

The Implication of Green HRM and How It Affects Organizational Goals in the HR Department of Bangla Cat Company Ltd

By

Reya Florence Gomes
19104102

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

14th June 2023

© 2023. BRAC University
All rights reserved.

Declaration

It is hereby declared that

1. The internship report submitted is my/our original work while completing a 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 that 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.

Student's Full Name & Signature:

Reya Florence Gomes

Reya Florence Gomes
19104102

Supervisor's Full Name & Signature:

Mohammad Atiqul Basher

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

Dear Sir,

I am glad and privileged to deliver my internship (research) report on "The Importance of Green HRM and How it Affects Organizational Goals" under your supervision.

To create this research report in the most pertinent, concise, and thorough way possible, I have done my best to use the most significant current advanced information and insights accessible.

I trust that the report will meet the desires.

Sincerely yours,

_____Reya Florence Gomes_____

Reya Florence Gomes
19104102
BRAC Business School
BRAC University
Date: June 14, 2023

Non-Disclosure Agreement

This agreement is established and agreed to by the undersigned author, Reya Florence Gomes, a BRAC University student, to avoid unauthorized disclosure of confidential information.

Reya Florence Gomes

19104102

Executive Summary

The content of this paper is written as a part of the internship requirement for the Bachelor of Business Administration program at BRAC Business School, BRAC University in Dhaka. As we know, the idea of Green HRM is new so, in this Report, I will discuss how Green HRM has been implemented in Bangla Cat and how it affects the company's goals and objectives. This report also displays the methods used by the organization to uphold its worldwide HR policies and procedures. It also covers the various remuneration schemes, training, and engagement initiatives they have planned for their most valued assets. First, I tried to sketch an overview of the company. Afterward, I tried to explain my duties and responsibilities during my internship. Moving to the report's main body, I have tried to show how the new concept of Green HRM can be implemented and how it helps bring the organization success. After that, I also conducted a survey and got to know about the perception of people regarding Green HRM. Lastly, with my limited knowledge, I tried to provide some suggestions and recommendations for successfully implementing this strategy in Bangla Cat.

Acknowledgment

First and foremost, I thank to God for all his blessings and assistance.

I would like to express my sincere appreciation to "Md. Atiqul Basher," the supervisor of my internship, for providing me with all of the required guidance and support. I am extremely thankful to the BRAC university teachers for helping me during my undergraduate education.

The people who helped me the most throughout my life to finish my education are my mother "Alo Violet Rozario" and father "Philip Gomes." They taught me how to become a nice person and how to struggle through all the difficulties to gain success. This research project is dedicated to my parents.

I would like to express my sincere appreciation to Mrs. Mahmuda Sultana (Deputy Manager in HR of Bangla Cat), for her kind and helpful advice, which was crucial to my conditional learning. I also appreciate the assistance and coordination provided by Mr. Abhishek Nandi (Assistant Manager in HR of Bangla Cat) for all of his guidance and suggestion throughout the time of making this report.

Table of Contents

Chapter 1: overview of an internship	9
Job scope and responsibilities	11
Internship outcome, student's contribution to the company	12
Chapter 2: Introduction	
Introduction	13
Research Methodology	13
Overview of the company	14
Motivation	15
Literature Review	16
Chapter 3: Preliminaries	
Green Human Resource Management	19
Pre-requisites for establishing green hrm	20
Fostering Eco friendlt Green Hrm Functions	22
Organizational Behavior of Bangla Cat	25
Importance Of setting goals and objectives	27
Reaching target by implementing green hrm with technology	28
Chapter 4: Findings and discussion	
Finding part	30
Analysis part	37

Recommendation 39

Conclusion 40

Chapter 5: References & appendices

References 41

Appendices 45

List of tables

Table 1: Methods for converting HRM operations to be environmentally friendly 23

List of Figures

Figure 1: Four meanings of greening or Green HRM in the context of HRM.....18

Figure 2: Green HRM requirements for the environment..... 21

Figure 3: Green HRM Practices..... 22

List of Acronyms

HRM Human Resource Management

Chapter 1

Overview Of Internship

Student Information

Name:	Reya Florence Gomes
ID:	19104102
Program:	Bachelor of Business Administration
Major:	Human Resource Management
Minor:	Marketing

Internship Information

I am doing my internship at Bangla Cat Limited, and the duration of my internship is 5 months from 5th January 2023 to 5th June 2023. Here, I am working there in Human Resource Division. The current location of this company is given below:

Address: Plot#68, Block H, Road No 11, Dhaka 1213

Supervisor's Information

Name: Mahmuda Sultana
Position: Deputy Manager
Email: mahmudasultana@aisl.com

Job Scope- Job Duties & Responsibilities

While working in Bangla Cat, I had to perform all HR-related tasks for operating their business. for instance, I helped the HR team for sorting the cv of potential employees, because when I joined, a few employees were left from different departments. So, I was responsible for sorting CVSs and finding capable employees for that position. Besides that, I have also learned how to make an interview call and convince them to attend the interview session. However, during this phase, I interacted with hiring candidates to learn about their work history, salary expectations, and skill sets. Along with that, I had to manage some files, make photocopies, and scan them as needed. However, I was responsible for updating leave and attendance sheets for all employees. Similarly, prepared Excel sheets for employee information, and manage employee performance appraisal files, and id card requisitions. Moreover, arranging meetings with foreign clients, and prepared presentations in PowerPoint. Likewise, I had to prepare files for newly joined and resigned employees. Also, I had to oversee email deliveries, couriers, etc.

Internship Outcome

Here I will detail my internship's ups and downs over the course of five months. Initially, finishing files within the first 15 days was very challenging as some of the employee's information was missing. However, I had to get several potential staff members from other divisions to come in for an interview. I consider this a challenging task because each phone contact I made with a potential candidate led to an entirely new dialogue. Some candidates were knowledgeable, others were unapproachable, and others were just rude. Without showing any hostility or anger, I had to conduct the first round of interviews with prospective workers. Furthermore, I faced some difficulties in terms of arranging meetings with foreign clients, talking to them, and convincing them about tracking some deals. Besides that, some terms of Excel were a bit difficult for me to perform. Time management was another obstacle for me. It took me a while to adjust to corporate life, and I struggled at first with task management temporarily. Despite my best efforts, I often struggle to complete my assignments on time. Over time, I picked up the advice of my superiors to prioritize tasks based on available time rather than the specific assignment they had given me. Finally, due to a lack of instructions, I was unable to organize a system-wide database including information about employees' attendance and departures. It's more challenging to follow instructions that satisfy everyone when more supervisors are engaged. As a result, there were instances when I questioned whose directions I should carry out.

