

**Report on
Obstacles towards Implementing Green HRM in
Medimet Pharmaceutical**

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 (BBA)

Bachelor of Business Administration
Brac Business School
BRAC University
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Declaration

It is hereby declared that

1. The internship report that was submitted is my own original research while graduating from BRAC University.
2. The report does not include information previously published or written by a third party, except where it is properly referenced by complete and reliable reference.
3. The study does not include content that has been approved or applied to a university or other institution for any other degree or certificate.
4. I have accepted all significant sources of assistance.

Student's Full Name & Signature:

Student Full Name

Student ID

Supervisor's Full Name & Signature:

Supervisor Full Name

Designation, Department
Institution

Letter of Transmittal

Mohammad Atiqul Basher
Lecturer,
BRAC Business School,
BRAC University.
66 Mohakhali, Dhaka-1212

Subject: **Submission of Internship Report, Spring 2020**

Dear Sir,

With all due respect, this is to let you know that this is Samir Sajid, ID; 14304115, hereby present my internship study on 'Obstacles to Green HRM Implementation in Medimet Pharmaceuticals'" approved as one of the criteria for completing BUS 400 (Internship) under your supervision.

This study aims to examine my three-month internship learning experience at the Human Resource Management department of Medimet Pharmaceuticals Ltd under the direct supervision of Medimet Pharmaceuticals Ltd's HRD executive Safa Tamseel. This study analyzes the problems of Medimet Pharmaceuticals Ltd. in implementing Green HRM. and undoubtedly recommendations as well.

I am very grateful to you and to your encouragement in preparing this paper, and I sincerely hope that it represents my best efforts and the learning experience I have had over the three months, and that I will live up to your expectations. Therefore I pray and hope you can consider my report on my internship. In the event of any shortcomings, it would be my pleasure to answer any clarification about the report.

Sincerely yours,

Samir Sajid

ID: 14304115

BRAC Business School

BRAC University

Date: April 21, 2020

Non-Disclosure Agreement

This agreement is made and entered into by and between Medimet Pharmaceutical Ltd. and the undersigned student at Brac University.....

Acknowledgement

I am very thankful to Almighty Allah at first for giving me the energy, the capacity and the courage to complete my internship program along with this report despite all the obstacles. It also gives me great pleasure to thank countless people who have helped me, guided me and taught me the right way, directly and indirectly. First of all, I would like to express my gratitude to Mr. Mohammad Atiqul Basher, my internship academic supervisor, who has been kind enough to direct me during the semester to complete my internship thesis. His patience with me is noteworthy despite all my mistakes that I made. His help in writing this report was crystal clear which led me to finalize my report in due course. Secondly, I want to express my gratitude to Ms. Safa Tamseel executive Medimet Pharmaceuticals for being patient with me through all the mistakes I have made and guided me to complete my internship period successful period.

In addition, I would like to express my heartfelt gratitude to the Medimet Pharmaceuticals HRD Team who supported me during my time at work and supported me improve myself. The learning and the lessons I learned were an incredible experience.

Executive Summary

An increasing concern for the global environment and the emerging concepts of international environmental policy has created a need for organizations to adopt environmental policies and programs. Today, workers at the organization owe the strength to demonstrate the green practices that enable them to participate and engage in environmental management initiatives and practices. Organizations today accept that staff need to be empowered, inspired and environmentally aware of greening in order to carry out green management programs. Today, Green HRM has become a key business activity for large corporations where divisions of Human Resource are taking an active role in the green workplace. The green concept is to reduce environmental degradation in order to make this Planet a healthier place to live in and to provide a more productive and effective workforce.

This study focused on various challenges Medimet Pharmaceuticals may going to have implementing Green HRM practices and the study extended giving suggestions to the management about initiatives to make the working place green in Medimet Pharmaceuticals Ltd.

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List of Acronyms

HRM – Human Resource Management

GHRM – Green Human Resource Management

HRD – Human Resource Department

API - Active Pharmaceuticals Ingredients

GMP - Good Manufacturing Products

CGMP – Current Good Manufacturing Practice

KPI – Key Performance Indicator

Chapter 1: Overview of Internship

1.1 Student Information

Name	Samir Sajid
ID	14304115
Program	BBA
Major/Specialization	Finance

1.2 Internship Information

Period, Company Name, Department, Address

Period	March 01, 2020 – May 31, 2020
Company Name	Medimet Pharmaceuticals
Department	HRD
Address	77, 13 Bijoy Nagar Road, Dhaka 1205

Internship Company Supervisor's Information

Name	Safa Tamseel
Position	Executive (HRD)

Job Scope- Job Description and Responsibilities

Description of the Job

Internship program is a part of my academic studies which I am currently doing for 3 months in one of the prominent market leading company for pharmaceutical industries in Bangladesh which is Medimet Pharmaceuticals Ltd. As a HR minor student I got the opportunity to work in the HR department under the supervision of Safa Tamseel, Executive (HRD), Medimet Pharmaceuticals Ltd. As an Intern my job was to assist my respected field supervisor in her task. The company provided me a paper of Internship policy which I had to sign during my joining. They have also provided me a personal desk to work. A brief guideline was provided initially & after that I started working for my supervisor. Just like other employees

in the department It's mandatory for me to be present at office every working day. Mrs, Safa Tamseel handles the Recruitment & Selection Process of Dhaka Unit which includes the factory as well. By providing me with many briefings and assigning me into different tasks she had given me many opportunities to learn about the recruitment & selection process. As I am working under the direct supervision Mrs. Safa Tamseel, she encouraged me to work with her colleagues as well to broaden my knowledge about the HR practices in Medimet Pharmaceuticals.

Responsibilities of the Job

As a fresh graduate, going to Medimet Pharmaceuticals Limited (Corporate Headquarter) was very encouraging and great moment for me. I have learned many things from there. There were some specific responsibilities that I had to do during my Internship which are:

1. I had to attend in the office at the right time and immediately I had to report to my supervisor.
2. I had to assist my supervisor during her task & had to do the task that I was assigned to do.
3. Assisting my supervisor during the Recruitment
4. I had to do script checking of written test for different position of the candidates appeared.
5. I had to Input the data and sorting the selected candidates for the position and contacting with them to invite them to attend the viva.
6. Making all the files ready for the candidates who came for Job Confirmation.
7. Taking Exams for the field force and assisting during the recruitment.
8. Maintain plant security system by constantly communicating with ansar and security guards
9. Dealing with regular vendors for official daily necessities
10. Issue all type of applications or recommendation letters as per HR manager's requirement

1.3 Internship Outcome

Student's Contribution to the Company

As an Intern I always tried my best to utilize my time for the sack of company's well-being. In my short period of working tenure I always put my fullest effort to satisfy my supervisor and I was

always committed to my responsibilities. Besides my assigned duty I think I also shared some contribution to my companies well fare, some of those are given bellow-

1. As an intern I always tried to take the responsibilities and work like a full time employee. As I believe because of that my company was financially benefitted because of giving me less financial benefits according to the company policy than they usually give to a full time employee.
2. In my internship period I had a chance to work with many employees in HRD department of Medimet Pharmaceutical where I believed helped them minimizing their work load by doing their minor works. Also I believed assisting to the department member not only make them relief from extra work load as well as they could put their extra effort on major assignments.
3. After finishing my 1 month internship period I found out that head office of my company is paying heavy electricity bill. I figured out that if we could replace the general bulb with energy saving bulb it would save lot of money for my company and immediately I shared my idea with my supervisor. After that my supervisor Mrs. Safa Tamseel shared this idea with the authority and then replace the general bulb with energy efficient bulb which I believe will benefit my company financially to reduce their electricity bill and going to have some financial gain.

Benefits of the Students

As in intern there are many benefits that I had during my internship period in Medimet Pharmaceuticals. Some of them are given bellow-

1. After completing all the courses from BRAC University I learned many things from my respected faculties and from my respected fellow mates. Though all of those were theoretical and hypothetical. But getting a chance as an intern in Medimet Pharmaceuticals I learned practical applications of my learnings through direct hands-on work experience.
2. The internship also helped me to find my true path that I always interested in which is management and leadership. Doing internship in HRD department I got the experience of dealing with people and get the opportunity to see how HRD department manage all the employee and sync between the employees' direction and company's goals and help the

employees to get motivated and help them direct them in a manner that help to pursue the company's vision and mission. Though I did my Major in Finance and minor HRM but after doing my internship in the real work experience I found out that HRM suits me most.

3. I also believe the experience and direct learning I had under the direct supervision of my supervisor Mrs. Safa Tamseel in Medimet Pharmaceuticals, it will surely give me an edge in the job market to sell myself to the employer.
4. The internship learning which I got, I believe it will also help me to do my task in my future job more efficiently and effectively.
5. Also the real world working experience helped me to find out my true weaknesses and my potential strengths. Knowing my strength will help me to be more effective and getting to know my weakness has given me a new challenge to work on those to improve my true potential.
6. The network I build up during my internship period will also certainly benefit me in my future career.
7. During my internship they also provided me a financial compensation as per their employee compensation and benefit policy.
8. Finally, the internship opportunity in Medimet Pharmaceuticals also boost my confidence of doing job in real world and implementing my learnings which I had in my undergrad time.

Difficulties faced during the internship period

Though there was many benefits I gathered during the internship, the internship was also challenging for me as well. Some of the difficulties I faced during the internship period are given bellow-

1. During my internship I faced an issue with time management. As I live in Mirpur and I had to attend the head office of Medimet Pharmaceutical which is located in Shegunbagicha, I was being late in many days to attend on time in the office because of high distance and common phenomena of Dhaka city which is traffic congestion.
2. Also I had to face financial challenges during my internship as the distance from my home to office is too high as well as the traffic jam exist, many times I had to take Pathao bike

or CNG autoriksha which was not so easy to manage with the compensation I got for my internship.

3. The work setting was also overwhelmed by too much work pressure.

Recommendation to Medimet Pharmaceuticals on their Future Internship Programs

1. They should attract the most talented graduates from the top universities. For that they can create many on campus and off campus promotional programs to create good impression to the fresh highly talented graduates.
2. They should design the program in a way that can explore the interns. As they possess fresh mind and have the latest learning related to the respected fields which may bring new competitive advantages to the company.
3. They can offer full time internship to their interns who does really well. It will not only attract good talents but also it will create competitive mind among the interns, thus they will always try to give their best and will bring out whatever best in them.
4. Giving feedback and getting feedback both have to be implied at the same time. It will not only help the interns to do their task effectively as well as it may bring new ideas to the company.
5. Finally, though they are providing good compensation to the interns but still they can give a look on it to attract genius mind of the respected fields.

