

Report On

GREEN HUMAN RESOURCE MANAGEMENT IN ORGANIZATIONS SECTORS OF

BANGLADESH

By

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An internship report submitted to the BRAC BUSINESS SCHOOL in partial fulfillment of the requirements for the degree of Bachelor of Business Administration.

BRAC BUSINESS SCHOOL

BRAC University

January, 2022

Declaration

It is hereby declared that

1. The internship report submitted is my/our own original work while completing degree at BRAC University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I/We have acknowledged all main sources of help.

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Subject: Internship report submission on completion of the course BUS400 in fall 2021

Dear Madam,

This is my pleasure to display my entry level position provide details regarding General Banking of First Security Islamic Bank Limited', which I was appointed by your direction.

I have attempted my best to finish the report with the essential data and recommended proposition in a significant compact and comprehensive manner as possible.

I trust that the report will meet the desires.

Sincerely yours,

 Mohammed. Minhaj Uddin Fahim

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January, 2022.

Non-Disclosure Agreement

This page is for Non-Disclosure Agreement between the Company and The Student]

This agreement is made and entered into by and between First Security Islamic Bank limited and the undersigned student at BRAC University.....

Acknowledgement

I want to say, thank you to Almighty Allah for being so kind.

From the beginning to the end of this report, the success of this study is dependent not only on my efforts but also on the contributions of other individuals who inspired, influenced, and led my work.

I'd want to offer my heartfelt gratitude to my distinguished supervisor. **Mrs. Nusrat Hafiz**, Lecturer, **BRAC BUSINESS SCHOOL**, Lecturer, Management and Women Entrepreneurship, WEP, for providing me with the opportunity to present my thesis on "GREEN HUMAN RESOURCE MANAGEMENT IN BANGLADESH'S ORGANIZATIONS SECTORS." Without her unwavering support and courage, I would not have been able to complete the preparations and proceedings for this thesis.

Additionally, I would like to utter my gratitude to **Mohammad Bashir Ullah**, AVP and branch manager of **First Security Islamic Bank Limited**, Chawkbazar, Chittagong, Bangladesh, as well as senior officers, **Mr. Arif** and **Mrs. Nasrin**, who volunteered their time and provided me with valuable information throughout my internship.

Finally, I'd want to offer my heartfelt appreciation to all of my family members for their physical, psychological, and financial support throughout my graduation program

Executive Summary

With the help of this research, sustainable and green techniques can be developed in Bangladesh's manufacturing ORGANIZATIONSs. For technological, financial, & societal reasons, developing countries are more receptive to implementing green business practices than industrialized countries. Bangladesh has the same. The high cost of green technology and unawareness of ecological impacts are the main barriers to adoption. Green technologies, on the other hand, may be a solution. A well-designed questionnaire examined of 110 manufacturing ORGANIZATIONSs. The study discovered a link between environmental sensitivity and sustainable green operations. This study motivated ORGANIZATIONS manufacturing to promote environmentally friendly practices.

Words of emphasis

Sustainable environmental practices, eco-friendly materials, small and medium-sized businesses, green technology, and awareness all spring to mind.

Table of content

Declaration.....	ii
Letter of Transmittal	iv
Non-Disclosure Agreement	v
Acknowledgement	vi
Executive Summary	vii
Words of emphasis.....	vii
Table of content.....	viii
List of Tables	ix
Chapter 1 Introduction.....	10
Chapter 2 Literature review	12
Chapter 3 Methodology of the study.....	20
Sources of Data	21
Chapter 4 Results and Analysis.....	22
Individual/Employee Green HRM Perceptions and Actions:	28
Chapter 5 Discussion	34
A. Green HR Planning	35
B. Green HR Fulfillment.....	35
Chapter 6 Limitations and future recommendation.....	36
Chapter 7 Conclusion	37
References	38

List of Tables

Table 1 : Summary of the Green HRM policy for daily activities.....	22
Table 2 : Summary of the Employee attitudes towards GHRM	28

Chapter 1 Introduction

In the pandemic which all we know a disaster happened to every one of us. Financial stability of individual and also of the country has been fallen drastically. For example, if we see in investment companies like banking, securities, insurance the rate of interest has decreased to 9% and the DPS and FDS rate has been fallen to 6%. That is only because of the impact in the economy due to pandemic. Also, a large amount of employees has lost their jobs which impacted the economy. That is a massive setback in perspective of Bangladesh.