Advantages that I have gained, experience talking to potential employees. I was able to increase my salary negotiation skills and improve my appreciation for deadline observance. Also, I've improved my punctuality and my ability to collaborate with others due to this internship. Additionally, I have increased my computer knowledge, enhanced my capabilities to work in a team, and build up my interpersonal skills in the business field as well.

Student's Contribution to the Company

As an intern, I was required to strictly adhere to the company's norms and regulations. As an illustration, keeping office entry and departure times, attend meetings, communicating with my supervisor and providing him with daily work updates, and meeting work deadlines and what's more. However, maintaining polite communication with the superior, coworkers, suppliers, and other employees, etc. was also my contribution to the company.

Chapter 2: Introduction

At present the world's most significant problem is climate change. The earth's weather pattern is gradually shifting as the average temperature around the world rises enormously. It has been discovered that these problems mostly arise from instinct-caused modifications. As a result, Experts are thus looking for environmental sustainability guidelines. However, they came up with Green Human Resource Management (Green HRM), which adheres to the organization's values and procedures for conducting green initiatives that promote environmental sustainability. Understanding green HRM's ecological consequences and how the companies receive advantages from sustainable HRM practices is of the utmost importance for promoting it. As we can see, Green Human Resources Management is a combination of policies, procedures, and systems that are aimed at promoting green behavior within a company's employees to generate an environmentally friendly, resource-efficient, and socially responsible firm. Moreover, it helps to increase grow employee awareness and assurance on the matter of sustainability. Because of engaging in this study, I will discover what green HRM is, how it can be carried out, and particularly, how green HRM can help a business reach its goals.

Research Methodology

My practical experience during my internship period served as the foundation for this report. For the purpose of completing this report, I used both my theoretical and practical knowledge. However, a few permanent staff members and my office supervisor assisted me in compiling most of the secondary data and provided me with a wealth of knowledge and expertise that was helpful for writing this internship report. Moreover, they also helped me in terms of taking interviews and collecting responses. The report was created using both primary and secondary sources of information. The report's numerous parts draw on data that has been obtained from the organization and other sources. Also, I have made this paper based on entirely qualitative and descriptive research. The sources are given below;

Primary data

As I was completing my given tasks and responsibilities throughout my internship, I was able to gather the majority of the data I needed to compile my report through personal observation.

Secondary Data

Secondary data is collected from some resources such as, research papers, online journals, websites on internet, articles etc.

Limitations

While writing this report, there were a few challenges that had to be overcome, which may be considered a limitation. The restrictions encountered were:

- Some Internal and sensitive data is private and inaccessible.
- The HR personnel's short attention span time made it hard to thoroughly understand specific situations or practices.
- There aren't enough readily accessible publications about HR practices in the company.
- There aren't sufficient current records and information available, and the published data is out of date.

2.1 Overview of the Company

One of the most significant supporters of Bangladesh's Power Generation and Infrastructure Development is Bangla Trac Limited (Bangla CAT), the authorized dealer of Caterpillar Inc. USA. Caterpillar Inc., a Fortune 100 company, has been developing construction and industrial machinery, diesel, and natural gas engines, industrial gas turbines, and diesel-electric steam locomotives for nearly a century. However, BanglaCAT started functioning on October 11th, 2004, and until then, it has been responsibly providing unrivaled across the nation service to a broad spectrum of clients and organizations. Likewise, BanglaCAT is the biggest supplier of independent electrical power solutions in Bangladesh's industrial sector due to its outstanding customer service and reliability.

Additionally, BanglaCAT has been named one of the Top 5 Caterpillar EPG Dealers, a leading Gas Engine Dealer worldwide, and the greatest Electric Power Generation (EPG) Dealer for Caterpillar in the Asia Pacific region. Bangla CAT's inception aimed to address customers' needs with the utmost priority, efficiency, and sincerity. Every day, hundreds of executives, engineers, and service staff work diligently to deliver innovative business and technical

solutions to the company's stakeholders. The organization's leadership places a premium on building and maintaining trustworthy, long-term customer partnerships.

Organizations, businesses, and individuals are all starting to pay closer attention to environmental sustainability as a result of rising concerns about global warming. Importantly, substantial development has occurred in numerous fields that have embraced the new environmental consciousness. "Green" is the first word that occupies our mind when contemplating a term that promotes mindfulness and happiness. As we know, Green is a natural color that induces mental peace. As nature is demeaning the color green, this term represents nature's acceptance. Walking through a green environment offers tranquility and peace to mental health. Thus, researchers are pushing for more eco-friendly HRM practices, where green HRM aims to bring components of nature into the management framework to increase both individual and organizational well-being and success. Moreover, many experts have pointed out that Green HRM encompasses everything getting to do with the growth and greening of an organization. However, making some regular employees green to accomplish the goal more sustainably is a typical HRM objective for many organizations. In this regard, Green HRM seems to be present not only at the organizational level but also among the employees themselves. Therefore, I will discuss what green HRM is, how it can be established, and most importantly, how it may help a business in accomplishing its goals in this research paper.

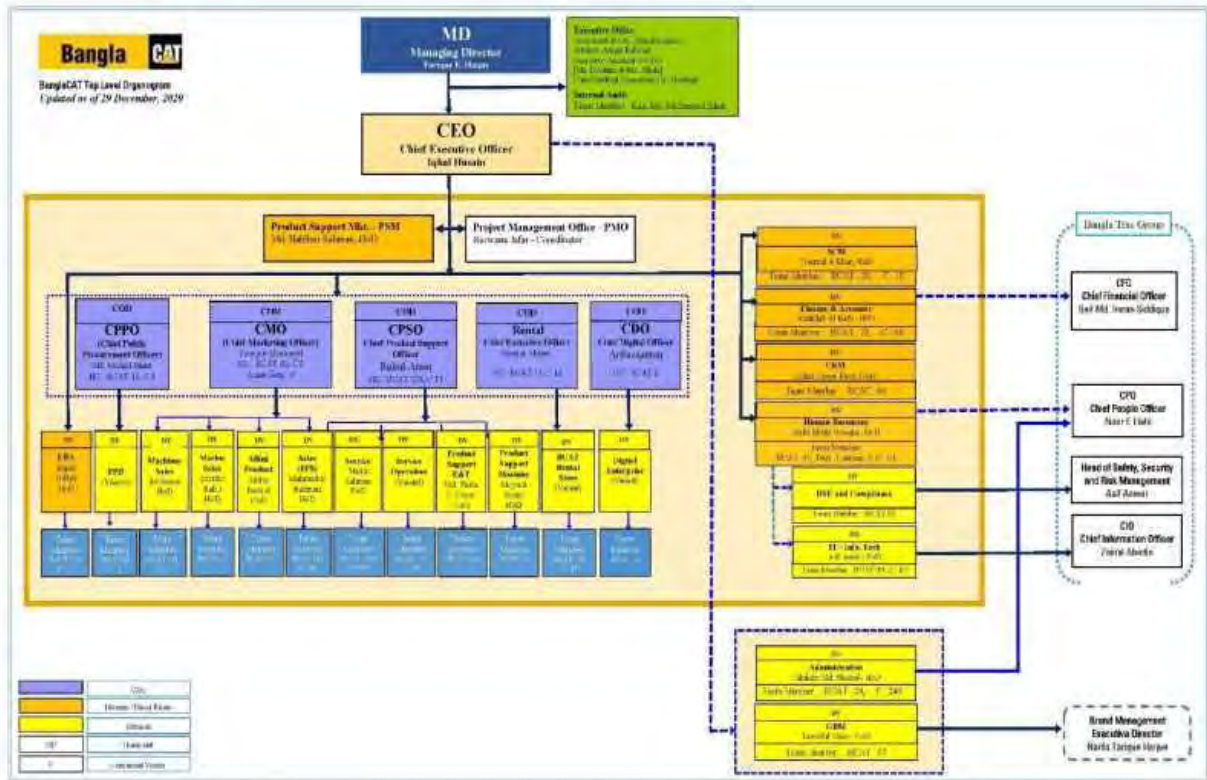
The vision of Bangla Cat:

An innovative international firm committed to its stakeholders' success by exemplifying leadership qualities of excellence, integrity, modesty, and teamwork.

The mission of Bangla Cat:

To assure the highest degree of client satisfaction and accomplish sustainable corporate growth, Bangla Cat is dedicated to offering a wide selection of products and exceptional services.

Company Organogram of Bangla Cat



Products & Services

Wheel Loader K Series features

- Model of engine Cat® C7.1 ACERTM
- Improved Z-bar Linkage - For improved productivity and adaptability, the new improved Z-bar linkage integrates the excavation efficiency of a classic Z-bar with tool carrier capabilities. You may securely and reliably manage loads with precise control due to simultaneous lift and high slant forces over the operating range. There are other high lift models available.

- Industrial Tools - A broad spectrum of work instruments, including a fresh line of Speed Series optimized buckets, containers, and construction forks, are offered in a Pin-On or Fusion™ Coupler interface.
- Powerful and Efficient Hydraulics – The system detects demand and regulates flow and pressure to match. It has never been more efficient for using containers, forks, and other instruments.
- Intelligent Power Administration - A effortless, stepless electrically managed hydrostatic transmission allows variable power to the ground, outstanding groundspeed control for quick excavation cycles, and the capacity to successfully complete a variety of tasks.
- Cab and controls- Massive, wide cab with low noise levels, excellent sight to the front and back, and simple to operate ergonomically remote controls so you remain concentrated on your work. With simple controls and an easy-to-read optional display, changes are simple in the cab. There is an additional semi-cab accessible.

Generators (Gas/Diesel/HFO/Dual Fuel)

The CAT® range of engines is what you want if you need engines with a powerful capacity and flexibility to help grow your business. With capacities ranging from 6.75kVA to 18500kVA, CAT® Gas, Diesel, HFO, and Dual Fuel Generators are of the highest quality, offering unrivaled dependability, improved reliability, and simplicity in repair and maintenance. In addition to being extremely effective, putting minimal life cycle costs, and reaching the majority of world emissions specifications, CAT® Generators deliver fuel mobility to burn powers that include the low energy landfill gas or biogas to pipeline gas such as natural gas as well as field gases and, in the case of liquid fuel. In fact, CAT® generators can operate on an assortment of fuels, including petroleum and vegetable oil with thicknesses as high as 700 cSt.

The CAT® generators' excellent craftsmanship is complemented by BanglaCAT's unusual, round-the-clock customer support and service.

Gas Generators: Delivering World-Class Power for Possible Solutions

CAT® Gas Generators are simple to pick out, acquire a permit for, and set up, with capacities of 80 KW to 10,000 KW and adjustable options that fit your power needs. They are linked to factory-sourced containers, thermal recovery modules, and management systems and are intended for operation in parallel with or without a major electric grid. New engine innovations from Caterpillar provide electricity, heat, or cogeneration with exceptional electrical and thermal efficiency.

Disel Generators

Discover power customized for your requirements with CAT® Diesel Generators.

The highly capable CAT® diesel-powered generators have been tested in the field in thousands of different uses throughout the world and deliver an electrical potential ranging from 5.4 to 14,800 ekW (6.75kVA to 18,500kVA). however,

They stay linked to the performance and output due to their innovative mechanical and electrical design, as well as their capacity to start motors.

HFO Generators

In addition to possessing modern production facilities in Kiel and Rostock, Germany, Bangla Trac Limited is an affiliate of Caterpillar Motoren GmbH & Co. KG, also known as CM or MaK. For the Power Market more specifically, CM offers zero emission, high efficiency liquid fuel (LFO, CRO & HFO up to 700 cSt) fueled generators with capacities ranging from 2.5 MWe to 14.4 MWe apiece, to satisfy the global demand for electricity and combined heat & Power (CHP) solutions. For 50Hz and 60Hz, CM gensets are available at 500 and 750 rpm and 600 rpm, respectively. The modular genset design enables a range of cooling systems, a broad range of liquid fuels, transportability to remote places, convenience in maintenance, and profitability as a whole. The World Bank's emission requirements can be fulfilled by the construction of CM gensets.

Fork lifts

For handling material programs, CAT® Lift Trucks delivers an extensive selection of tough lift trucks. With a commitment to excellence, dependability, and excellent client service, CAT® lift trucks: have been generated to boost efficiency and minimize downtime; have been equipped with spacious operator compartments for low-effort operation; and have industry-leading includes like fingertips controls, a skilled operator, Presence Detection System (PDS), and educational displays. A business ought to pick CAT® lift trucks because of their inexpensive maintenance costs, extended service intervals, warranty choices, and industry-leading dealer support programs. The DP30N and DP50N models of Caterpillar's best-selling forklifts have been developed to satisfy the needs of companies and sectors that demand excellent, robust machinery.

To what extent, managing industrial materials or transporting goods on a short notice, these gasoline-powered pneumatic tire lift trucks work tirelessly to complete the task at hand. They have a created design that moves the highest power and performance which allows for outstanding worker efficiency. Every CAT® lift truck model in this lineup, in fact, satisfies or surpasses the most demanding EPA (U.S. Environmental Protection Agency) regulations for eliminating hydrocarbon, carbon monoxide, and emissions of nitrogen oxides while offering the strength required for robust performance.