Chapter 2: Organization Part: Overview, Operations and a Strategic Audit

2.1 Introduction

Objective: In this chapter my soul objective is to show the total company overview and find out the position of this company in the respective industry.

Methodology: To show the accurate insight and overview of the company I used primary and secondary sources.

For primary sources I used my direct observation and did interview sessions. In this case my supervisor Mrs. Safa Tamseel helped me a lot.

For secondary sources I used Company website and their brochure and also some other related documents.

Scope: The main concern of this chapter is to give an overview of the management process and internal structure of Medimet Pharmaceuticals. In this part overall business strategy of Medimet pharmaceuticals will be discussed. This chapter will also try to analyze the industries environment and Competitiveness.

Limitations

- It had narrowed down my scope to asses other departments such as Finance, Marketing, Procurement or Supply Chain, as I was being assigned only to the HR department.
- Data insufficiency is one of the core limitation while writing this report
- The most challenging part was for me to not get the financial report of Medimet Pharmaceuticals as they keep it very confidential.

Significance

This part will help readers to get to know more about Medimet pharmaceuticals. Especially future interns and expected future employee will have a brief idea about Medimet Pharmaceuticals.

2.2 Overview of Medimet Pharmaceuticals

Medimet is an ISO 9001: 2000 certified company in Bangladesh which is active in the manufacture and sales of pharmaceutical finished products covering a wider variety. The company formed some 30 years ago occupying primogenitor position in the production facility of pharmaceutical finished products with broad range of specialized products. The company operates technologically advanced production facilities in the south of Bangladesh complying with the CGMP.

In Medimet people's state-of-the-art facilities, high quality assurance standards, manufacturing experience and creative efforts help bind the nation to a world-class technology in Bangladesh's pharmaceuticals. With uncompromising quest for quality that last with a substantial growth and quantum leap in capacities Medimet stands poised at the threshold of a future that knows no limit. Medimet has been able to sustain its growth and also strengthen its profit by a very well thought-out strategy of communication, introduction of innovation & value-added products. Creating global acceptability by thinking globally. It has built state-of-the-art plant and the highest standards of manufacturing facilities in Bangladesh.

MEDIMET follows the general standards of world-class pharmaceutical companies and it is the first pharmaceutical company in Bangladesh to set up a unique manufacturing plant with a modular design that is very important in order to develop CURRENT GOOD MANUFACTURING PRACTICE (CGPM). The modular concept confirms about drugs non contamination. Under the facility the buildings for penicillin, cephalosporin, veterinary, non-penicillin and non-cephalosporin, utility are individually structured. The manufacturing plant is located outside the city which is free from environmental pollution.

At this moment we are importing bulk drugs for operation chemicals to produce medicine. But near future we hope to be an engaged in producing Active Pharmaceuticals Ingredients (API) under the supervision of Medimet Pharmaceutical Ltd.

Location

Head Office	13 (77) Bijoy Nagar, Shegunbagicha, Dhaka-1000, Bangladesh. Phone: 880-2-9351796, 880-2-9357624, 880-29361831, 880-2-8351098 Fax: 880-28315363, Web: www.medimet-pharma.com Email: info@medimet-pharma.com
Factory	Rupatoli, Barisal-8200. Bangladesh Phone: 0431-71289,71282, Fax: 880-2-0431-55941

Vision

The vision of Medimet Pharmaceuticals is to be known as a dedicated, professional specialist in the development of pharmaceutical finished products by seeking continuous improvement in every aspect of the operation of this business.

Mission

The mission of this company is to design, produce, manufacture, supply and sell medicinal products based on quality introducing technology, meeting customer loyalty and highly motivated workers to increase in the domestic and global sell through the use of quality management system through leadership in the pharmaceutical sector.

Objective

The goal is to inscribe a landmark in medicinal products that guarantees consumer value through quality and service.

Facilities

The corporate head is located in the country's capital with every advanced facility with department of IT, Training, Administration, Marketing, Distribution, Accounting, Audit, Export, and Import.

Quality Policy

Medimet Pharmaceuticals Ltd. Is committed to serving and contributing to satisfying its consumers and end users at home and abroad, and to ensuring continuous improvement in its method and pharmaceutical products for customer satisfaction, adopting the 'Good Manufacturing Products' (GMP), guidelines and implementing 'ISO 9001:2000 Quality Management System.'

Product Range

- Antibacterial
- Analgesic, Antipyretic & NSAID
- Anti-Ulcerant
- Anti-Protozoal
- Anti-emetics & Anti cholinergic
- Antihistamine
- Bronchodilator
- Cardiovascular Drug
- Sedative & Anxiolytic
- Vitamin & Minerals

2.3 Human Resource Management Practices

Human resource management is starting point of all management decisions that influence every employee of the organization directly or indirectly. There are some steps HRD follow which describe bellow-

Recruitment and selection process: First of all the planning and forecasting department of HRD forecast and assess the exact requirement of future employees and then accordingly follow a recruitment and selection process to hire the perfect candidate.

Compensation and benefit: After recruiting the HRD decide the compensation and benefit package for the selected employees according to their qualification and job design and responsibilities.

Training and Development: It's one of the most essential part of HRD. They design the perfect outline for the training packages for the newly and already working employees so that they become a competitive workforce and an asset for the company.

Attendance management: They try to manage the attendance very strictly. It's also compromise as a performance standard of every employee.

Performance appraisal: In this part HRD closely monitor every employee's dedication and outcome of their effort. After assessing the employee dedication and effort, they analyze the outcome to find necessary initiative they need to take to design the training and development packages as well as compensation and benefit packages to bring out the best from every individual employee.



2.4 Marketing Practices

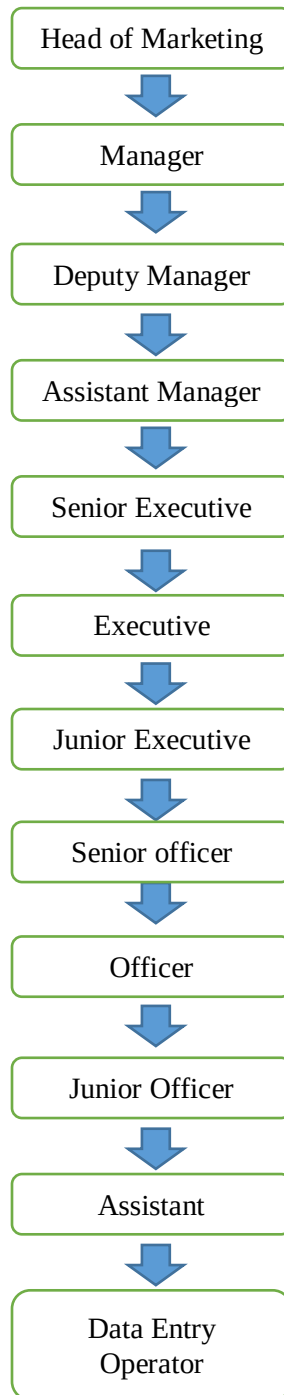
Company has engaged all its managers in their respective roles with critical management training, so that they can provide the best service to ensure quality management. For an ideal achievement, Medimet's production and marketing department collaborate with each other through their positive partnership. Managing director of the company is completely committed to leading and integrating all functions that occur in manufacturing plant and marketing with well contact of its suppliers about raw materials and packaging materials. The company's marketing department is one of the largest establishments in its own country. With a strength of 350 qualified personnel business conducts marketing nationally in conjunction with 23 sales depots working in distribution channel. In all facets of growth Medimet has always followed excellently. Nevertheless, the firm claims that excellent is not a fixed norm but a valuation mechanism. To this end, the organization is pursuing constant innovation in order to develop and update the production style to international level. The rate of growth is at least twenty per cent annum. It has built up confidence among creditors for the timely payback. They are constantly operating behind with a promise of strong commitment to financing. In the past 24 years Medimet has evolved from strength to strength by meeting the needs of medical professionals. The company has definite plans to extend the requirements for presentation and selection of items. New product in the pipeline which will soon be launched to face competition. The company has approved ISO 9001:2000 from the respective department by complying with all criteria required. Operating in the Middle East, African countries and South-East Asia is one of the priorities today. Negotiations are going to make 20 per cent against the overall amount for better export of goods. The organization is expected to achieve success in the industry as it is time consuming. Business achieves respectable turnover over the past three years, reporting fair growth rate each year. Significant growth rate is predicted at year-end. To Medimet it would be a landmark. Constant dedication to quality product and management improvement has been undertaken in all aspects of the business. Well on the way up and looking ahead, Medimet is where it is now. Today Medimet is a human and medical dedication.

Export

Medimet aims to extend the company into the global market. We have reached some Arab countries already. Medimet believes it is important to survive or grow the company in the present

day to think globally with a world-class quality assurance. As an ISO 9001; 2000 accredited pharmaceutical company it is developed in a vivid manner.

Marketing Department Hierarchy



Sales

A large professional sales marketing team is making the company's best effort to cut a successful revenue figure to grow the business in the intense pharmaceutical industry rivalry.

Sales Department Hierarchy



2.5 Supply Chain Management

Condition of inventories in Medimet

Raw Material: It is the important input of the final product. The raw-materials inventories are purchased by the firm from other suppliers and through the manufacturing (production) process these are converted into finished goods.

Work-in-Process: These inventories consist of items which are currently being used in the production process. In these process products are in semi-finished condition which are in various stages of production of multi-stage production process.

Finished Goods: These goods represent final output of manufacturing process, which are ready to sale. The inventory of finish goods consists of items which have been produced though yet to be sold.

2.6 SWOT Analysis

Strength

1. **Strong Management:** The management team of Medimet is outstanding. They are highly dynamite and enthusiastic about the future growth of the company and they are working day and night with a focus of a clear milestone. They are very flexible and cherish calculative risk takings.
2. **High Quality R&D:** They know if they want to grow there is no other option to find new ways to challenge the competitors and that's why they invested lot in the R&D and hired the fittest from the market.

Weakness

1. **Insufficient Working Capital:** As Medimet is a private company it lacks sufficient money supply as public company has. It has to manage its working policy with a tight fund in hand.
2. **Inefficiency in Supplying Products:** Sometimes they fail to produce sufficient products to maintain proper supply chain which may divert potential customer to other brands.

Opportunities

1. **Advantage as a Globally Certified Company:** As it is exporting many products to middle-east and Arabian countries and has been certified as a good manufacturer of medicine it has huge opportunity to expand its business outside globally.
2. **Growing as a Strong Brand:** As it fulfills all its social responsibilities and providing quality medicine throughout for more than 3 decades and currently operating under a superb management team there is a great opportunity of having a larger market share in future.