Lin and Ho (2011) discovered that environmental concerns have become a major roadblock to long-term growth. As a result, environmental preservation has become increasingly important throughout the world. Environmental damage can occur in three ways, according to Kashiwagi (1996): energy depletion, global warming, and pollution caused by the removal of poisonous waste. This type of environmental damage is not new, and it affects almost every corporate industry, either directly or indirectly. As a result, under the United Nations' wave of global sustainable development, business sustainability, and corporate social responsibility, which refers to environmental preservation, has risen to the top of operators' priorities. When it comes to sustainability and social responsibility, a company must not only meet its current needs, but also consider the environment and the needs of future generations. Also, corporations are required to actively carry out their social responsibilities and to conserve or promote the productive use and fullness of resources as part of the economic development process. The economic and environmental aspects of global warming, for example, are synchronized. Due to the fact that the ozone hole is a global environmental issue, all governments must work together

to tackle climate change. Executives in the industry should not be only concerned with earnings at the moment. Academics and industrialists have concentrated on a variety of product production businesses in recent decades as a result of their harmful impact on the environment. Manufacturing ORGANIZATIONSs are the most polluters of the environment, according to existing evaluations. Ho's past research indicates that ORGANIZATIONSs are responsible for 70% of manufacturing emissions, according to Ogendoorn et al. (2015) and Johnson (2015). ORGANIZATIONSs are responsible for 60 percent of carbon emissions, according to Quintals et al. (2018). Many ORGANIZATIONSs are unaware of their negative influence on environmental sustainability, owing to a range of constraints such as a lack of financial and human resources, time, corporate culture, and structure (Pill and Rothenberg, 2003). Another significant difference between ORGANIZATIONSs and large businesses is not just their size, but also some of the characteristics that set them apart. However, they have a much larger overall environmental impact than major enterprises (Dey et al., 2019). Green technology could be a solution to this environmental issue. Organic agriculture, ecologically friendly textiles, green building construction, and the development of environmentally friendly products and materials are just a few of the disciplines involved in this green endeavor (Sony, 2017). The industry's newness is intended to attract new clientele. Solar power and fossil fuels, among other green technologies, can be effective since they have no negative environmental impact and do not renew themselves. As a result, future generations will be able to benefit from them while causing minimal environmental damage. Implementing new ideas or initiatives requires a coordinated effort and communication from all stakeholders in any industry. Environmental actions should be taken on a proactive basis by management, but awareness and education are crucial. There have been few studies on environmental awareness and green technology use, but none in Bangladesh.

This study aims to fill the gap by investigating the influence of environmental awareness and green technology use in Bangladeshi manufacturing ORGANIZATIONSs.

Chapter 2 Literature review

Green HRM concept development

According to Mwita (2020), environmental sustainability has a lot of advantages, including enticing customers and shareholders as well as boosting business performance through environmental sustainability. Green HRM, on the other hand, is still a new and developing topic that requires more research and attention from HR professional

Al Mamun (2019) conducted research to examine the extent to which all levels of HR managers in various Bangladeshi organizations understand Green Human Resource Management. While most HR managers are aware of the GHRM idea, he noticed that in practice, many fall short. Attending international training, conferences, and seminars, according to the study, are essential factors in boosting awareness and putting it into practice in the not-too-distant future.

Recruiting and selecting environmentally friendly candidates.

Green recruiting and selection activities include conducting green hiring interviews, accepting electronic resumes, using digital job ads, minimizing paper use during the selection process, and asking environmental-related questions throughout the way. Green recruitment and selection are critical components of green human resource management because they enable businesses to attract environmentally concerned employees. (M. Khan and S. S. Zubair, "Sustainable Development: The Role of Green Human Resource Management," vol. 1, July 2019, pp. 1–6)

Training and development that is environmentally friendly.

These programs help employees learn how to reduce pollution, enhance management and technical skills for natural resource preservation and conservation, as well as contribute to increased environmental sustainability (Cook and Seith 1992). Organization and environment are important factors that few firms recognize (Pradhan 2020). The most difficult difficulty facing corporations today is balancing economic growth and organizational expansion (Pinzone et al. 2019). Environmental education is frequently included in green training programs for managers and non-managers (Jeruto et al. 2017). Another challenge today is reconciling financial expansion with long-term development (Pinzone et al. 2019). Inter-environmental learning is also need to change the mindset of management and non-management employees (Jeruto et al.