Management Practices

Increasing Staff Empowerment

Bangla Trac Limited awards its staff members bonuses after a year and elevates them contingent upon their work ethics and development within the organization. It additionally motivates employees to think differently. Hardworking and dedicated employees develop quickly. On public holidays, it also offers time off. Furthermore, it stimulates creativity. Additionally, a variety of events are planned to occupy staff members and encourage productive work.

Training Session

In order for their staff to devote to the firm their all, Bangla Trac Limited additionally has plans to train them. The staff receive instruction through a variety of seminars and training sessions. Employees may gain knowledge about practical issues through those training and seminar arrangements. Employees have the ability of comprehending how to deal with a challenging circumstance and how to effectively and efficiently handle an issue.

The introduction of new technology

Bangla CAT constantly seeks out fresh innovations and technologies because it is a machine industry. All of Banga CAT's employees use the most current technologies; they all have contemporary laptops, printing devices, and smartphones. Additionally, there are three other programs in Bangla CAT, namely LOWSON, WORK O POLO SMART OFFICE, and M3 SALES AUTOMATION. Each of the duties are made accessible to Bangla CAT employees by these three pieces of software.

2.2 Motivation

Although Green HRM is still in its infancy, we know that there is a strong correlation between HRM policy and this term, and that research can integrate strategic HRM practices and environmental management, which increases the probability of green, environmentally friendly behavior will be adopted. There were initially hundreds of publications demonstrating how training might educate workers about this eco-friendly shift and many companies are exerting great effort to incorporate employee training in this direction so that they can achieve their objectives. Nevertheless, with a little excavating, we may discover that more established businesses are more inclined to be engaged in environmental management and that within those companies, employees who successfully adopt green activities are rewarded with promotions that show how passionate they are to create a better world. For recruitment and retention purposes, it can be extremely inspiring for staff members as well. Proper appreciation within the organization may be more effective in showing the employees how much their efforts mean

to the success of the company. For this reason, understanding the connection between growth and green HRM promotion is vital. To achieve this goal, I will first investigate the history of green HRM and its use in a business setting. Then, understand the significant ways in which the environment is benefiting and determine how each of those factors contributes to the organization's overall objectives.

2.3 Literature Review

Current research in the HR field concentrates on some sustainability issues which indicates that a growing number of executives are keen to change organizational goals to succeed in this era of rescuing a contaminated environment. Therefore, many businesses have made major attempts in recent years to serve the crucial role that the green environment plays.

Thousands of businesses, as stated (Jyoti, 2019), are attempting to implement Green HRM to lower their Carbon footprint through the use of electronic communication methods like video calls and in-person meetings. Using biomass has the potential to improve green business growth by boosting employment and manpower rates in the farming sector. Similarly, relationships among workers are crucial to the development and growth of businesses because, without them, companies cannot encourage and inspire their workforce to maximize their full potential. Alternatively, it is also crucial to note that, the employee's participation in such scenarios can boost the possibility of achieving goals, gaining skills, gaining encouragement, and making observations using green methodologies and frameworks.

Green HRM, as described by (Bangwal, 2015), is the activity of using environmentally friendly HR practices to ensure the long-term viability of an organization's human resource operations. This, in turn, has a positive impact on the company's bottom line, staff satisfaction, efficiency, work-life balance, cost, and other metrics, as well as on the environment.

According to research presented by (Ullah M., 2017), the phrase "Green HRM" is typically used to refer to the interest of employees, supervisors, policies, and practices in the larger corporate environmental agenda. Additionally, it is accurate that the goals of green HRM are achieved when all employees can contribute effectively to the success of the business. Therefore, a plan of this type demonstrates how a company may guarantee adequate environmental safety. Moreover, (Ullah M., 2017) also added that Green HRM was viewed as an approach to green movements of the company that is accountable for establishing green

personnel that comprehends, practices, and appreciates green initiatives and preserves its green targets during the HRM processes such as hiring, recruiting, selecting, compensating, advancing, and developing the firm's human resources and many more.

According to (Opatha & Arulrajah, 2014), all workers, whether managers or not, can be considered "green" if they take on four of the following roles: preservationist, conservationist, non-polluter, and maker. A conservationist is someone who utilizes the natural environment with extreme caution to ensure that it lasts as long as possible.

Human resource management's contributions are crucial to an organization's environmental success, as claimed by (Rothenberg, 2003) and shared by (Jabbour, 2008). However, they also asserted that achieving excellent environmental results calls for HR policies and procedures that strengthen the full implementation and regular maintenance of a system for managing the environment. HRM has to provide all the necessary resources for the organization to execute all environmentally friendly strategies. All employees assigned to this position have to demonstrate the proper, or favorable, attitude towards the organization.

Training in sustainable practices is becoming increasingly popular in recent years, which has opened up new possibilities in the resource sector. Promoting meaningful metrics of green organizational culture is an important part of understanding how HRM practices help to green the organization (Jackson, 2011).

According to (Opatha & Arulrajah, 2014), some governments, organizations, and individuals, especially environmentalists and nature believers, are taking action in response to the reality of global warming and the proposal of natural balance for the sustainability of the earth by environmentalists who study the structure and connection among various plants, animals, and people and their environment. However, several factors, as stated by (Berry, 1998), may affect a company's decision to pursue an environmental strategy. Likewise, an empirical investigation illustrates the impact of environment-management adheres on business outcomes, according to several distinctive metrics.

In a paper titled "Environmental management activities and Sustainable HRM in German, the manufacturing sector firms—incidence, variables, and expected outcomes" (Wagner, 2011), Marcus Wagner delivers a qualitative analysis of environmental management initiatives in the manufacturing industry. This article starts with an in-depth review of the literature and theory surrounding the topic of environmental sustainability and human resource management, encompassing topics such as the factors influencing the success of environmental activities and

the potential performance outcomes that might be impacted by connecting HRM practices and environmental endeavors.