Threats

1. **Open Market Competition:** Pharmaceutical industry is a very prospective industry in Bangladesh. As the number of new comers are increasing more than ever it can lose market shares to others.
2. **Strong Competitors:** It has many giant competitors in the market like Square Pharmaceuticals, Beximco Pharmaceuticals, Incepta Pharmaceuticals and many more.

2.7 Critical Observations and Recommendations

The Human Resource Department of Medimet Pharmaceuticals is really live and spontaneous. The organization is growing every day and for running a mammoth organization like it, a effective Human Resource Department is essential. Thus, I am giving some of my critical observations below:

1. The place of working is sort of scattered and it's hard to look at others. My recommendation is to stay every employee in HR Department in one place in order that the worker can work together.
2. There is huge scope of using intern in work though they are less concerned about it so they can create more scope for interns in Human Resource Department
3. Motivating employees is a very crucial task and HR department do it very effectively and efficiently
4. As Teamwork is very fruitful for any organization thus my suggestion is to develop more teamwork in HR department.

Chapter 3: Project Part: Obstacles towards Implementing Green HRM in Medimet Pharmaceuticals

3.1 Introduction

Since the last decade green concept has become center of attention among the organizations, industries, and countries additionally as globally. The disastrous impact of warmth and misuse of energy lead us to think more gravely about this issue and take measure to deal with this issue. Business organizations are more accountable as they're harming our surroundings mostly. Green HRM has evolved over the time as a tool to safeguard environment and make less harm to our surroundings. Pharmaceutical sector of Bangladesh is an emerging industry and having immense impact economically and socially. Various Pharmaceuticals inspire green approach in their system; especially in HRM sector. HRM is one of the key aspect of a corporation that includes centered management, knowledge management and human capital (Ashfaque and Mukharjee, March 2014). Traditional HR has seen more flexibility and speed with the introduction of Green HR, though it is a challenging task to implement green HRM in corporations.

Background of the study

Green HRM in pharmaceutical sector is a new topic. Not many researchers explore or enlightened the existence of the Green Human Resource Practice in pharmaceutical sector of Bangladesh. According to Ashfaque and Mukharjee (March 2014), people are key to the organization and that they are vital capital for the organization. Organization needed to motivate them for ensuring greater success rate. Green HRM could be a big challenge for the organization and mindset of the workers. Employees have to adapt with the new changes within the corporate world. Traditional HR mindset restricts them from adopting new changes. Major Challenge for any organization is continuously motivate employees throughout the year (Mullins 2005). Green HR isn't well established all round the world. More and more researched work is required to be done to explore all aspect of the Green HRM. Restricted thoughts are needed to be unfold for all. Though many scholars have highlighted the importance of Green HRM in promoting environment-friendly behaviors among employees, it's still a less-researched area (Del Brioe et al. 2007).

Objectives

The objective of the proposed study is to understand Green HRM practices in Medimet Pharmaceuticals Ltd. It will also give knowledge about the condition of HR policies and practices of Medimet Pharmaceuticals. The following are the objectives of the study.

Core Objectives

The broad objective of the research is to find out the critical things in this organization which may restrict the proper implementation of Green human resource management practices in Medimet Pharmaceuticals.

Specific Objective

1. Identifying the degree of Green Human Resource Management practices in Medimet Pharmaceuticals.
2. Identifying the instruments which are linked with Green HRM practices.
3. Identifying the core barriers related to implementing Green Human Resource Management in Medimet Pharmaceuticals.

Significance

United Nation launched Green Economy Initiative (GEI) to motivate organization and policy makers to emphasis on environmental investment in 2008. In 2015, at the UN general assembly a document was published named "uncovering pathways towards an inclusive green economy" emphasis on design of principle of green industry, ecological structure, natural resources conservation, innovation of sustainability, green human resource management to safeguard environment (Fulai, Kempf, Kumar, Noronha, Stone, & Sukhdev 2018). By studying HRM and environmental sustainability, researchers found that HRM can enhance performance (e.g. Jackson et al., 2012). But there's also some challenges to implement Green HRM and thus this report is conducted to seek out out the challenges Medimet may face to implement Green HRM effectively. This report will enlighten the core challenges Medimet may have in implementing Green HRM and thus it'll help the highest management to be enlighten with those barriers and act accordingly.

3.2 Methodology

For smooth and accurate analysis i've got decided to impute both the primary and secondary sources. The following methodology was followed throughout the study

Primary Sources

Primary sources of data are those which provide first-hand accounts of the events, practices, or conditions. Generally these are the documents that were created by the witnesses or first recorders of those events at about the time they occurred. These information are collected from

- Desk work
- Face to face communication with the officers
- Careful observation of varied activities of related section of that specific department
- Face to face communication with the clients

Secondary Sources

Second-hand, published accounts are called secondary sources. They're called secondary sources because they're created after primary sources and that they often use or speak about primary sources. Some information are collected from these secondary sources

- Organizational Brochures
- Files & Folders
- Various publications of companies,
- Website

Data Collection Techniques

- Some of the primary sources of information were collected by observing directly others doing their jobs.
- Most of the primary data were collected by interviewing of the corporate officials.
- Most of the secondary data were collected by the relevant reports and documents.

Data processing

Data collected from secondary sources have been processed manually and qualitative approach in general and quantitative approach in some cases has been used throughout the study.

Data analysis and interpretation

In this report quantitative approach has been used for data analysis and processed data has been used as the base for interpretation.

3.3 Findings and Analysis

Survey was taken to know the overall Green HRM practices as well as to find out the potential challenges and shortfalls Medimet Pharmaceutical Ltd. Have in implementing Green Human Resource Management practices. Demographic and variables are included in this analysis which are shown by tables and charts.

Data analysis is a process to reach a certain conclusion for a given situation. To follow the requirement of the study, there was a survey on 30 employees to find out the probable challenges and shortfall Medimet Pharmaceutical Ltd. Has in implementing Green HRM.

Demographic Characteristics of Subject

Demographic Characteristics of the respondents included age, gender, designation, experience of the respondents in Medimet Pharmaceutical Ltd. So here the demographic part of the questionnaire is analyzed.

Table 3.1: Job Title of the Respondents

Job Title	Frequency	Percent	Valid Present	Cumulative Present
Manager	3	10	10	10
Senior Executive	2	6.67	6.67	16.67
Executive	6	20	20	36.67
Junior Executive	6	20	20	56.67
Senior Officer	8	26.67	26.67	83.34
Others	5	16.66	16.66	100
Total	30	100.00	100.00	

From table 5.1, it can be seen that 3 respondents were manager, 2 respondents were senior executive, 6 respondents were executive, 6 respondents were junior executive, 8 respondents were senior officer and remaining 5 respondents were from others. Among them most of the respondents were senior officer.

Table 3.2 Gender of the respondents

Gender	Frequency	Percent	Valid Present	Cumulative Present
Male	18	60	60	60
Female	12	40	40	100
Total	30	100	100	

From the above table 3.2 shows that out of the 30 respondent's data, 18 were male and 12 were female where 60% of the respondents were male and remaining 40% were female.

Table 3.3 Education of the respondents

Education	Frequency	Percent	Valid Present	Cumulative Present
Post Graduates	22	73.33	73.33	73.33
Graduates	08	26.67	26.67	100
Total	30	100	100	

Survey was taken on 30 respondent and among them 73.33% were post graduates and 26.67% were graduates.

Table 3.4 Job Tenure of the Respondents

Job Tenure	Frequency	Percent	Valid Present	Cumulative Present
Less than one year	7	23.33	23.33	23.33
More than one year but less than three year	3	10	10	33.33
More than three years but less than five years	5	16.67	16.67	50
More than five years	15	50	50	100
Total	30	100	100	

The above table 3.4 shows that most of the respondent's working tenure more than five years in Medimet Pharmaceutical Ltd. Where 50% of the respondents working tenure is more than five years.

Table 3.5 Breakdown of the responses

Questions	Total respondents	Strongly Agree	Agree	Partially Agree/Partially Disagree	Disagree	Strongly Disagree	Total
Q1	30	35%	42%	23%	0%	0%	100%
Q2	30	0%	14%	38%	40%	8%	100%
Q3	30	12%	48%	32%	8%	0%	100%
Q4	30	70%	22%	8%	0%	0%	100%
Q5	30	0%	38%	42%	17%	3%	100%
Q6	30	20%	64%	16%	0%	0%	100%
Q7	30	22%	52%	16%	10%	0%	100%
Q8	30	47%	33%	20%	0%	0%	100%
Q9	30	0%	0%	0%	74%	26%	100%
Q10	30	23%	67%	10%	0%	0%	100%
Q11	30	0%	20%	48%	32%	0%	100%
Q12	30	58%	32%	14%	6%	0%	100%
Q13	30	30%	56%	10%	4%	0%	100%
Q14	30	44%	36%	20%	0%	0%	100%
Q15	30	8%	20%	52%	20%	0%	100%
Q16	30	36%	44%	20%	0%	0%	100%
Q17	30	22%	58%	20%	0%	0%	100%
Q18	30	0%	0%	10%	68%	22%	100%
Q19	30	0%	20%	49%	31%	0%	100%
Q20	30	0%	4%	16%	44%	36%	100%
Q21	30	8%	42%	38%	12%	0%	100%
Q22	30	0%	6%	10%	33%	51%	100%
Q23	30	6%	16%	41%	29%	8%	100%
Q24	30	0%	7%	27%	56%	10%	100%

Form the above table 3.5 we can find out that responses varied from one another in the survey. In this table the scale was likert scale for the questionnaire where we can see that for each questions response was different. E.g. for question 1, 35% strongly agreed, 42% agreed, 23% neither agreed nor disagreed, 0% disagreed, and 0% strongly disagreed.

