

MANTHAN: Journal of Commerce and Management
Volume 5, Spl. Issue, pp. 63-78

A Study on Employee Perceptions on Green HRM Practices and its Impact on Organization's Environmental Performance

P. K Haridas, R. Chitra Sivasubramanian** and ***Ganesh Dash*

ABSTRACT

Green Human Resource Management is the emerging subject in the present business scenario. The aim of this empirical study was to analyse the Green HRM practices and its impacts on organizations environmental performance, with special reference to the manufacturing industries in Kerala. The total size of the sample is 200. Primary data were collected through questionnaire. In the questionnaire, the researcher used a five point Likert scale to measure the responses. The survey responses were calculated by using a variety of statistical tools like, Descriptive Statistics, simple ANOVA, t-test and Multiple Regression analysis. The result of the regression analysis suggests that, there is a positive significant relationship between Green HRM practices and organizations environmental performance in Kerala manufacturing Industries. Result also revealed that, there is a significant relationship between employee's demographic factors and Green HRM practices.

Keywords: *Green HRM Practices; demographic factors; environmental performance.*

1.0 Introduction

Human Resource Management (HRM) is an important element of a company's strategy. In order to achieve the objectives of the organizations, human resource management undertakes different activities like manpower planning, recruitment, training and development, motivation of work force, social security and welfare of employees and favorable working environment etc.

**Post-Doctoral Fellow, Department of Management Studies, Pondicherry University, Puducherry, Tamil Nadu, India. (Email id: haridaspk@gmail.com)*

***Professor and Head, Department of Management Studies, Pondicherry University, Puducherry, Tamil Nadu, India (Email id: chitra_sivasubramanian@yahoo.co.in)*

****Corresponding Author; Assistant Professor, Institute of Management, JK Lakshmipat University, Jaipur, Rajasthan, India (Email: ganeshdash@hotmail.com)*