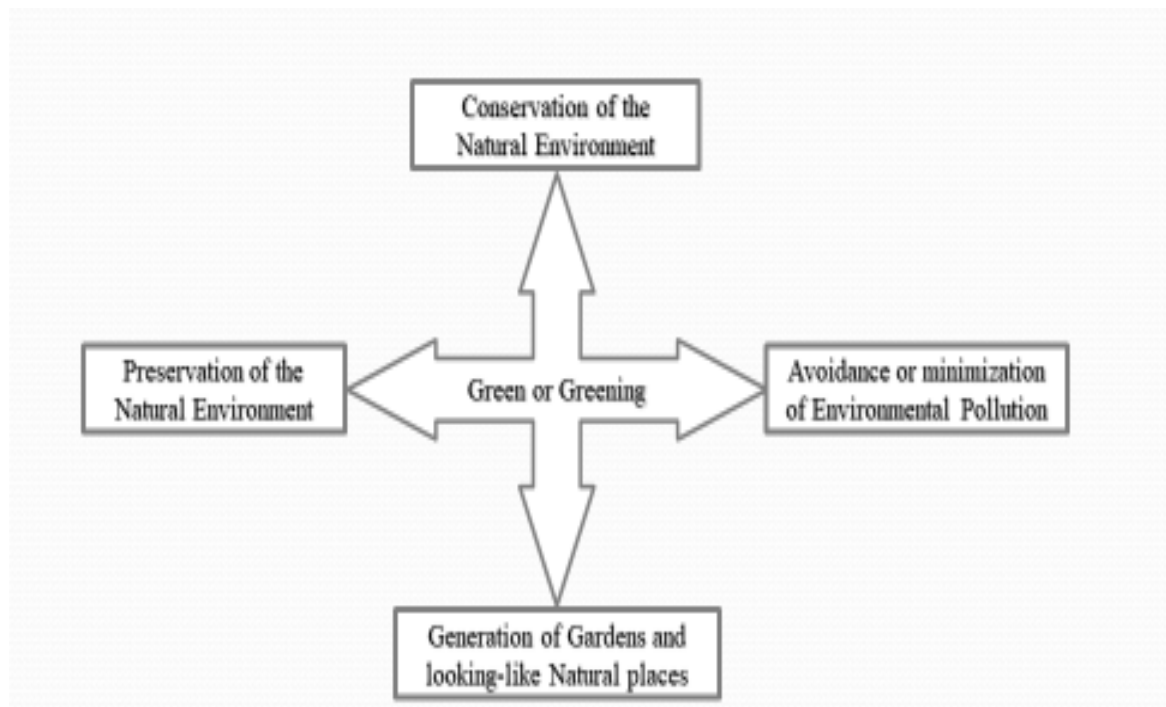


Figure 1: Four meanings of greening or Green HRM in the context of HRM

Source: (Opatha & Arulrajah, 2014)

Chapter 3

Preliminaries

3.1 Green Human Resource Management

The concept of Green Human Resource Management (Green HRM) is gaining popularity as a means of addressing the global spread of pollution and the depletion of natural resources. What's more, reducing pollution and its daily effects on the environment is a primary motivation for greening (Bangwal&Tiwari,2015). Today, many companies are making conscious efforts to create environmentally friendly workplaces for their employees and Bangla Cat is not different from them. This company is trying immensely to implement this strategy so that they can get an environmentally friendly environment where they can work more productively.

Nonetheless, experts first started using the word back when they realized how crucial it was for sustaining a clean environment for future human civilization (Bangwal&Tiwari,2015). This "Green" phrase is frequently used in conjunction with the HRM system that will integrate the necessary processes and systems to make the leadership structure more sustainable and environmentally friendly.

In addition to reducing the impact on the environment, businesses and their employees can benefit from Green HRM in a variety of other ways, including social and economic. However, several investigators have found evidence that the last two decades of this century have shown how green HRM can help an organization eliminate costs without sacrificing productivity (Berry,1998). An essential point that must be answered before moving forward is this: what exactly is Green HRM? There are undoubtedly thousands of ways to define this, but we'll try to narrow it down: Green HRM is a collection of rules, activities, and policies with the overarching goal of reducing costs, developing the environment, and enhancing employee

motivation through a more eco-conscious company culture (Jyoti & Koshish,2019). In short, Green HRM has a tangible effect on the workplace in the areas of employee recruitment, selection, training, compensation, and development, and overall visibility and appreciation of the green effort. Besides that, the organization adheres to policies to encourage its personnel in their efforts to mitigate their environmental impact (Jackson & Susan, 2011).

However, it is not entirely unnecessary to point out that every employee also has a personal life. As a result, they should continue to act in an environmentally friendly manner, which is encouraged in both spheres of their lives (Ullah & Mamin, 2017). We need to keep in our mind that, employees who empower themselves to contribute even a little to effective environmental management and who are interested in being decent people, can make a big contribution to environmental stability. Furthermore, green HRM allows for establishing all the green objectives including the GHRM objectives through sustaining the firm's capital. In addition, this method facilitates the distribution of information about how Green HRM encourages eco-friendly behavior among all employees of an organization. Though, we don't know how many businesses have successfully implemented these guidelines, we can say that it is the most long-term strategy now in circulation.

3.2 Prerequisites for Establishing Green HRM

All company initiatives are directed toward fulfilling the company's stated mission. It has been discovered that when businesses adopt green HRM practices, they not only contribute to the environment but also make their work environment attractive to all stakeholders, which in turn

helps businesses more effectively achieve their goals. Green competence, green attitude, green behavior, and green outcomes are the four types of human resource needs that were determined (Ullah M. M., 2016). The author highlighted that the three primary categories of Green HRM regulations are interconnected yet handled independently.

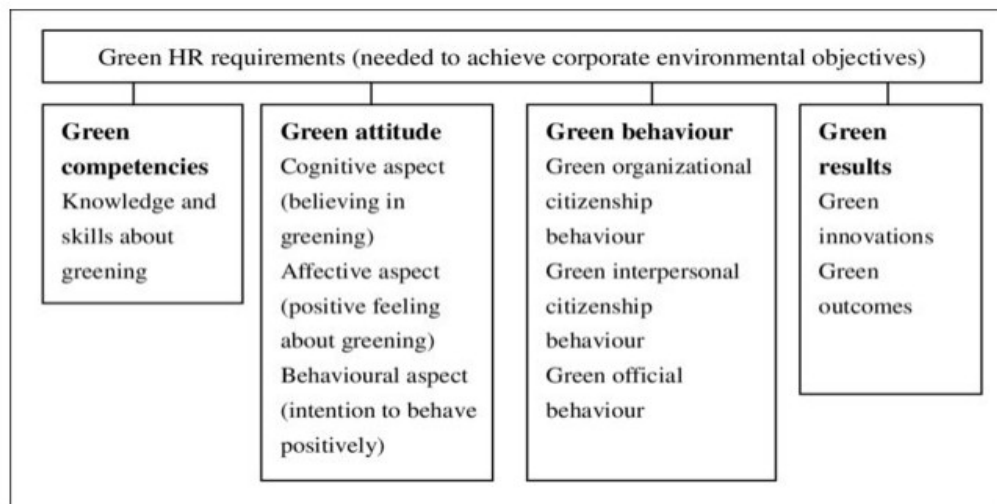


Figure 2: Green HRM requirements for the environment

Source: (Opatha & Arulrajah, 2014)

The first requirement is green competencies, which refers to an appropriate level of expertise in greening. For instance, what is required for establishing green HRM in organizations and the skills that go along with it?