Chart 3.1: Organization's Daily Activity Mostly Relies on Hardcopy Documents

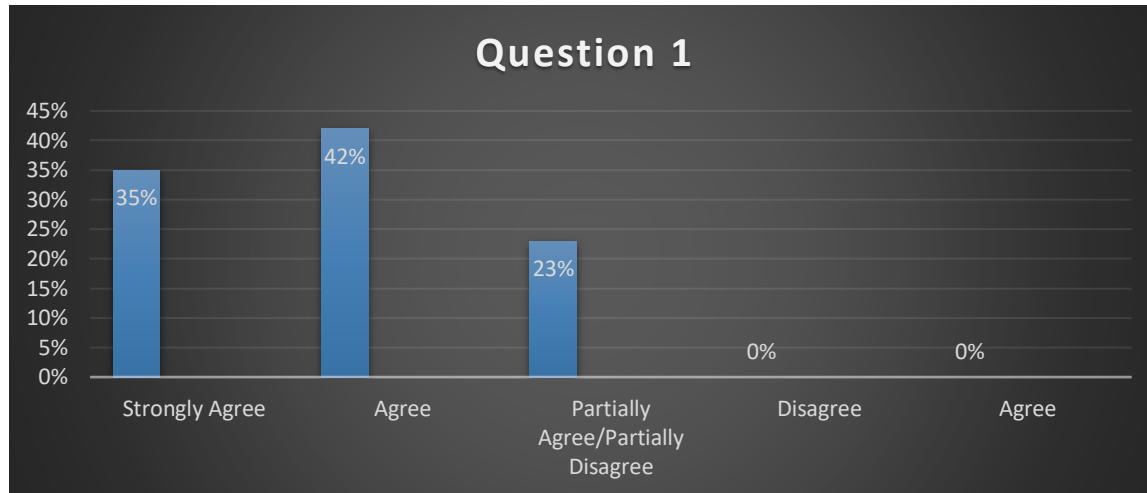


Chart 3.1 shows that 35% of the respondents were strongly agreed, 42% of the respondents were agreed, and 23% of the respondent partially agreed or disagreed with the statement that their organization's daily activity mostly relies on hardcopy documents.

Chart 3.2: Official personal equipment are mostly of ecofriendly products such as jute basket, recycled chipboard binders, refillable bamboo pen etc.

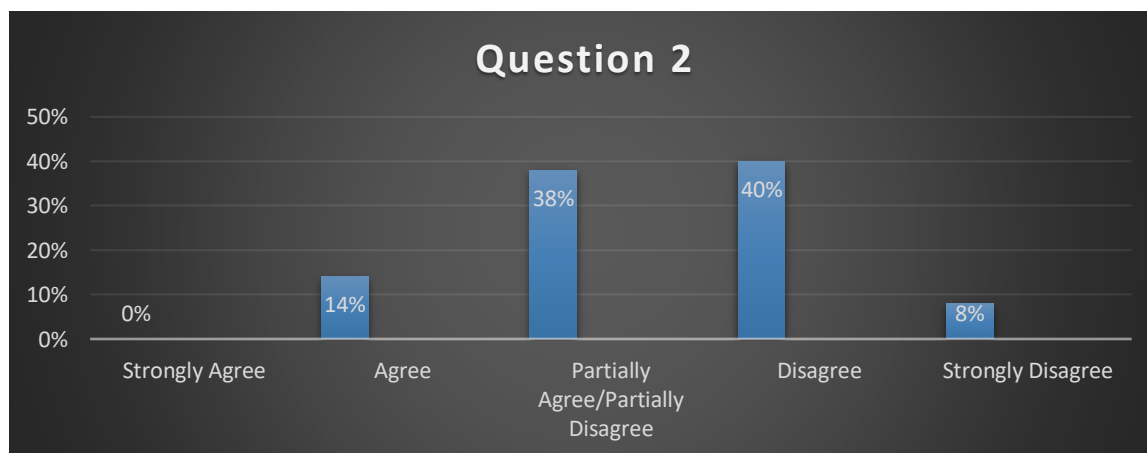


Chart 3.2 shows that 14% of the respondents were agreed, 38% of the respondents were partially agreed/partially disagreed, 40% of the respondent disagreed, and 8% of the respondents strongly disagreed with the statement that their official personal equipment are mostly of ecofriendly products such as jute basket, recycled chipboard binders, refillable bamboo pen etc.

Chart- 3.3: Office transports are electric/hybrid

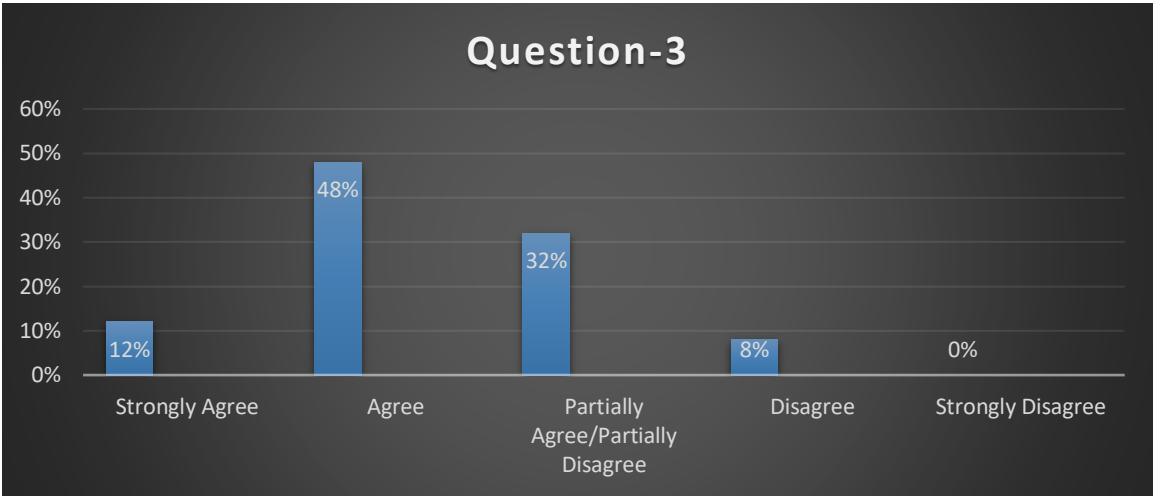


Chart 3.3 shows that 12% of the respondents were strongly agreed, 48% of the respondents were agreed, 32% of the respondents were partially agreed/partially disagreed, and 8% of the respondent disagreed with the statement that their office transports are electric/hybrid.

Chart 3.4: Employees have to share your office ride with your colleagues

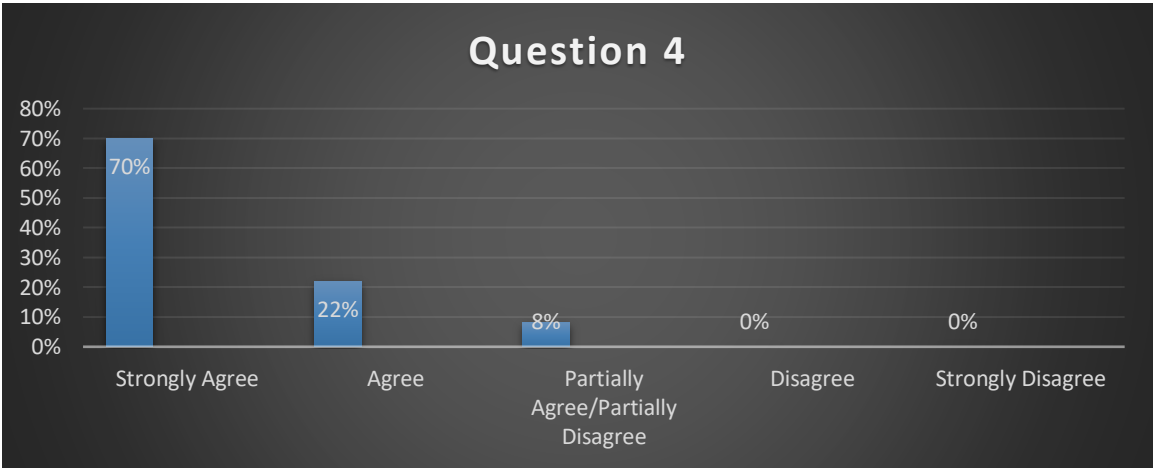


Chart 3.4 shows that 70% of the respondents were strongly agreed, 22% of the respondents were agreed, and 8% of the respondents were partially agreed/partially disagreed with the statement that they have to share their office ride with their colleagues.

Chart 3.5: Office usage energy efficient light bulbs

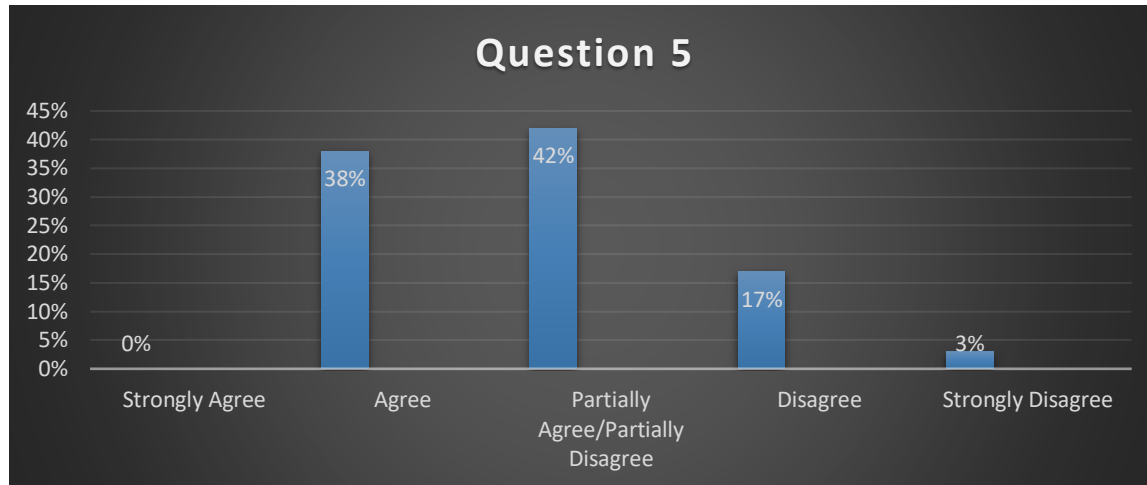


Chart 3.5 shows that 38% of the respondents were agreed, 42% of the respondents were partially agreed/partially disagreed, 17% of the respondents disagreed, and 3% of the respondent strongly disagreed with the statement that their office usage energy efficient light bulbs.

Chart 3.6: Office usage double sided printing machine

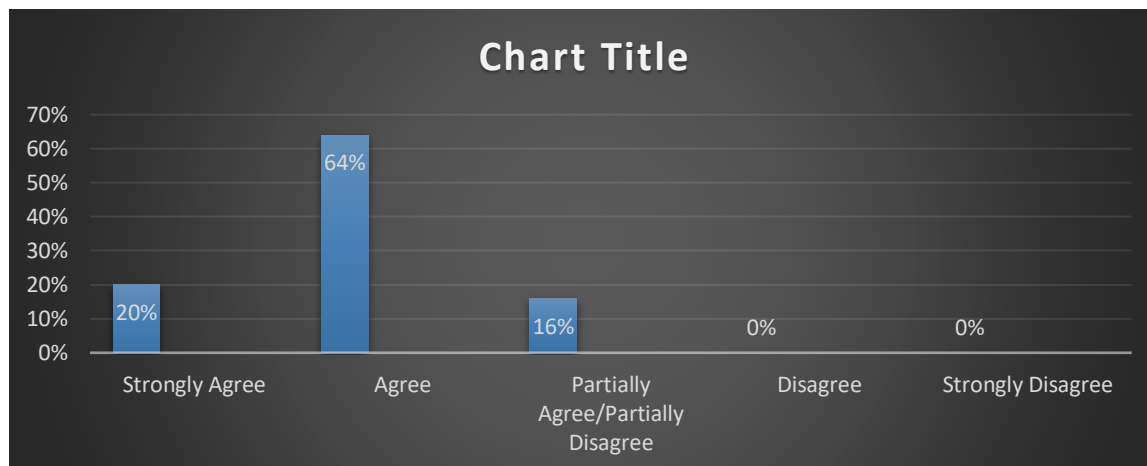


Chart 3.6 shows that 20% of the respondents were strongly agreed, 64% of the respondents agreed, 16% were partially agreed/partially disagreed with the statement that their office usage double sided printing machine.