2017). To put it another way, Financial and social factors are both important. GHRM involves human resources management in the financial, social, and environmental pillars of sustainability (Renwick et al. 2013). They were based on research and literature: H4: Green training development is linked to organizational sustainability.

Management of the green performance

AssesORGANIZATIONSnt of employee, green work performance is one of the most crucial parts of green HRM. No company can ensure long-term environmental performance without this technique (firm level). Employee green performance should be evaluated on its own, or at the very least as part of the organization's overall performance evaluation system. Many businesses now use environmental management information systems (Wells et al., 1993) and conduct environmental audits (Carpenter, 1994). According to Schwalm (1994), the purpose of an environmental management information system is to correctly monitor an organization's massive amount of pollutants, resource use, energy, and legal duties. According to Milliman and Clair (1996), when an EMIS is built, it should be linked to the manager and employee performance appraisals, not just for reporting purposes. Today, any corporation must incorporate corporate environmental management objectives and targets into its performance evaluation system. Environmental issues, such as environmental events, environmental obligations, and the company's success in conveying environmental concerns and policies, must all be factored into

the company's performance evaluation system (Wehrmeyer, 1996)

Green remuneration is a reward and pay system that rewards and compensates people that help the environment.

Through monetary and nonmonetary rewards and perks, green remuneration and reward systems are used to attract, retain, and encourage employees to participate in green activities (C. J. C. Jabbour and F. C. A. Santos, "Relationships between human resource dimensions and environmental management in companies: suggestion of a model," *J. Clean. Prod.*, vol. 16, no. 1, pp. 51–58, January 2008, doi: 10.1016/j.jclepro.2006.07.025.) According to another study, connecting incentive and compensation to performance appraisal is a successful technique for motivating employees and achieving the firm's environmental stability goals.

A company's overall success may benefit by awarding its employees (Jabbour and Kantarjian, 2016). It may be possible to compensate employees for changing their behavior by incorporating the completion of sustainable activities into the compensation system. Through this method, employers can compel their employees to engage in environmentally favorable activities rather than wasteful ones that harm the environment (Zoogah, 2011). For example, 3M pays prizes for proposals made by specific groups of employees to improve the environment while simultaneously enhancing the profitability of the company when it comes to the environment (Masri & Jaaron, 2017). Furthermore, because of the widespread popularity of awards, the company enjoys a high degree of pleasure (Arulrajah et al., 2015). A small percentage of companies have adopted compensation plans to reward their employees for good work habits.

Non-cash (such as paid time off, gifts, and paid holidays) and monetary (such as stock options, cash bonuses) perks make up the majority of the company's perks (Renwick et al., 2013). Employees who contribute to environmental sustainability benefit greatly from the various incentives in place (Renwick et al., 2013). Businesses should adopt green management practices by dedicating all available resources and efforts to executing green activities with development/vocational benefits, or encouraging eco-friendly practices such as waste reuse and waste reduction in order to do this (Jabbar & Abid, 2014). Encouragement of green innovation and growth is another prominent application of it. Individuals are encouraged to share distinctive green ideas relevant to their jobs (Ahmad & Allen, 2015). Based on the literature review, the following hypotheses were developed.

The evolution of the green employee relationship

Culture, climate and orientation all need to be taken into account when determining how an organization functions. Organizational culture is defined by the accepted and recognized meanings of organizational operations aimed at achieving goals and tasks for a certain group at a specific moment (Pettigrew, 1979). As a result of these influences, people's actions are affected by what's known as the "organizational environment" (Glick, 1985). All business actions are guided by an overarching corporate awareness known as "organizational orientation" (Schwartz, 1965). (Kolter,1998). Structure and behavior within and outside of the organization could point to this (Miles & Munilla, 1993). IEO is a word used to express a company's commitment to ethical standards and internal values in order to foster an environmentally friendly organizational culture (Baker & Sinkula, 2005). Environmental policies and practices, sustainability reports,

and environmental training for employees are among the most common representations of IEO (Chan & Ma, 2016). Environmental management systems, stakeholder pressure and financial incentives all have a favorable impact on corporate environmental orientation, according to an empirical study cited in this article (Segarra Oa et al., 2013). On the other hand, government rules and managers' perceptions of sustainability as an issue have had a negative impact on environmental activity. Salvador & Burciaga (2019) showed a positive correlation between organizational IEO and employee environmentally friendly in- and extra-role behavior. This suggests that a direct link between IEO and GEB has already been examined. Greenwashing and GEB's indirect effects have not yet been studied; on the other hand the following hypotheses were constructed utilizing Baron and Kenny's suggested mediation mechanism in order to investigate the link between green washing and GEB (1986)

GHRM fosters a positive work environment and empowers its employees.