The second factor is a green attitude, which includes thinking positively about greening the system, feeling enthusiastic that it's feasible and will bring success, and performing in a way that reflects a sense of optimism.

The third condition is green behavior which refers to, environmentally responsible actions, which include both official regulations and informal practices inside an organization.

Employees and other members of the organization are urged to modify their behavior in ways that are beneficial to the business.

The last one is, green results, organizations must provide environmentally friendly results because of their green ideas and outputs.

3.3 Fostering Eco-friendly/Green HRM Function

The HR department of Bangla Cat is making serious efforts to establish HRM practices for Green HRM functions. Commonly, there are eighteen HRM roles that every organization follows. Now I am going to describe some functions and how the company is developing these functions into Green HRM.



Figure 1. Green human resource management model

Figure 3: Green HRM Practices

Further, greening an HRM function requires the implementation of guidelines, techniques, and processes to ensure suitable green employee contributions and work performance (Muster & V, Schrader,2011). As a consequence, each function should preferably be green. However, they

are trying to establish an organizational goal that makes it possible for all employees, including management, to track progress and make changes to the course as needed. Also, they are choosing the right organizational goals so that leaders can see what their teams need in terms of resources at the right moment, have an idea of how much it will cost, and assess whether they will make a profit along the way.

As we know, while some employees might possess more experience and expertise than others, some may need additional training to succeed in their new position (Likhitkar & Verma, 2017). By having a clear idea of what it is that each employee is working towards, managers are better able to assess individual performance, identify team members in need of development, and provide useful feedback. Bangla Cat is considering this issue very consciously. They are strictly evaluating an employee’s performance individually and giving proper directions to the employees so that it will not harm the company’s goals. Now I am going to explain some of the Green HRM functions that companies are implementing for gaining environmental sustainability.

HRM function	Green policies, procedures, or practices
Job analysis	<ul style="list-style-type: none"> • Incorporate ecological factors as a job requirement. • Green capabilities should be listed separately in job descriptions.
Recruitment	<ul style="list-style-type: none"> • Sustainability issues should be addressed in recruitment conversations. • Set up recruiting strategies that express the employer's concern about environmental concerns.

Selection	<ul style="list-style-type: none"> • Discover applicants with the greening expertise required to fill Vacancies. • Pick candidates who have been mindful of sustainability in their personal lives.
Induction	<ul style="list-style-type: none"> • Alert newly hired employees about the company's environmental goals. • Design orientation programs that emphasize the green citizenship practices of the current workforce.
Training	<ul style="list-style-type: none"> • Through a training program customized especially for greening, offer each employee the capabilities as well as understanding needed for going green. • Determine which employees need environmental education by conducting a training needs analysis.
Performance evaluation	<ul style="list-style-type: none"> • The efficacy of the position of a worker should be assessed based on green-related factors. • incorporate a particular point on greening progress in the performance observations interview.

Rewards management	<ul style="list-style-type: none"> • If employees perform excellent ecological responsibility, they should be financially rewarded. • Workers deserve other kinds of incentives for their environmental efforts, such as praise and recognition.
Discipline management	<ul style="list-style-type: none"> • The establishment and publication of greening guidelines of conduct are essential. • To penalize employees who infringe the green behavior standards, develop a progressive disciplinary process.

Table 1: Methods for converting HRM operations to be environmentally friendly.

3.4 Organizational behavior of Bangla Cat for achieving HRM sustainability

It is important to note that establishing Green HR practices on its own is not going to boost corporate performance only rather, companies have to invest in the firm's entire green strategy. Bangla Cat has come up with some organizational practices that will assist employees in their organizational behavior to green HRM (Das et al.,2017).

This firm has already started cutting paper use, increasing recycling systems, switching to reusable shopping and lunch bags, and banning single-use plastics like water bottles and Styrofoam cups in the office (Bangla Cat).

However, they are using energy-efficient and sustainable technology, such as compact fluorescent light bulbs.

Additionally, they are continuously encouraging the workers to use the metro and public transport for business travel instead of taking company cars, motivating employees for carpooling. Besides that, they are providing interest-free loans for the purchase of hybrid vehicles and recommending employees walk or use bikes to work are all great ways to improve workers' travel and mobility habits.

Along with that, to cut down the cost, they are conducting their meetings and conferences online instead of business travel. For communication with workers, they are using corporate portals and emails frequently to minimize the need for printing and paper. Also, this firm is arranging wellness programs to encourage people to have healthier lives by getting regular exercise, eating a balanced diet, and other good habits. For communication with workers, they are using corporate portals and emails frequently to minimize the need for printing and paper

Similarly, they are taking initiatives to raise awareness by organizing cleaning and waste management programs to increase consciousness about environmental issues. These steps and

techniques can help this company accomplish its green objectives. These are only a few guidelines to follow; there are many more (Bangla Cat).

The first step in building a successful company is to develop a set of worthwhile goals. Without a clear idea of what we want to accomplish, what actions we need to take to get there, the potential barriers we'll confront, and the available resources and financial limitations, our organization cannot move forward. When a company is free to select its target, it may be able to more clearly imagine how to reach that goal. Here, we can see that the ultimate goal of Bangla Cat is fulfilling customer demand based on their expectations. At the same time, they have been working so hard with an unwavering dedication to enhancing the economic and social conditions of the communities where they can make a difference. However, their unmatched contributions to Bangladesh's energy, electricity, and infrastructure development have been an essential component in the country's recent economic growth. So, this company is working relentlessly to achieve its goal and make a huge contribution to the country.

For achieving the goals, they are making their personnel aware of the goals so that, they can move forward with their task as well as understand the results of the process. By acting in this manner, they provide themselves a chance to work together with superiors to assist those employees in achieving particular goals.

3.5 The importance of setting goals and objectives and achieving targets

When all employees have an in-depth knowledge of the organization's goals and objectives, they will be able to utilize its resources most efficiently, eliminating the possibility of

inefficiency. Moreover, the goals and objectives may determine the tasks assigned to employees, therefore motivating them to work efficiently to achieve them. Since motivation is the most important factor for workers to adopt the organization's culture. It is also true that a company may fail to advance if it lacks the appropriate objectives. The most effective way to choose a goal is to first understand the context of the organization and the nature of the problem it seeks to solve before deciding on a specific objective. Leadership candidates should be aware of the need for practical, measurable, and time-bound objectives before being considered. However, not only setting goals, the company also must set objectives as well if they want a better outcome from the company. By establishing and working towards objectives, a business may increase its output, earnings, and efficiency.