Chart 3.7: Organization provides employees PC/Table computer for official work

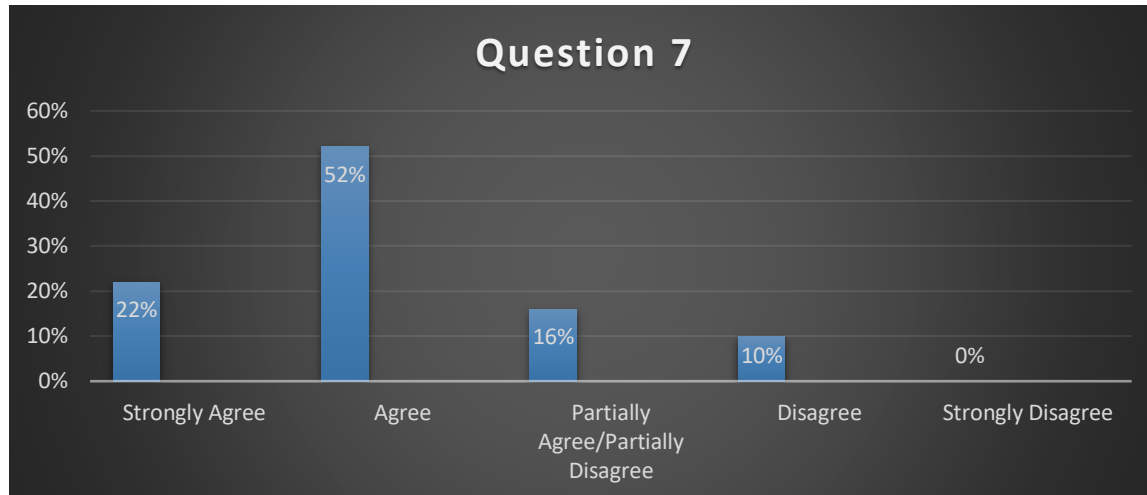


Chart 3.7 shows that 22% of the respondents were strongly agreed, 52% of the respondents agreed, 16% of the respondents were partially agreed/partially disagreed, and 10% of the respondents disagreed with the statement that their organization provides them PC/Table computer for official work.

Chart 3.8: Organization provides employees free personal cloud storage

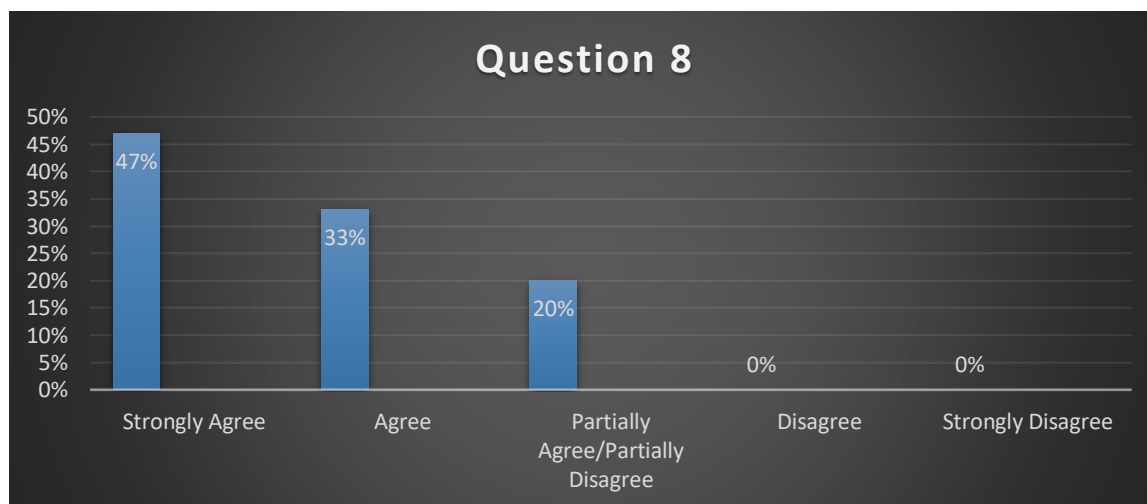


Chart 3.8 shows that 47% of the respondents were strongly agreed, 33% of the respondents agreed, and 20% of the respondents were partially agreed/partially disagreed with the statement that their organization provides them free personal cloud storage.

Chart 3.9: Employees had to go through under an online recruitment process

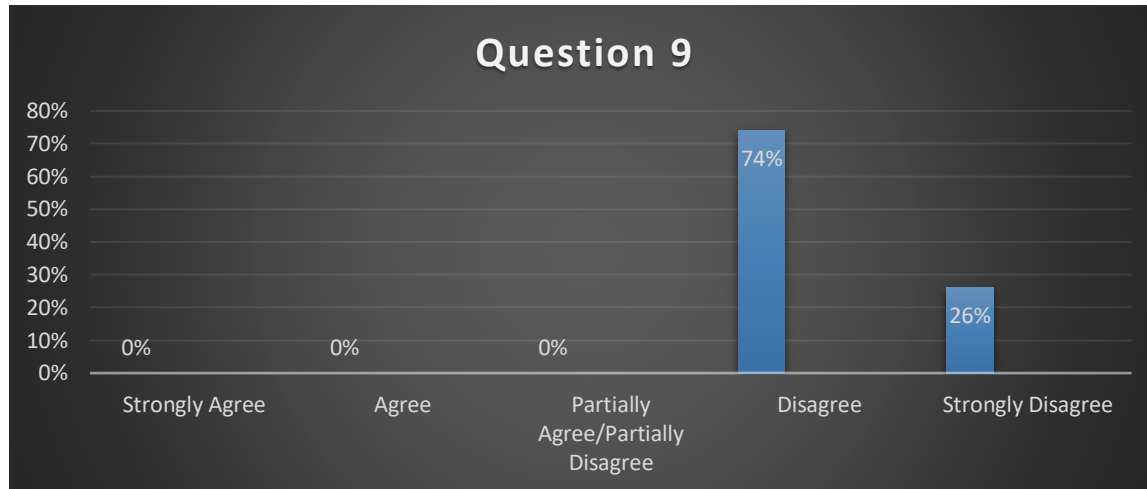


Chart 3.9 shows that 74% of the respondents disagreed, and 26% of the respondents were strongly disagreed with the statement that they had to go through under an online recruitment process.

Chart 3.10: Applicants are communicated through e-mail, SMS or other electronic media

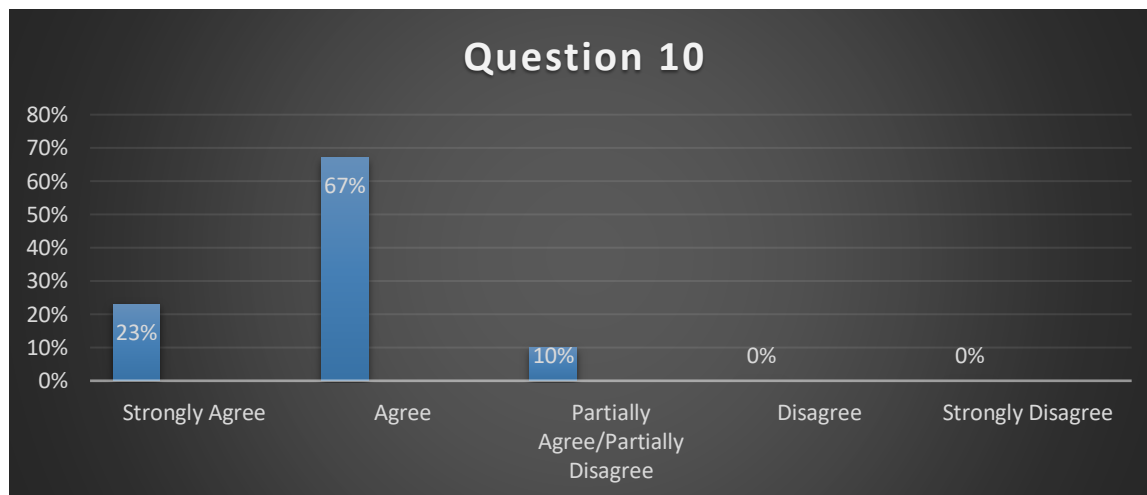


Chart 3.10 shows that 23% of the respondents were strongly agreed, 67% of the respondents agreed, and 10% of the respondents were partially agreed/partially disagreed with the statement that applicants are communicated through e-mail, SMS or other electronic media.

Chart 3.11: Culture of green consciousness is emphasized in employee orientation

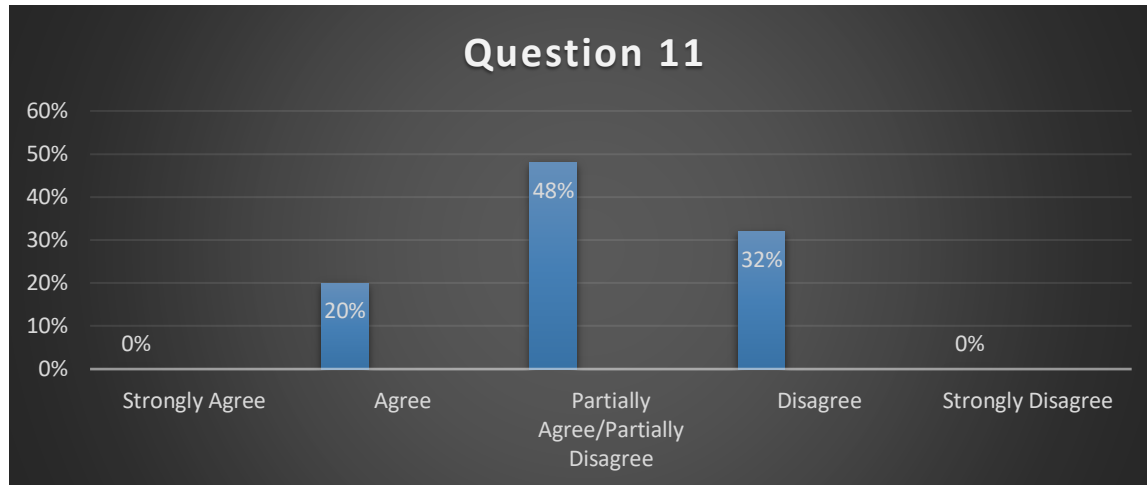


Chart 3.11 shows that 20% of the respondents were agreed, 48% of the respondents were partially agreed/partially disagreed, and 32% of the respondents disagreed with the statement that culture of green consciousness is emphasized in your employee orientation.

