

GREEN HRM: AN INDISPENSIBLE ASPECT OF SUSTAINABLE DEVELOPMENT AND SMOOTH FUNCTIONING OF THE ORGANIZATION - (A CASE STUDY)

Pritha Pande Samadder & Soumya Mukherjee

Assistant Professor, George College, Kolkata, West Bengal, India

Assistant Professor, Techno College Hooghly, West Bengal, India

Received: 27 Aug 2020

Accepted: 04 Sep 2020

Published: 15 Sep 2020

ABSTRACT

Sustainable development encourages us to conserve and enhance our resource base, by gradually changing the ways in which we develop and use technologies. Countries must be allowed to meet their basic needs of employment, food, energy, water and sanitation. Green HRM is the use of HRM policies to promote the sustainable use of resources within business organizations and, more generally, promotes the cause of environmental sustainability. This paper proposes a model to establish how Green HRM has become an indispensable aspect of sustainable development. This paper is also based on a case study of a specific company and how it is drawing an added advantage by employing Green HRM practices. It also concentrates on how Green HRM concept contributes towards the broader corporate environmental agenda, since Green HRM involves two essential elements-Environmentally-friendly HR practices and the preservation of knowledge capital.

KEYWORDS: HRM, Sustainability, Resource, Green HRM, Environment, Knowledge Capital