That way, positive conduct spreads throughout the company, resulting in improved profitability. No business can succeed without employee empowerment (Paul illes, 1990) many recent HRM articles stress the importance of committed employees and the role HRM plays in fostering and sustaining that commitment. The idea of employee commitment has often been misconstrued, failing to comprehend its complex nature. To find the factors of commitment, researchers looked at job satisfaction data on personal/demographic and supervisory style. More research is needed on HRM policies and practices' impact on organizational and career commitment. Lesser-known HRM practices like as selection, evaluation, induction and training have been shown to have a

positive impact on employee commitment. Some confusing data from the authors' own study are used to provide a more accurate understanding of the commitment process.

Present status of green HRM in ORGANIZATIONS sectors of Bangladesh

Green HRM policies and practices in Bangladesh's ORGANIZATIONS's are examined through a primary data collecting, which focuses on two dimensions: the organization's Green HRM policies and managerial strategies, as well as the employee's participation in green management or green HRM.

Chapter 3 Methodology of the study

The aim of this study is to examining Green Human Resource Management in ORGANIZATIONS sectors of Bangladesh. This study adapted a qualitative way of research utilizing survey methodology. The survey data collection process was aimed at gathering information about GHRM is ORGANIZATIONS sectors of Bangladesh. The study was conducted in some selected organization of the Capital city of the country Dhaka and port the city of the country Chittagong, the two most important cities of Bangladesh, and the survey distributed for responses to some selected organizations and its employees.

The conducted survey got 70 responses out of 110. The questionnaire was analyzed yielding of 77% of response rate. Out of 70 responses of the survey 54 persons (77.1%) have 0-5 years of work experience, 9persons (12.9%) have 5-10 years of work experience. 4 persons (5.7%) have 10-15 years of work experience, and very few has over 15 years of work experience which ratio is 4.3%, 3 persons. The all are working in renowned ORGANIZATIONS sectors of Bangladesh and have a good amount of knowledge on GHRM in ORGANIZATIONS sectors of Bangladesh. Organization like GPH, BSRM, ROBI, FSIBL, BANK ASIA, AGRANI BANK, FLAVORS and others. In the survey there 31(41.3%) are officers or equivalent, 9(12.9%) are managers or equivalent, 7(10%) are from top management and rest 23(32.9%) are from other different designation. In Highest education obtained part, it is seen that, 51(72.9%) have completed their honors degree, 11(15.7%) have completed their Masters degree, and very few are from high school which is 6(8.6%). In the age group, it is seen that the majority are from 22-35 ages, the ratio is 67(95.7) and other few are from 36-49, 2(2.9%), and 1 from 50-60 age group, the ratio is (1.4%).

In order to obtain primary data from a sample that has been selected, it is necessary to conduct a study. We employed a well-structured questionnaire, as well as some informal interviews, to gather information for this study. The questionnaire is divided into two sections. Part-A contains some demographic information, whereas Part-B has questions pertaining to their respective organizations. During the poll, respondents were asked to react on a five-point scale ranging from strongly disagree (5) to strongly agree (5) on each point of the questionnaire (1).

Sources of Data

To perform this study, primary data sources were utilized. A systematic questionnaire was constructed based on the literature review and expert opinions, and a survey of various levels of HR managers in various types of organizations was undertaken. In addition, informal interviews with various levels of HR managers are done.

Chapter 4 Results and Analysis

Statistical tests were used to try to draw conclusions about the organization's green HRM policies and practices, which were gathered from HR managers, officers, top level officers and others. But it's reassuring to know that all of the selected institutions are aware of the issue and are making an effort to incorporate it into their daily operations. In the findings, non-smoking zones, database storage of documents, paperless recruitment-joining and leave application processes, rewards for the best green performers, selection of candidates with environmental sustainability concepts, paperless training, and the use of video-conference to avoid travel are all common practices among the selected banks. Table 1 contrasts the actual situation with the responses of HR managers and branch managers, officers, VP and Top Managements.