Chart 3.12: Do you believe culture of green consciousness is necessary in your employee orientation?

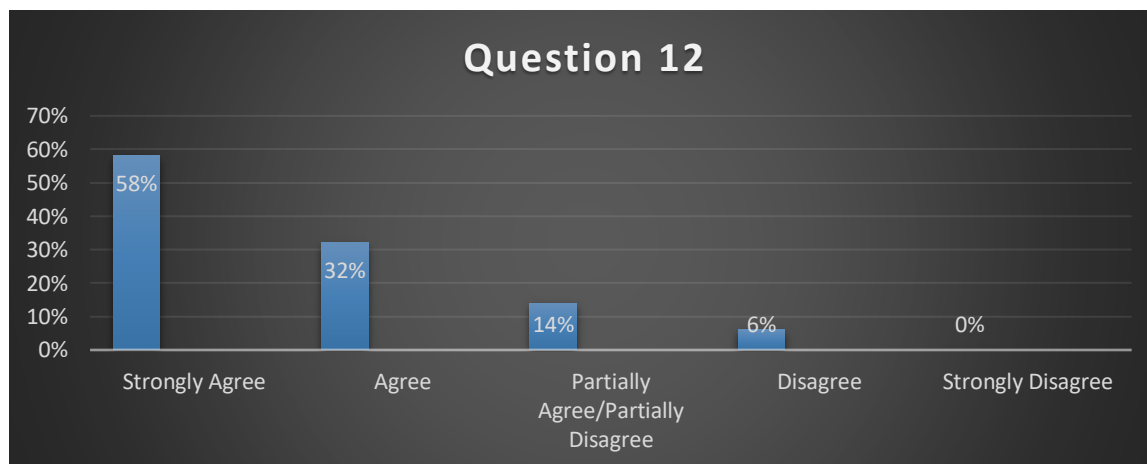


Chart 3.12 shows that 58% of the respondents were strongly agreed, 32% of the respondents agreed, 14% of the respondents were partially agreed/partially disagreed, and 10% of the respondents disagreed with the statement that they believe culture of green consciousness is necessary in their employee orientation.

Chart 3.13: Do you believe emphasis on culture of green consciousness in your employee orientation will make employees more effective and efficient in their work?

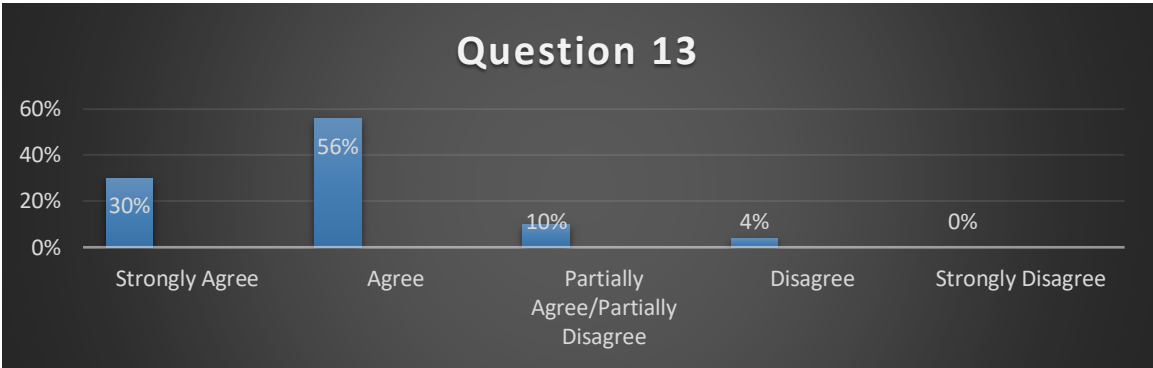


Chart 3.13 shows that 30% of the respondents were strongly agreed, 56% of the respondents agreed, 10% of the respondents were partially agreed/partially disagreed, and 4% of the respondents disagreed with the statement that they believe emphasis on culture of green consciousness in their employee orientation will make employees more effective and efficient in their work.

Chart 3.14: Training consist of employee working methods that reduce waste, proper utilization of resources, conservation of energy and reduces the causes of environmental degradation

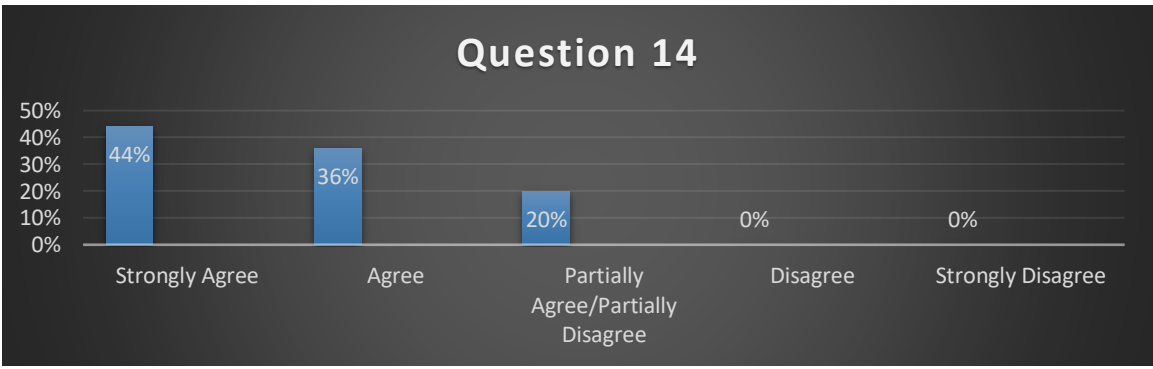


Chart 3.14 shows that 44% of the respondents were strongly agreed, 36% of the respondents agreed, 20% of the respondents were partially agreed/partially disagreed with the statement that they have a training consist of employee working methods that reduce waste, proper utilization of resources, conservation of energy and reduces the causes of environmental degradation.

Chart 3.15: Do you believe a training consists of a good green employee working methods will improve employee loyalty and employee performance?

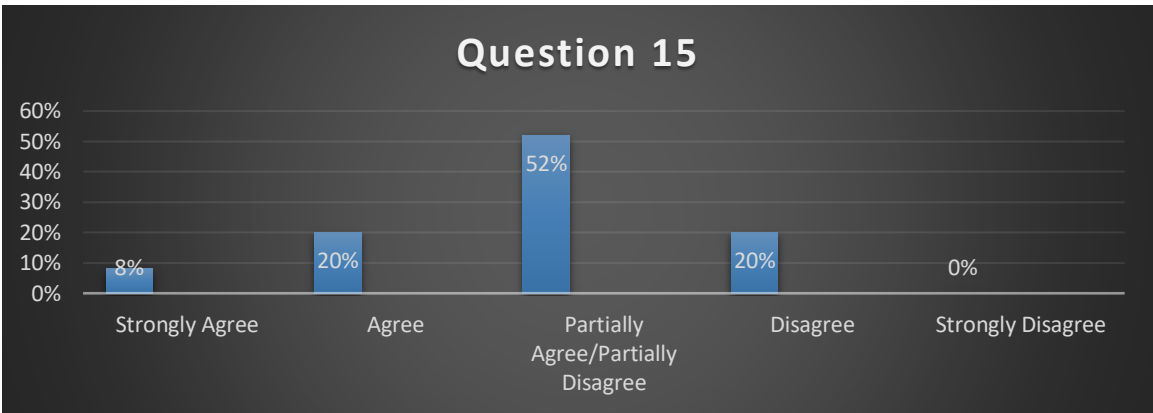


Chart 3.15 shows that 8% of the respondents were strongly agreed, 20% of the respondents agreed, 52% of the respondents were partially agreed/partially disagreed, and 20% of the respondents disagreed with the statement that they believe a training consists of a good green employee working methods will improve employee loyalty and employee performance.

Chart 3.16: Do you believe a training on green working methods will have a positive impact on the environment as well as the company itself?

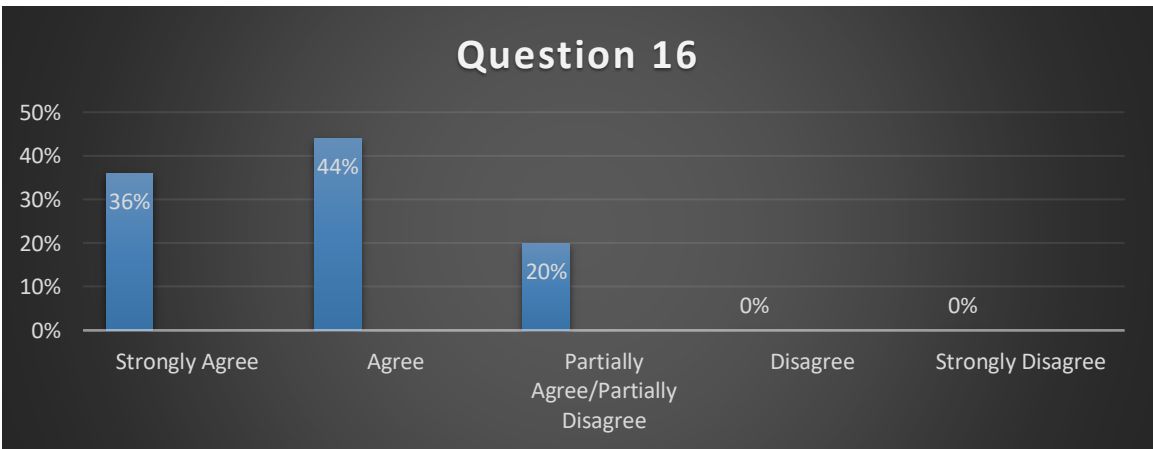


Chart 3.16 shows that 36% of the respondents were strongly agreed, 44% of the respondents agreed, and 20% of the respondents were partially agreed/partially disagreed with the statement that they believe a training on green working methods will have a positive impact on the environment as well as the company itself.

Chart 3.17: This organization has green goals for employees (e.g. reducing waste, paperless work etc.)

