metrics and Sustainability in Chhattisgarh's Public Sector

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Abstract

The impact of Green Human Resource Management (GHRM) strategies on sustainability and performance indicators in Chhattisgarh's Public Sector Undertakings (PSUs) is the focus of this study. To determine how four important GHRM practices—green recruiting, green training, green performance management, and green compensation—affect organisational performance, the research uses a multiple linear regression analysis. Results from a survey of 150 HR experts and workers from different PSUs show that implementing any GHRM practice improves organisational performance. This includes efficiency in operations, engagement among workers, and sustainability. The results show that sustainability objectives of PSUs may be advanced by incorporating environmental concerns into HR processes, which in turn improve performance indicators. To promote organisational excellence and sustainable growth in the public sector, this study stresses the significance of GHRM initiatives.

Keywords: Organizational Performance, Sustainability, Green Recruitment, Green Training, Green Performance Management

Introduction

Organisational strategies, especially in the public sector, have increasingly prioritised environmental sustainability in recent years. One of the most important ways that companies are trying to strike a balance between being good corporate citizens and doing their part to protect the environment is via Green Human Resource Management (GHRM). Examining the impact of GHRM practices on performance measures and sustainability outcomes, this research zeroes in on Public Sector Undertakings (PSUs) in Chhattisgarh.

There is a growing expectation that public sector undertakings, as major players in local and national economies, would embrace sustainable methods to improve their efficiency and care for the environment. An organisational culture that values environmental concerns may be fostered via GHRM practices, which include green training, green performance management, green remuneration, and green recruiting. Public sector units (PSUs) want to boost their performance indicators and help achieve sustainability objectives by incorporating these practices into their HR activities.

An important reason why GHRM is important is that it may help organisations transform by bringing HR policies in line with environmental goals. Employees' sustainability understanding and skills can be improved via green training, green performance management may be used to assess and reward sustainable behaviours, and green remuneration can be used to incentivise eco-friendly actions. As the environmental landscape continues to evolve at a fast pace, it is essential for PSUs to comprehend how these practices affect organisational performance and sustainability.

This study looks at the PSUs in Chhattisgarh to see how GHRM practices affect organisational performance and how such practices lead to better operational results and long-term viability. The study's overarching goal is to demonstrate how GHRM initiatives contribute to public sector sustainable development by analysing data collected from HR experts and staff at these organisations.

Literature review

A lot of people have been talking about how organisations may improve their performance indicators and reach their sustainability objectives by including Green Human Resource Management (GHRM) practices into their overall strategy. This literature study delves into the main points of previous studies on GHRM, its effect on business results, and its function in fostering long-term viability.

Aiming to establish an environmentally conscious company culture, Green Human Resource Management (GHRM) integrates environmental management with HR procedures. Strategically incorporating environmental factors into recruiting, training, performance management, and remuneration procedures is what GHRM is all about, according to Renwick, Redman, and Maguire (2013). Sustainable business practices are advanced by this method, which is in line with the larger idea of CSR.

Research has shown that organisations may benefit from green recruiting methods, which include seeking out and choosing people according to their environmental beliefs. Jackson, Renwick, and Jabbour (2011) state that companies that prioritise environmental considerations when hiring are more likely to hire people who are enthusiastic about sustainability, which in turn increases engagement and retention. This is in line with the results of Wang and Wang (2017), who point out that environmentally friendly hiring procedures improve the credibility and productivity of businesses.

Employees' environmental consciousness and competence are two areas that green training programs seek to improve. According to Jabbour and Santos (2008), this kind of training is essential for companies to promote a sustainable culture. Better environmental performance and operational efficiency may be achieved when organisations provide their personnel with the information and skills to apply green practices. Research by Daily and Huang (2001) lends credence to the idea that eco-friendly education boosts morale and output in the workplace.

Incorporating green criteria into performance management systems aids in assessing and incentivising sustainable behaviours. Including environmental performance measures in performance reviews motivates workers to be more environmentally conscious, say Miao, Wang, and Zhang (2013). According to Dangelico and Pujari (2010), organisations may achieve better sustainability results when they use green compensation schemes. These techniques tie financial benefits to environmental performance. This method does double duty by inspiring workers to achieve both their own and the company's sustainability goals.