The HR leaders OF Bangla Cat open channels of communication with their staff and provide them with comprehensive directions on how to achieve their objectives. For the simple reason that when everyone knows where the company is headed, they can take the required actions to get there. In addition, throughout the allotted time, workers have access to all the necessary tools and training.

As a result, it's easy for them to assess and provide recommendations on the performance of each employee in their day-to-day tasks. The best approach they have been following in that situation is to communicate with their employees through immediate supervisors. Furthermore, this facilitates the interaction between upper-level staff and management.

Along with that, Bangla Cat is very conscious to ensure that employees are dedicated to the company's development which relies on several elements, including the importance they place on several core values. Furthermore, being environmentally conscious is now the norm, and greening, an extensive term that promotes effective and affordable use of renewable resources, is gaining popularity in this company. Additionally, Bangla Cat believes that an organization

that implements green HRM practices is more inclined to accomplish the green goals it established for itself. Also, they tried to send a clear message to employees that it is committed to a social green lead beyond any financial benefits using green HRM. This message was intended to convey that the organization had adopted green HRM. Conversely, in the highly competitive job market of today, one of the most successful ways to acquire new talent is to compete for workers who are the most creative and innovative in their field. Several businesses have implemented green HRM, and Google is one of the best examples of this. Google is also notable for being the company that developed the method for executing it and achieving goals in an environmentally friendly manner.

3.6 The Link between Green HRM and Organizational Goals and Objectives

Reaching the target by implementing green HRM with technology

As technology and internet capabilities advance, going green in HRM is becoming more popular. Because of the success of technology, companies across the world are integrating technology into every aspect of their operations. To establish an effective work process, all organizational structures, including HRM, have shifted towards employing technology, particularly software-integrated systems. The software innovations made it easier for us to complete governmental duties than ever before. In contrast to the past, computer programs have replaced paperwork. The replacement for paper documents is digital. The majority of business official works are now done digitally. The use of internet-based tools and integrated software-enabled office workers to complete tasks quickly and easily. Additionally, advanced countries switched their systems for official and legal records to digital data methods. Unlike conventional paper documents for official records that were converted from a storage room full

of paperwork documents into a data storage system. This procedure aids in protecting the environment and it helps to minimize carbon footprint to stay green. In addition to these, numerous additional initiatives are being started by businesses and organizations for improving the environment and lowering the global carbon footprint (Sharma & Gupta, 2015).

Chapter 4: Findings and Discussions

To make the environment a better place, experts are searching for solutions. In that manner, they created Green HRM, which follows the rules and regulations of the company while embracing green initiatives that boost environmental sustainability. However, the probability of successful sustainable environmental behavior can be enhanced with a sound strategy and a few challenges in the future. To reduce their carbon footprint, many companies are seeking to implement Green HRM. A feasible option is to use bioenergy to establish a green company. Whenever staff members are engaged, it is more likely that they will adopt green tactics and structures and will have the skills, sources of inspiration, and observations necessary to do so.

Nonetheless, Training is an excellent strategy to teach staff members about this environmentally friendly, green condition. Hence, higher productivity, fewer wasted resources, healthier work-related attitudes, greater work/life balance, cheaper costs, increased worker efficiency and retention, and help for firms in reducing their workers' carbon footprints are all consequences of using green HRM approaches. A positive attitude toward the company, i.e. being favorable, is required of all employees who have been selected for this position. Having strong convictions, making appropriate decisions, and having a commendable intention when

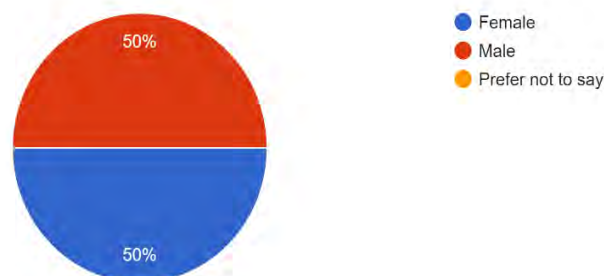
it comes to going green. Also, the term "green HRM" now refers to more than just lowering environmental pollution; it also describes a variety of other ways that green HRM benefits businesses, their employees, and society. Moreover, it is essential to keep in mind that establishing environmentally friendly human resources policies won't boost business performance on its own; organizations must invest in the company's overall green strategy.

For gaining an accurate response, I have made research on Green HRM and collected responses from my 10 fellow office colleagues from HR department. Now I am going to show their responses and make an analysis based on that.

I have made questionnaire by following the linear scale.

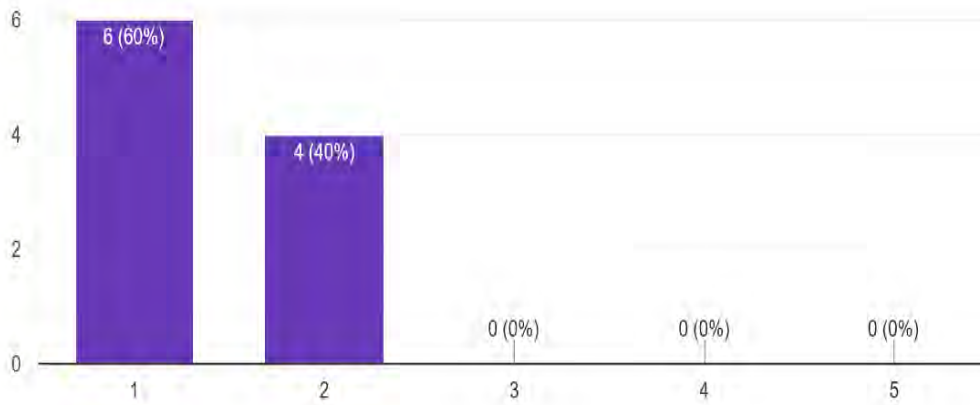
- **1=Strongly Agree**
- **2= Agree**
- **3= Neutral**
- **4=Disagree**
- **5=Strongly Disagree**

1. Sex
10 responses



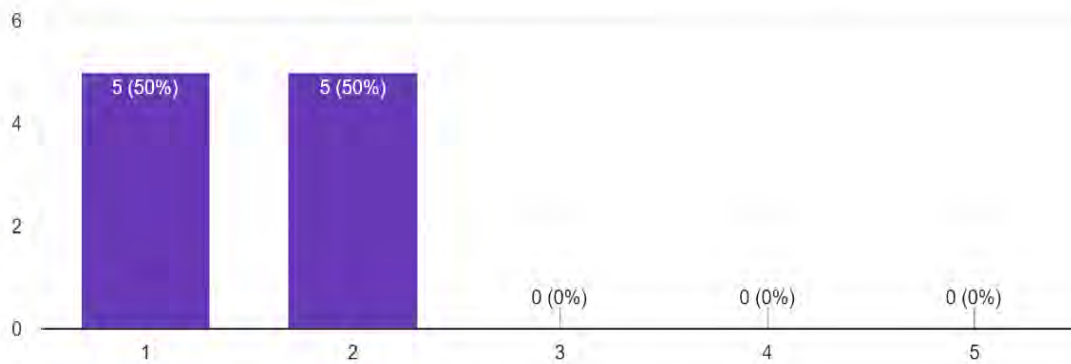
2. I have heard about green HRM.