Table 1 Summary of the Green HRM policy for daily activities

SL	Questions related to green HRM for daily activities.	Mean	Mode	SD	VR
1	Implement a no-smoking policy to improve indoor air quality.	3.94	4	0.93	0.87
2	Equipment with an automatic shut-off is employed (AC,	4.20	4	0.58	0.34

	lights, computers, etc.)				
3	Ink and toner cartridges that had been remanufactured were used.	3.90	4	0.75	0.56
4	Cleaning air conditioners on a regular basis to avoid bacteria.	4.30	4	0.62	0.39
5	Employing an online payroll and time-clocking system.	4.21	4	0.59	0.34
6	Equipment that is Energy Star rated (AC, fax, computer etc.)	4.09	4	0.78	0.60
7	Saving electricity by using sun light/day light.	4.14	4	0.84	0.70
8	Document storage in an electronic format (E-copy, email, etc.)	4.27	4	0.76	0.58

9	Encourage employees to photocopy double-sided documents.	3.96	4	0.94	0.88
10	Using water-saving plumbing fittings to reduce water usage.	4.23	4	0.75	0.56
11	Keep track of greening in a different cell or wing.	4.09	4	0.81	0.66
12	Management encourages employees to acquire hybrid autos.	4.11	4	0.77	0.60
13	Social responsibility programs implemented by the organization, such as tree planting, environmental campaigns, and so on.	4.24	4	0.67	0.45

14	Recognize and reward employees who come up with green ideas.	4.27	4	0.80	0.64
15	In order to improve the quality of the interior air, place, green living plants throughout the office compound.	4.19	4	0.71	0.50
16	Encouraging people to walk, bike, and use public or official transportation.	4.07	4	0.91	0.82
17	Green initiatives are mentioned in newsletters or other publications of the organization.	4.09	4	0.65	0.43
18	Including environmental responsibility in the organization's goals.	4.14	4	0.77	0.59

19	Encouraging all wings to adopt environmentally friendly activities.	4.07	4	0.89	0.79
20	Inclusion of environmental consciousness as a criterion in the hiring process.	4.01	4	0.83	0.68
21	Carry out paperless work by conducting interviews and joining formalities.	4.03	4	0.90	0.81
22	Consider recruiting/appointing candidates who are environmentally friendly with the organization's sustainability objectives.	3.81	4	1.05	1.11
23	Providing an induction program	4.17	4	0.82	0.67

	for newly hired candidates to help them become more environmentally conscious.				
24	Evaluating training and analysis by taking into account the employees or trainees' environmental awareness.	4.04	4	0.81	0.65
25	Employees who break the rules of green practices or fail to fulfill the green targets face disciplinary action.	4.03	4	0.90	0.81

Individual/Employee Green HRM Perceptions and Actions:

Employees are more or less concerned about the issue and intentionally apply GHRM in their day-to-day activities, despite the lack of clear green policy. In the survey it is also seen that, employees welcomes GHRM freely so that they can work in the green workplace with good sustainability. The following table: 2 compare their feedback with the actual situation

Table 2 : Summary of the Employee attitudes towards GHRM

SL	Employee perception and activities towards green HRM.	Mean	Mode	SD	VR
1	I/We are aware of and understand the notion of GHRM.	4.06	4	0.74	0.55
2	In the	4.06	4	0.72	0.52

	organization, I/we welcome the GHRM concept and practices.				
3	Bicycles, public transportation, and official vehicles are how I/we get around.	4.01	4	0.81	0.65
4	Instead of printed copies, I/we prefer e- copies of appointment letters, experience letters, appraisal letters, and pay slips.	3.86	4	0.80	0.65
5	In the organization's	4.01	4	0.89	0.80

	compound, we have a plastic/dust-free zone.				
6	Green projects are being considered at my company, and employees are encouraged to participate actively in the decision-making process. They are also given the option to adjust or start new environmentally friendly practices.	3.86	4	0.80	0.65
7	My organization	3.96	4	0.82	0.68