Much research has focused on the correlation between GHRM practices and the success of organisations as a whole. Improved operational performance, including increased efficiency, decreased costs, and a competitive advantage, is seen in organisations that adopt GHRM practices (Afsar, Badir, and Kiani, 2018). In addition, by fostering corporate responsibility and decreasing environmental impact, GHRM practices add to larger sustainability objectives (Jabbour & Jabbour, 2016).

Public sector organisations, especially those in developing nations, have special difficulties and possibilities when they implement GHRM. According to research conducted by Ahmed et al. (2016), public sector organisations in developing areas like Chhattisgarh have challenges with resources and institutions, but they stand to gain a lot by implementing GHRM principles. Not only do these methods aid in meeting regulatory requirements, but they also promote economic growth, ecological preservation, and social progress.

In conclusion, research shows that GHRM practices have a big influence on organisational performance by raising engagement levels, boosting training results, and bringing performance management in line with sustainability objectives. Green HR practices promote operational excellence and environmental sustainability, giving businesses a strategic edge. To fully comprehend the localised impacts of GHRM practices, further empirical study is required in particular regional settings like Chhattisgarh's PSUs, as this review highlights.

Objectives of the study
- To Evaluate the Impact of Green Recruitment Practices.
- To Analyze the Effectiveness of Green Training Programs.
- To Examine the Role of Green Performance Management.

Research methodology
Green Human Resource Management (GHRM) strategies in Chhattisgarh's Public Sector Undertakings (PSUs) and their effects on performance and sustainability are the subjects of this quantitative study. Data will be collected from HR professionals and workers within these organisations using a cross-sectional survey technique. A systematic questionnaire was created to gather information on GHRM practices and their impact on sustainability outcomes and performance measures. The variables were green recruiting, green training, green performance management, and green pay.

Human resources managers, executives, sustainability officers, and workers from a variety of PSUs made up the 150-person sample used in this research. Stratified random sampling is used to guarantee that various levels and departments of the organisation are represented. To find out how GHRM practices relate to organisational success, researchers used multiple linear regression analysis on the survey data.

A pilot study was carried out to guarantee the research instruments' validity and reliability. The questionnaire was then refined based on the input received. To verify the hypotheses and evaluate the importance of the links between GHRM practices and organisational performance measures, statistical software was used to conduct studies such as descriptive statistics and regression analysis. In the public sector, this technique offers a solid basis for assessing how well GHRM practices function and what they add to sustainability.

Data analysis and discussion
Table 1: Demographic Information of Respondents

Demographic Characteristic	Category	Number of Respondents	Percentage (%)
1. Age			
	18-24 years	20	13.3
	25-34 years	50	33.3
	35-44 years	40	26.7
	45-54 years	30	20.0
	55+ years	10	6.7
2. Gender			
	Male	90	60.0
	Female	60	40.0
	Other	0	0.0
3. Educational Qualification			
	Undergraduate	40	26.7
	Postgraduate	80	53.3
	Doctorate	30	20.0
4. Job Title			
	HR Manager	25	16.7
	HR Executive	50	33.3
	Sustainability Officer	20	13.3
	Employee	55	36.7
5. Years of Experience			

Demographic Characteristic	Category	Number of Respondents	Percentage (%)
	Less than 2 years	30	20.0
	2-5 years	50	33.3
	6-10 years	45	30.0
	More than 10 years	25	16.7
6. Department			
	HR	80	53.3
	Operations	40	26.7
	Sustainability	20	13.3
	Other	10	6.7
7. PSU Size			
	Small (1-100 employees)	50	33.3
	Medium (101-500 employees)	70	46.7
	Large (501+ employees)	30	20.0

The study's backdrop is illuminated by the different features revealed by the demographic analysis of the 150 respondents from Chhattisgarh's Public Sector Undertakings (PSUs).

The majority of respondents (33.3%) are between the ages of 25 and 34, but a sizeable minority (26.7%) are between the ages of 35 and 44. Thirteen percent of the workforce consists of people in their twenties and thirties, while twenty percent are in their forties and fifties, and six percent are 55 and over. The age distribution of the PSUs suggests that there is a reasonable balance between seasoned and up-and-coming experts.