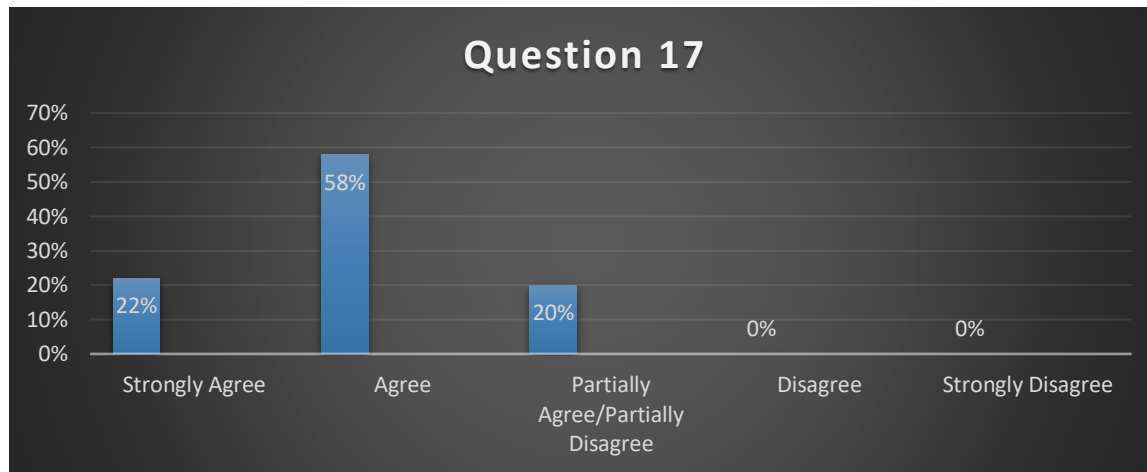


Chart 3.17 shows that 22% of the respondents were strongly agreed, 58% of the respondents agreed, and 20% of the respondents were partially agreed/partially disagreed with the statement that their organization has green goals for employees (e.g. reducing waste, paperless work etc.).

Chart 3.18: Employees have green KPI in their performance appraisal

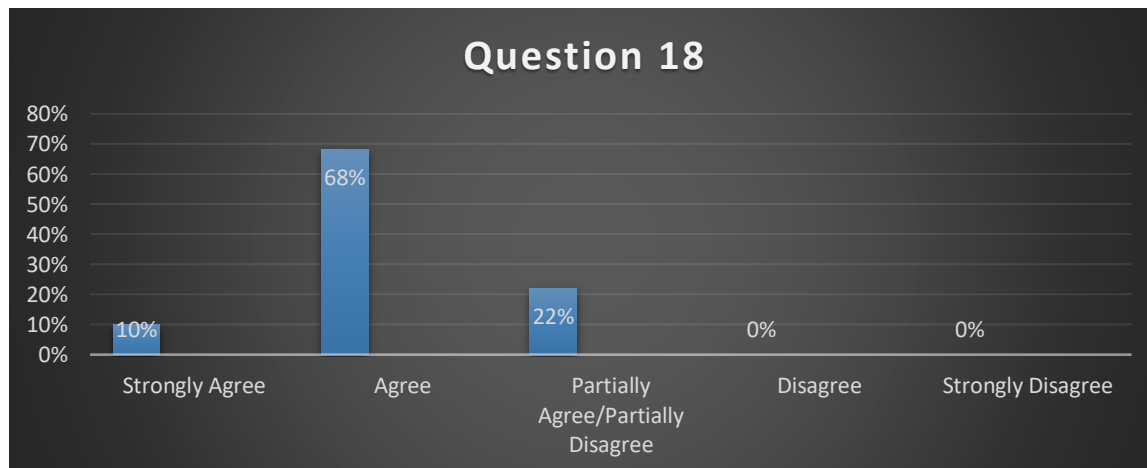


Chart 3.18 shows that 10% of the respondents were strongly agreed, 68% of the respondents agreed, and 22% of the respondents were partially agreed/partially disagreed with the statement that they have green KPI in your performance appraisal.

Chart 3.19: Organization provides regular feedback to the employee or teams to achieve environmental goals

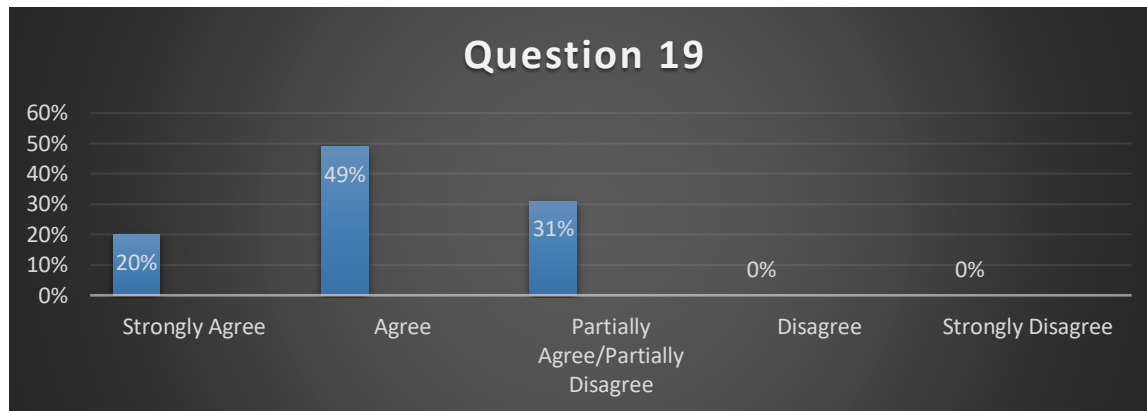


Chart 3.19 shows that 20% of the respondents were strongly agreed, 49% of the respondents agreed, and 31% of the respondents were partially agreed/partially disagreed with the statement that their organization provides regular feedback to the employee or teams to achieve environmental goals.

Chart 3.20: Company have proper written guidelines on Green HRM practices

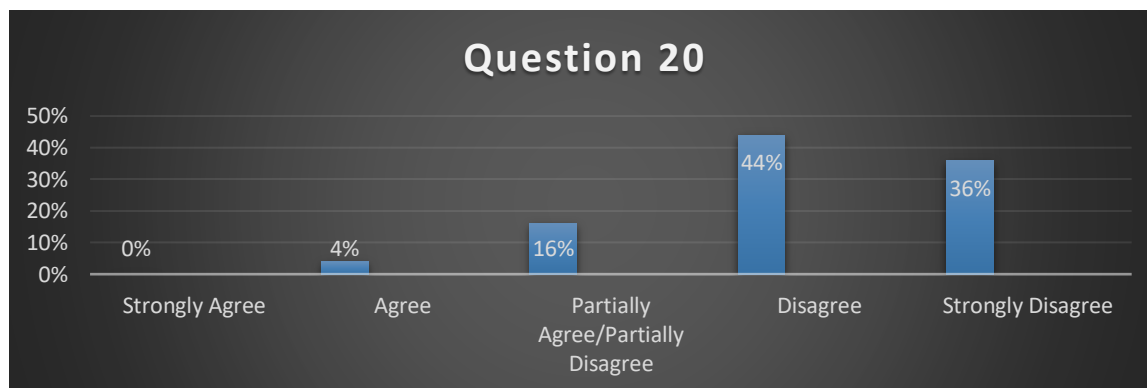


Chart 3.20 shows that 4% of the respondents were agreed, 16% of the respondents were partially agreed/partially disagreed, 44% of the respondents disagreed, and 36% of the respondent strongly disagreed with the statement that their Company have proper written guidelines on Green HRM practices.

Chart 3.21: There is high cost implementing Green HRM

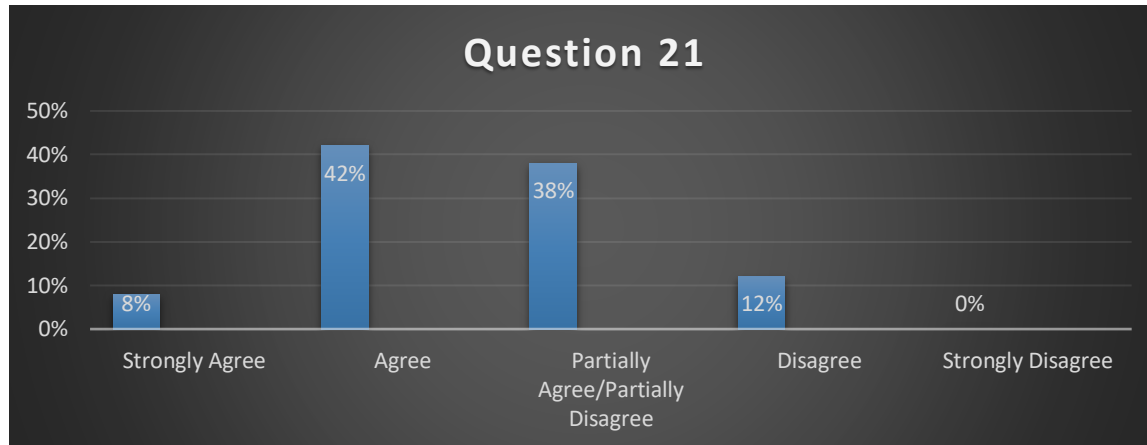


Chart 3.21 shows that 8% of the respondents were strongly agreed, 42% of the respondents agreed, 38% of the respondents were partially agreed/partially disagreed, and 12% of the respondents disagreed with the statement that there is high cost implementing Green HRM.

Chart 3.22: Maximum employees have prior experience on Green HRM

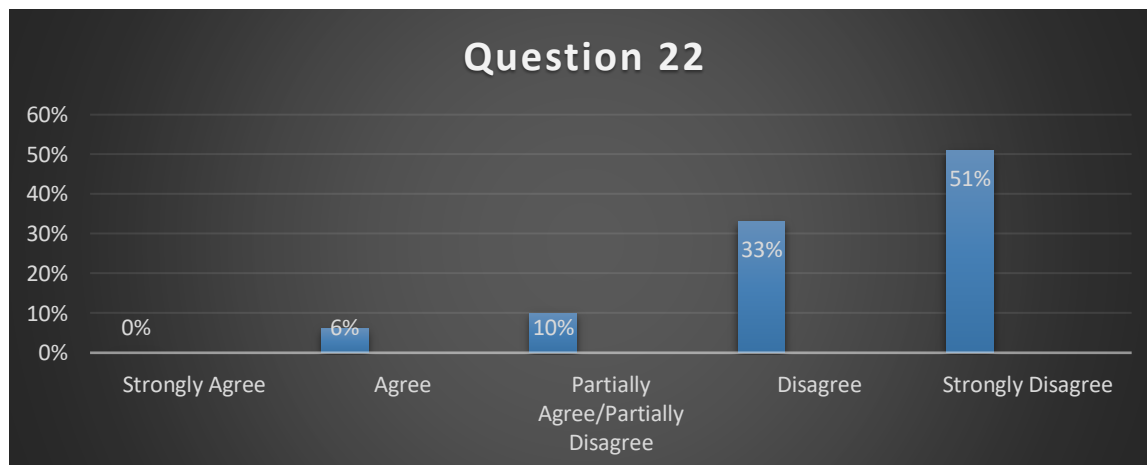


Chart 3.22 shows that 6% of the respondents were agreed, 10% of the respondents were partially agreed/partially disagreed, 33% of the respondents disagreed, and 51% of the respondent strongly disagreed with the statement that maximum employees have prior experience on Green HRM.

