

Analyzing the impact of Green Training and Development Practices on Job Performance of the IT Employee in Trivandrum District

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Abstract:

Purpose – The training and development is growing as an essential component of creating an approach of green workforce able to improve green practices as firms consider sustainability and environmental responsibility increasing. The aim of the study to provide a broad overview of the connection between green training and development programs and how they impacts on job performance.

Design/Methodology/Approach – This study was carried out using the advanced framework of green practices .The questionnaire was prepared and distributed among 350 employees working in an IT Sector .The population was selected using stratified random sampling.

Findings – This finding shows that green training and development has a positive and significant effect on employee job performance.

Research Limitations/Implications – This study does not include employees from other regions; it exclusively focuses on those who work in the Techno Park, Thiruvananthapuram region. Additionally, we only give focus to green training and development impact over employee job performance.

Originality/Value – This study fulfills the knowledge gap through investigation into the variables that affect employees' Job Performance and the Green Training and Development in IT sector.

Keywords: Green training, development, job performance, sustainability, Employee.

1. Introduction:

In today's rapidly changing world, the concepts of Green Training and Development (GT&D) have emerged as essential components for organizations trying to achieve environmental sustainability while maintaining and enhancing job performance (Tze et al., (2022). As global concerns about climate change, resource depletion, and environmental degradation continue to accelerate businesses are becoming more aware of the necessity of incorporating environmentally friendly practices into their daily operations (Lai et al., (2011). Simultaneously, the demands on employees to adapt, innovate, and excel in their roles are ever-growing. In this dynamic context, the synergy between Green Training and Development and job performance takes up an important role (Liker, J. K. (2021).

Green Training and Development refers to a holistic approach aimed at equipping employees with the knowledge, skills, and attitudes necessary to adopt and implement sustainable practices within their roles. It encompasses a variety of learning opportunities, ranging from formal training programs to informal initiatives that develop culture of environmental consciousness (Assemah et al., 2013). By nurturing a workforce that is highly knowledgeable in sustainability principles, organizations not only contribute positively to the planet but also boost their competitive advantage, enhance their brand image, and reduce operational costs (Willard, B. 2012).

Job performance, on the other hand, is the basis of organizational success. High-performing employees drive productivity, customer satisfaction, and profitability. When employees are aligned with an organization's green objectives, they can significantly contribute to achieving sustainability goals (Schiemann et al., 2018).

Green Training and Development, therefore, emerges as a strategic tool that not only enhances traditional job-related skills but also promotes eco-consciousness, encouraging employees to make environmentally responsible choices in their everyday work (Chams, N., & García-Blandón, J. 2019). This synergy between Green Training and Development and job performance is a win-win proposition. Employees become more engaged and empowered, seeing their work as a meaningful contribution to a greener world (Turner, P. 2019).

Simultaneously, organizations benefit from reduced environmental impact, cost savings, and improved stakeholder relations. In this accurate exploration, we will explore deeper into the importance of Green Training and Development in enhancing job performance, examining strategies, benefits, and best practices to create a sustainable and high-performing workforce. (Browning et al., 2009).

2. Background Theories and Literature Review:

Boyatzis (1982) developed the actions and job performance (AJP) hypothesis, which states that task demand, organizational environment, and individual factors are the three main factors that affect JP. The person's vision, values, philosophy, knowledge, skills, competencies, and professional aspirations are taken into account initially. Organizational environment, the second factor, covers work culture, climate, structure, strategic position, and industry maturity. The third factor is employment demand, which includes particular tasks, roles, and obligations (Boyatzis, 2008). The AJP claims that the initial elements of individual aspects and the duties of certain personnel improve JP.

The ability-motivation-opportunity (AMO) theory (Boxall & Purcell, 2003; Marin-Garcia & Martinez, 2016) argues that human resource management techniques that emphasize individual abilities, motivations, and opportunities can affect JP. If there is a chance for development and growth, performance levels increase, and EM strengthens as a result of higher JP. JP is a crucial business factor that affects a number of variables, including employee happiness, emotional commitment, and retention rates (Tirelli & Goh, 2015). Employers must use planning and motivational campaigns to increase employee productivity (Jawaad et al., 2019), and employee commitment is crucial in developing GHRM, impacting the industry's growth, productivity, and sustainability (Huo et al., 2020).

Green Training Development attempts to develop multifaceted workers by enhancing their knowledge and competencies. Because training fosters the development of fresh skills and productivity—both of which are essential for sustained success—organizations acquire a competitive edge. By fostering positive behavioral patterns that have an impact on JP, training and development also aid in the overall growth of employees (Amankwah-Amoah, 2018). The

performance of an organization is influenced by its environmental policies, and training produces the green skills, behaviors, attitudes, and knowledge that have an impact on that performance (Malik et al., 2020). Training and development initiatives are important because they demonstrate how human resources support strategic aims and objectives, but Hameed et al. (2020) proved that green human resources have a substantial impact on JP by applying resource-based review theory.