	recognizes the achievement of green practices by awarding cash and non-financial prizes for outstanding green performance.				
8	Employees at my company are encouraged to participate in green initiatives, and top contributors are equally rewarded.	3.81	4	0.75	0.56
9	Every year, my company gives every one of its employees a tiny plant as an	3.86	4	0.86	0.73

	incentive.				
10	In my organization, I believe that GHRM has been successful and is satisfactory.	3.96	4	0.88	0.77
11	GHRM, in my opinion, should be tied to employee performance indicators.	3.93	4	0.91	0.82
12	I believe that GHRM helps the company save money by promoting sustainable practices.	4.00	4	0.76	0.58
13	Every organization's	3.91	4	0.90	0.80

	recruitment policy should, in my opinion, contain environmental awareness requirements.				
14	Green HR efforts and their benefits should be communicated to employees, in my opinion.	3.99	4	0.75	0.57
15	Occasionally, electronic paperwork is not accepted as valid by government entities under certain circumstances.	3.87	4	0.82	0.66

16	Management in some organizations is sometimes more concerned with profit than with investing in green projects.	3.94	4	0.87	0.75
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Chapter 5 Discussion

An attempt is being made in the current work to describe relationship and phenomenon of green employee behavior, as well as possible ways to predict it. Employers who hire people with an eye on protecting the environment and who run their HR operations under an eco-friendly framework will have a higher likelihood of having employees who share that the same concern for the environment and who act accordingly in the workplace. Employers feel the ability of their staff to demonstrate environmentally friendly behavior and practices is a critical component of their success. It says in the study that green training and development can help employees learn how to use green practices in their businesses. Green knowledge sharing has also been shown to moderate the relationship between predictors and the dependent variable of this study.

Implementation Green HRM ORGANIZATIONs must develop a Green HRM plan that aligns with their vision, a mission, and business strategy. The approach pertains to how to increase company performance by integrating competency, attitude, and conduct of individuals of the organization. Several functions need to be prioritized in relation to Green Human Resource Management:

A. Green HR Planning

In the Human Resources Management Planning Process, ORGANIZATIONs will analyze HR mapping required for Green HR Management is based on the company's vision, a mission, values, and business strategy.

1. ORGANIZATIONs assess their HR vs. what is required.
2. ORGANIZATIONs plan methods to meet HR responsible for environmental management actions. Environmentally friendly jobs are included in existing work to make it more sustainable.

B. Green HR Fulfillment

ORGANIZATIONs conduct recruitment and selection to establish an eco-friendly staff. ORGANIZATIONs align their environmental policy and recruitment practices. ORGANIZATIONs do internal and external HR recruitment. The instruments and methods used for recruitment are categorized. For lack of quality human resources, ORGANIZATIONs

generally hire part-time staff. Workers in ORGANIZATIONSs can also rotate jobs to avoid boredom and increase their skills and knowledge in different industries. But rotation is rare in small businesses. Promotions in ORGANIZATIONSs are also position-specific.

The present study has two major strengths. First, the study's reliability. This study provides sufficient background and openness to the audience such that the research can be performed or 'replicated' in other management scenarios. Future researchers can test the findings and either confirm or deny them. Second, the questionnaire's relevancy, clarity, and excitement enticed most respondents to engage and offer their ideas. The questionnaire was tailored in their preferred language. (Hafiz, UPM –Putra Business School)

Chapter 6 Limitations and future recommendation

This study's limitations may indicate to intriguing future research avenues. The study's generalizability may be hindered by its small literature base. Future research can broaden the study's scope.

Chapter 7 Conclusion

The main goal is to show how the HR processes that go into green HRM work. These categories are based on the HRM entry-to-exit procedure, which shows how important HR processes are for putting green HR policy into practice. Here, we look at what kind of Green HR initiatives have been done so far.

This study establishes a link between employee motivation for eco-initiatives, performance, evaluation, and supervisory behavior, and organizational environmental performance. Employees in environmentally conscious companies are more encouraged to EM by prizes and encouraging supervisors, according to a survey of employees. Employees are also motivated if management is committed to implementing environmental policies. Moreover, even if employees are driven to improve the organization's environmental performance, training is essential to apply those regulations. Employees that are committed to help the environment but lack understanding about GHRM practices or lack environmental regulations will not significantly improve the organization's environmental performance

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