Gender Representation: Men make up 60.0% of the sample, while women account for 40.0%. Future studies should take a more inclusive approach as no other gender identities were included.

Background in Education: Among individuals who took the survey, 53.3% have master's or doctoral degrees, 26.7% have bachelor's degrees, and 20.0% have undergraduate degrees. The staff seems to be well-educated, which might influence how GHRM procedures are perceived and put into effect.

Human Resources Executives (33.3%) and Employees (36.7%) make up the biggest categories of the sample, which comprises a varied variety of job titles. Additionally, there are Sustainability Officers (13.3%) and HR Managers (16.7%), demonstrating a well-rounded viewpoint from operational and HR departments.

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Extensive background: The amount of experience varies, with a significant part having 2-5 years (33.3%) and 6-10 years (30.0%) of experience. Twenty percent have less than two years of experience, while seventeen percent have more than ten years. This distribution shows that there is a mix of experienced and new experts.

Organisational Belonging: 53.3% are Human Resources employees, 26.7% are Operations employees, and 13.3% are Sustainability employees. The study's heavy emphasis on human resources and operational viewpoints is supported by the minimal proportion of participants from other departments (6.7%).

The sample includes respondents from a wide range of PSU sizes; the largest PSUs account for 20.0% of the total, while the next largest group consists of tiny PSUs at 33.3% and medium-sized PSUs at 46.7%. This dispersion guarantees that GHRM practices across different organisational sizes are understood.

With a wide range of ages, levels of education, occupations, and PSU sizes represented, the demographic profile provides a complete picture of the respondents. The evaluation of the effect of GHRM practices on the longevity and efficiency of the organisation relies heavily on this variety.

Table 2: Multiple Linear Regression Analysis for Green Recruitment Practices

Predictor	Unstandardized Coefficients	Standardized Coefficients	t-Value	p-Value
	B	Std. Error	Beta	
Intercept	3.45	0.75		0.0001
Green Recruitment	0.60	0.12	0.55	0.0002

The Multiple Linear Regression Analysis, which looked at how green recruiting methods affected the performance of Chhattisgarh's Public Sector Undertakings (PSUs), is shown in Table 2. This research sheds light on the relationship between green recruiting practices and shifts in key performance indicators for businesses.

When green recruiting practices are minimal or baseline, the intercept coefficient is 3.45 (p = 0.0001), which indicates the baseline level of organisational performance. Green recruiting procedures are not required to get this very high intercept value, which shows that baseline performance is quite good regardless.

With a margin of error of just 0.12, the Green Recruitment coefficient comes out at 0.60. Green recruiting practices are strongly correlated with organisational success, as shown by the standardised coefficient (Beta) of 0.55. The positive coefficient value indicates that there is a 0.60 unit improvement in organisational performance for every unit increase in the

application of green recruiting methods. The statistical significance of this effect is supported by a t-value of 5.00 and a p-value of 0.0002, which demonstrate that green recruiting methods significantly improve organisational performance.

To sum up, the findings show that PSUs' improved organisational performance is significantly predicted by green recruiting methods. The premise that green recruiting tactics lead to demonstrable gains in organisational results is supported by the positive and statistically significant coefficient. This highlights the relevance of incorporating green practices into HR strategies for greater performance and sustainability.

Conclusion

Public Sector Undertakings (PSUs) in Chhattisgarh are the subject of this in-depth analysis of how Green Human Resource Management (GHRM) strategies—including green recruiting in particular—affect organisational performance and sustainability. The results show that GHRM practices, especially green recruiting, greatly improve business results. The results of the investigation using multiple linear regression show that there is a statistically significant beneficial effect on performance indicators when green recruiting techniques are used. This indicates that public sector units (PSUs) that use green recruiting methods not only help the environment but also improve their operational results.

Encouraging a broad and well-represented sample, the demographic data of respondents (which includes HR professionals and workers across all departments and PSU sizes) strengthens the study's conclusions. Incorporating green practices into HR strategy is crucial for driving organisational success and sustainability, as shown by the considerable outcomes.

Generally, the research backs green HRM practices as a way for PSUs to boost their performance and stay in business for the long haul. Policymakers and HR professionals in the public sector may use the information to improve their operations and have a bigger impact on organisational and environmental objectives.

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