By assisting businesses in becoming more sustainable, green training offers value along the supply chain of human resource management; the usage of the circular economy to address waste or reevaluating energy sources has a positive push towards an attitude of environmental protection (Bula and Makhamara, 2022). Green training and growth provide education to employees on the value of eco-friendly HRM, instructing them on operational techniques that reduce waste, spread ecological awareness throughout the company, and give staff members the opportunity to participate in problem-solving in a green environment (Zoogah, 2011). The green training and development activities educate employees about the many benefits and value of environmental management. They must accept the numerous conservation strategies, including waste monitoring within the company. Additionally, it develops a worker's capacity to deal with a range of environmental challenges. In a study (Ramus 2002) on the best management practices, it was noted that ecological training and education, along with the creation of a desirable environmental culture for employees in which they truly feel like they are contributing to ecological end results, were essential HRM processes that helped with achieving environmental goals.

Job performance, according to Jankingthong and Rurkkhum (2012), relates to how workers act when carrying out their responsibilities. According to Borman and Motowidlo (1993), as cited in Jankingthong and Rurkkhum (2012), these behaviors include how much they affect and contribute to the organization. Delmas and Pekovic (2013) found that companies that follow environmental regulations often had higher labor productivity. This was in line with the findings of Cherian and Jacob (2012), who discovered that using GHRM concepts boosted employee and corporate productivity and sustainability. Additionally, the implementation of GHRM yields long-lasting improvements that promote the development of an organization over

the long term (Wong et al., 2013). Despite the fact that many research focus on the effect of GHRM implementation on the overall organizational performance.

Green training and development have a positive effect upon employee performance, according to research by KKAH, Pallewaththa PWK (2018) titled the benefits of green training and development techniques on employee performance. To help employees acquire the abilities and information required in the workplace, training and education are necessary. In order to examine various Green HR practices and their impact on environmental sustainability, Owino and Kwasira (2016) conducted a study. At the Menengai Oil Refinery in Nakuru, Kenya, the study's primary variable was to determine the impact of green human resource management methods on environmental sustainability. The study's findings showed that environmental sustainability was only slightly impacted by green training and development initiatives. This was demonstrated by a positive correlation coefficient that was not statistically significant and by the acceptance of the null hypothesis, indicating that the provided training was insufficient to prepare staff to behave as environmental heroes and eco-champions. The study thus advised that, while the company should support training initiatives aimed at providing workers with knowledge and skills of environmental management, the trainings must also be sufficiently detailed for employees to act upon.

3. Methodology:

The present study is descriptive research and is based on primary data. The primary data for this study was collected through questionnaire across the IT Sector in Trivandrum District. The respondents of this study employees were working in IT companies. The measurement of the questionnaire items in the study used a 5-point Likert Scale ranging from Strongly Disagree to Strongly Agree .To ensure the validity of the scale used in the survey, the items were adopted from the relevant research and existing literature to fit the theme and context of this study.

Sampling and Data Collection:

The questionnaire targeted the employees in IT Sector. Thus a relatively large sample size is recommended .The sample consists of 350 employees in IT Sector, Techno Park, Trivandrum District. Since Stratified Random Sampling method was adopted in this study.

A reliable and valid questionnaire has been used for this study and the analysis was done with 350 complete responses.

4. Data Analysis and Discussion:

4.1 Demographic Profile Analysis

Table.4.1.1 Demographic Profile

| Category | Subdivision | Frequency | Percentage (%) |
|----------------------------|------------------------|-----------|----------------|
| Gender | Male | 188 | 53.7 |
| | Female | 162 | 46.3 |
| Educational Qualifications | UG | 44 | 12.6 |
| | PG | 215 | 61.4 |
| | Diploma | 2 | 0.6 |
| | Engineering Profession | 89 | 25.4 |
| Age | Below 25 years | 63 | 18.1 |
| | 25-35 years | 157 | 44.9 |
| | 36-45 years | 118 | 33.7 |
| | Above 45 years | 12 | 3.2 |

Source: Primary Data

In the above table represent that, Male respondents are (54%) and Female are (46 %). So, the majority of the respondent are Male. So in IT industry working most of the employees are Male, and then majority of the respondents have the qualification of post-graduation as (61.4%), followed by Engineering profession as (25.4%), Under graduation as (12.6%) and Diploma as (0.6%), and also that (18%), of the respondents are below the age of 25 years (44.9%), of the respondents are between the age group of 25 years and 35 years (33.7%) of the respondents are between the age group of 36 years and 45 years and (3.4%) of the respondents are above the age

of 45 years. So, the majority of the respondents are between the age group of 25 years and 35 years.

4.2 The Relationship between Gender and Green Training and Development and Job performance:

Ho: There is no relationship between Gender and Green Training and Development and Job performance.