Chart 3.23: Employees are resistant to new HRM practices

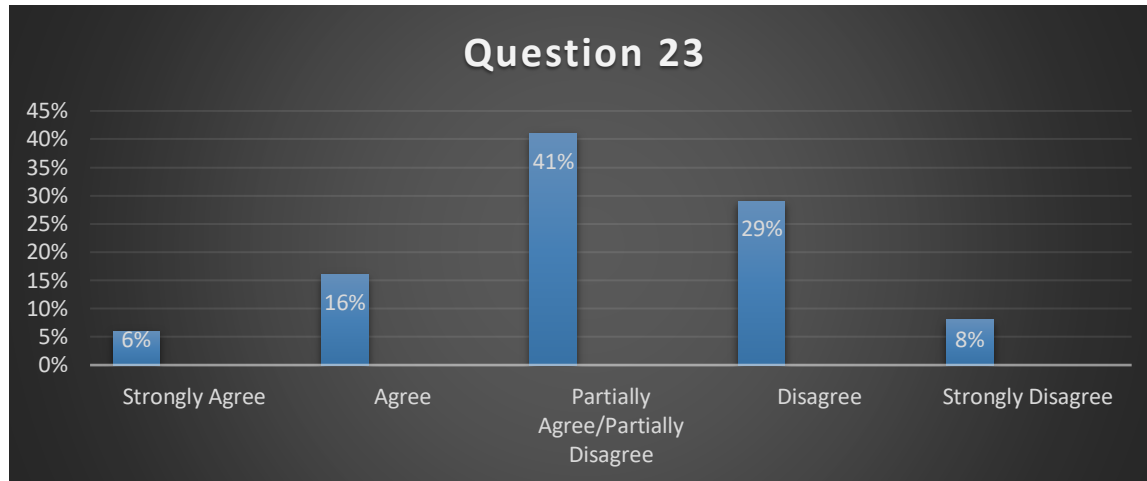


Chart 3.23 shows that 6% of the respondents were strongly agreed, 16% of the respondents agreed, 41% of the respondents were partially agreed/partially disagreed, and 29% of the respondents disagreed, and 8% of the respondents were strongly disagreed with the statement that employees are resistant to new HRM practices.

Chart 2.24: Green HRM is a complex Idea

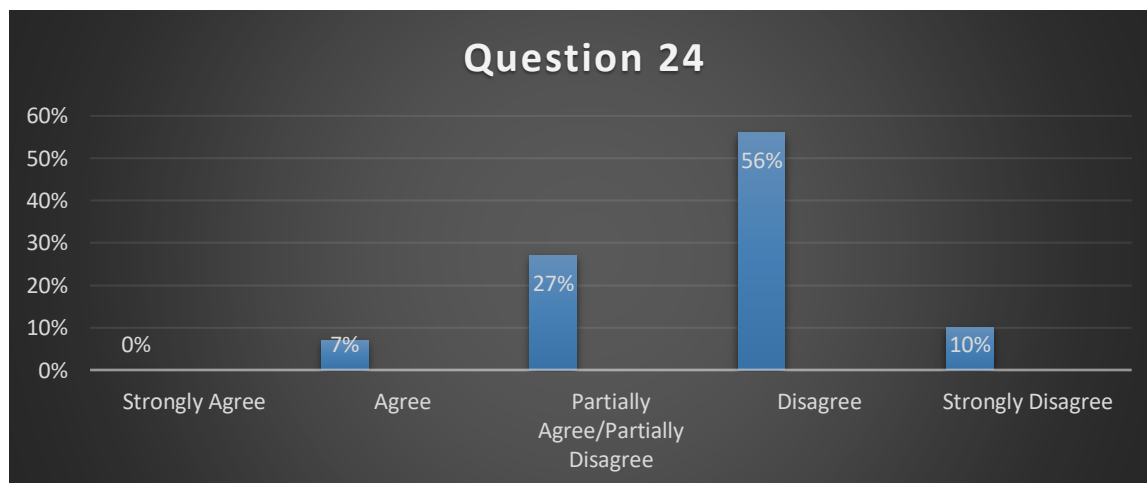


Chart 3.24 shows that 7% of the respondents were agreed, 27% of the respondents were partially agreed/partially disagreed, 56% of the respondents disagreed, and 10% of the respondent strongly disagreed with the statement that Green HRM is a complex Idea

3.4 Summary and Conclusion

Green HRM is advanced, more flexible method of work which make employees more efficient and effective. To cope with modern age, every company needs to implement Green HRM. Green HRM's best and most important thing is that it contributes to both sustainable and successful HRM. Though it is a challenging task to implement Green Human Resource Management practices in any organization. Some of the common challenges any organization face to implement Green Human Resource Management practices are cost, lack of knowledge, organizational culture, organizational vision, clear and distinct HR policies, technology, employee attitudes and many more. In this report quantitative analysis was done to find out the short falls and challenges Medimet Pharmaceuticals may have to implement Green Human Resource Management practices effectively. The survey found out that Medimet's organizational culture reflect good Green culture though there is still something they need to improve like majority of the respondent agreed that their organization's daily activity mostly relies on hardcopy documents where they can shift to more use of soft copy rather than hard copy documents also they can focus more using of green eco-friendly products in their organization. Though techloghy is a major part as well as a challenge for implementing Green HRM, but the survey shows positive outcome in this part as most of the respondents strongly agreed that organization provide them PC/table computer and they are also given free cloud storage. In the Green recruitment part we found out that they don't take online interview, so in the modern era they can switch to online recruitment process which will be a great initiative in their Green HRM practices as well as it will give this company a good outlook to the job seekers. In the survey the respondents responses show that Medimet do not emphasis the culture of green consciousness heavily, though the respondents highly agreed that it is necessary in the employee orientation and it will also make employees more efficient and effective in their work. Though many organization shortfall on Green HRM training and development program but Medimet does it well here as most of the respondents agreed that they have a training consist of employee working methods that reduce waste, proper utilization of resources, conservation of energy and reduces the causes of environmental degradation and the respondents also believe this trainings and development programs will have positive impact on the environment as well as the organization itself. In the survey of green performance management and appraisal part the company does pretty well as it has green goals for employees though most of the respondents said they don't have green KPI in their performance appraisal also they can improve regular feedback

to the employees or teams to achieve environmental goals. Also through the general question part it brings out Medimet has no proper guideline or policy regarding Green HRM. Also many respondents believe it requires high cost in implementing Green HRM and they also many of them haven't any prior experience. But the good part is most of the respondents believes employees are not resistant to new chances and they also believe Green HRM is not a complex idea.

3.5 Recommendations

Recommendation are given to improve Green HRM practices in Medimet Pharmaceuticals Ltd. taking consideration of the research.

Recommendation for Organization

1. Maximizing use of softcopy documents
2. Maximizing use of eco-friendly official products
3. Divert to online recruitment process
4. Culture of green consciousness need to be emphasized
5. Need to include green KPI in performance appraisal
6. Should have proper written guidelines or policy on Green HRM practices
7. Consider separate budgeting for Green HRM

Recommendation for Employees

1. Manager and employees need to change their traditional view and switch to Green HRM
2. Employees should always try to lean on using soft copy documents rather than hard copy documents
3. Employees also can use personal official products which are eco-friendly
4. If employees find any confusion regarding Green work practices they can consult with their supervisor.

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Appendix

Questionnaire

A Brief Introduction:

Green HRM is the use of HRM practices to push sustainable environmental friendly as well as effective and efficient workplace. There are few questions below within the questionnaire, please read the questions carefully before answering them.

Demographic:

1. Job title
 - Manager
 - Senior executive
 - Executive
 - Junior executive
 - Senior Officer
 - Others
2. Gender
 - Male
 - Female
3. Education Level
 - Graduate
 - Post Graduate
4. How many years have you been working in the company?
 - Less than one year
 - More than one year but less than three years
 - More than three years but less than five years
 - More than five years

Instruction:

Please rate your level of agreement with the following statements regarding Green HRM in your organization using the following rating scale.

Organizational Culture:

1. Your organization's daily activity mostly relies on hardcopy documents

1	2	3	4	5
Strongly agree	Agree	Partially agree/ partially disagree	Disagree	Strongly disagree

2. Your official personal equipment are mostly of ecofriendly products such as jute basket, recycled chipboard binders, refillable bamboo pen etc.

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

3. Your office transports are electric/hybrid

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

4. You have to share your office ride with your colleagues

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

5. Your office usage energy efficient light bulbs

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

6. Your office usage double sided printing machine

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

Technology:

7. Organization provides you PC/Table computer for official work

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

8. Organization provides you free personal cloud storage

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

Green Recruitment:

9. You had to go through under an online recruitment process

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

10. Applicants are communicated through e-mail, SMS or other electronic media

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

Green Orientation:

11. Culture of green consciousness is emphasized in your employee orientation

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

12. Do you believe culture of green consciousness is necessary in your employee orientation?

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

13. Do you believe emphasis on culture of green consciousness in your employee orientation will make employee more effective and efficient in their work?

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

Green Training and Development:

14. You have a training consist of employee working methods that reduce waste, proper utilization of resources, conservation of energy and reduces the causes of environmental degradation

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

15. Do you believe a training consists of good green employee working methods will improve employee loyalty and employee performance?

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

16. Do you believe a training on green working methods will have a positive impact on the environment as well as the company itself?

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

Green Performance Management and Appraisal:

17. Your organization has green goals for employees (e.g. reducing waste, paperless work etc.)

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

18. You have green KPI in your performance appraisal

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

19. Organization provides regular feedback to the employee or teams to achieve environmental goals

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

General Question:

20. Company have proper written guidelines on Green HRM practices

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

21. There is high cost implementing Green HRM

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

22. Maximum Employees have prior experience on Green HRM

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

23. Employees are resistant to new HRM practices

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree

24. Green HRM is a complex Idea

1	2	3	4	5
Strongly agree	Agree	Partially agree/ Partially disagree	Disagree	Strongly disagree