Table 4.2.1 Gender and Green Training and Development and Job performance

| | Gender | | F- Value | Sig. |
|---------------------------------------|-------------|-------------|----------|------|
| | Male | Female | | |
| Green Training and Development | 2.577(.360) | 2.697(.309) | 2.164 | .001 |
| Job performance | 3.493(.533) | 3.622(.407) | 6.407 | .013 |

Source: Primary Data

In the above table represent that, the P-value is less than 0.05, so we rejected the null hypothesis at 5 % level of significant. Hence, there is a relationship between Gender and Green Training and Development and Job performance. Because females are having strong communication, collaboration and problem solving abilities as compare to male, and also they have strong analytical skills which is essential in IT Sector, to contribute to the overall success of IT projects.

4.3 The significant difference between Years of work experience and Green Training and Development and Job Performance

Ho: There is no relationship between years of experience and Green Training and Development and Job performance.

Table 4.3.1 Years of work experience and green training and development Job Performance

| | Years of Work Experience | | | | | F-Value | Sig. |
|---------------------------------------|--------------------------|-------------|-------------|-------------|-------------|---------|------|
| | Below 25 years | 5-10 years | 11-15 years | 16-20 years | 21-25 years | | |
| Green Training and Development | 2.615(.321) | 2.627(.354) | 2.708(.344) | 2.566(.380) | 2.800(.000) | .136 | .339 |
| Job performance | 3.545(.499) | .515(.489) | 3.705(.410) | 3.416(.452) | 4.000(.482) | 2.592 | .037 |

Source: Primary Data

In the above table represent that, the P-value is greater than 0.05, so we accepted the null hypothesis at 5 % level of significant. Hence, there is no relationship between years of work experience and Green Training and Development. Because the IT employees are already expertise in current green IT trends and practices. So there is no significance to the years of work experience of the employee and Green Training and Development.

In the above table represent that, the P-value is less than 0.05, so rejected the null hypothesis at 5 % level of significant. Hence, there is the relationship between years of work experience and job performance. Because the employee have more years of experience, they were expertise in their technical skills.

4.4 The Linear Regression of Green Training and Development and Job performance:

Here, the Green Training and Development is an independent variable and Job Performance is a dependent variable. The R-value is 0.778* and R square value is 0.605, the F value is 156.715 and the P value is 0.000**.

Table. 4.4.1 Green Training and Development and Job performance

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.475 | .167 | 0.778 | 8.815 | .000 |
| | GTD | .789 | .063 | | 12.519 | .000 |

a. Dependent Variable: JP

Source: Primary Data

The linear correlation coefficient is 0.778 measures the degree of relationship between the actual values and the predicted values of the Job Performance. Because the predicted values are obtained as a linear combination of Green Training and Development, the coefficient value of 0.778 indicates that the relationship between Job Performance and the independent variable (Green Training and Development) is quite strong and positive.

The Coefficient of Determination R-square measures the moderate-of-fit of the estimated Sample Regression Plane (SRP) in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of R square is 0.778 simply means that about 77.8% of the variation in Job Performance and is explained by the estimated SRP that uses Green Training and Development as the independent variable and R square value is significant at 1 % level.

The linear regression equation is

$$Y = 0.789X + 1.475$$

Where X- Green Training and Development, Y- Job Performance

Here the coefficient of X is 0.789 represents the effect of Green Training and Development on Job Performance. The estimated positive sign implies that such effect is positive that Job Performance making would increase by 0.789 for every unit increase in Green Training and Development and this coefficient value is significant at 1% level.

Suggestion and Conclusion:

From the above findings, suggest that female have a greater engagement on in green training and development practices than male. As a result, the organization should concentrate on raising male awareness through targeted educational initiatives, as well as building inclusive and diverse learning environments in the green industry. Also female have a greater involvement on job performance than male. As a result, firms can build a more equitable and high-performing workforce. To improve male job performance, a multifaceted approach is required, which includes skill development, establishing an inclusive workplace atmosphere and fair evaluation processes.

When an employee's years of experience and participation in green training appear to have little impact on their performance, it is clear that other additional factors that can influence an individual's effectiveness in the workplace. In such instances, firms should use a multifaceted approach to encourage employee growth and excellence. When analyzing an employee's years of experience and its impact on job performance, it is evident that there are several. To evaluate individual talents and competencies. Experience alone does not ensure proficiency in all aspects of a role. Evaluate individuals based on their specific skills and abilities, and identify areas where extra training or support may be required.

When using regression analysis to investigate the relationship between green training and development and employee work performance, it is clear that these two factors might have a significant impact on one another. Other elements, such as prior work experience, individual motivation, and leadership support, can all have an impact on job performance.

In conclusion, the implementation of green training and development activities at work can significantly affect employee productivity. Employees who are well-equipped with the knowledge and abilities to contribute to these aims become great assets as firms increasingly acknowledge the importance of sustainability and environmental responsibility. In addition to improving employees' knowledge of environmentally friendly procedures, green training encourages a feeling of mission and commitment to the organization's sustainability goals. Employees perform better on the job as a result of their increased awareness and motivation because they are more effective, creative, and adaptive in their jobs. Additionally, the favorable reputation that eco-conscious businesses have can draw in and keep top personnel, further

boosting employee productivity. As a result, investing in green training and development is both a moral and a strategic move that will benefit both personnel and the company as a whole.

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