10 responses



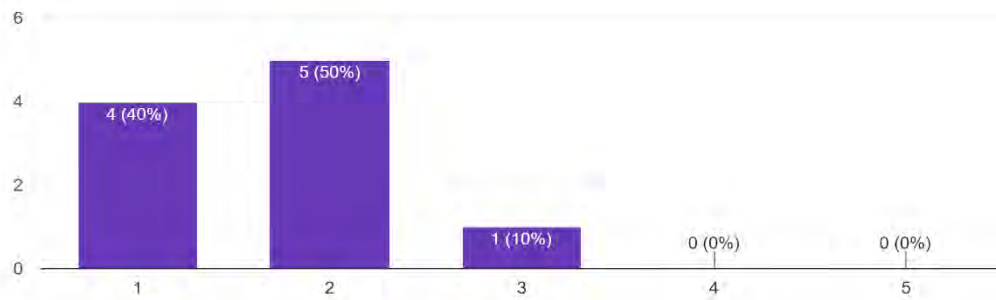
3. Our organization is currently trying to implement green HRM inside of the organization.

10 responses



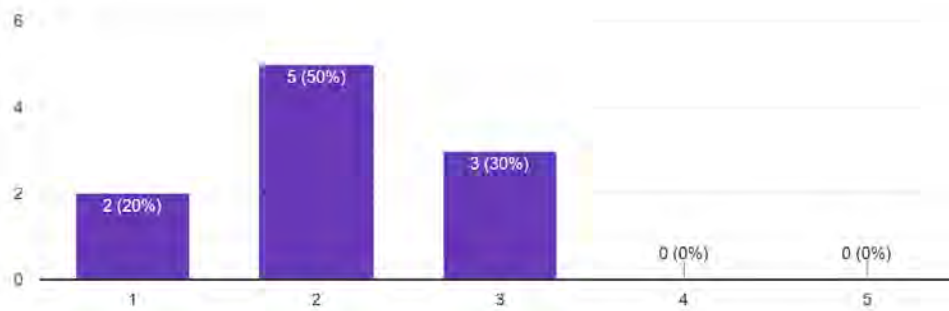
4. Implementing of green HRM in Bangla Cat encourages the employees to go for eco friendly behavior inside the organization.

10 responses



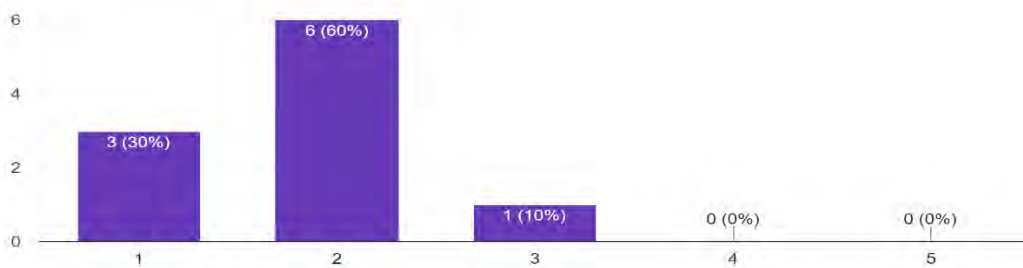
5. Bangla Cat has been trying to recruit employees who are very much concerned about environmental sustainability.

10 responses



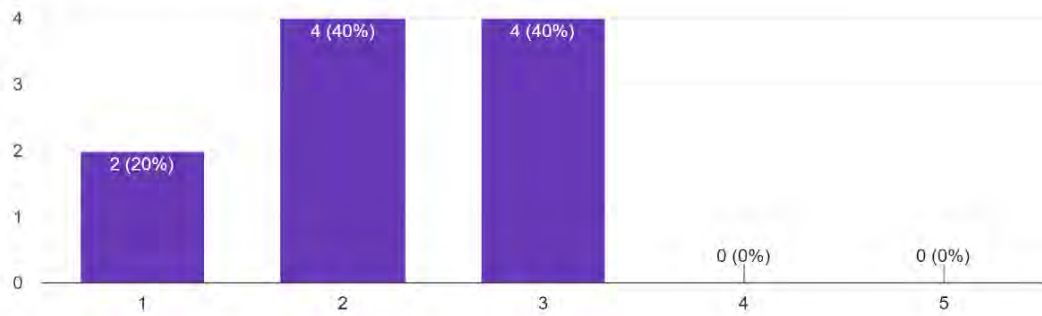
6. As an employee of Bangla Cat, I have been trying to support the recycle system which can help the organization from environmental pollution.

10 responses



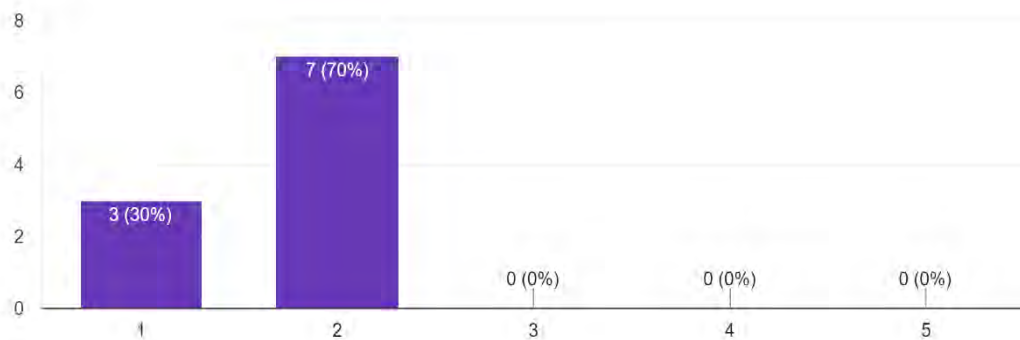
7. In the purpose of work related activities, I try to use the metro and public transport instead of using company's car.

10 responses



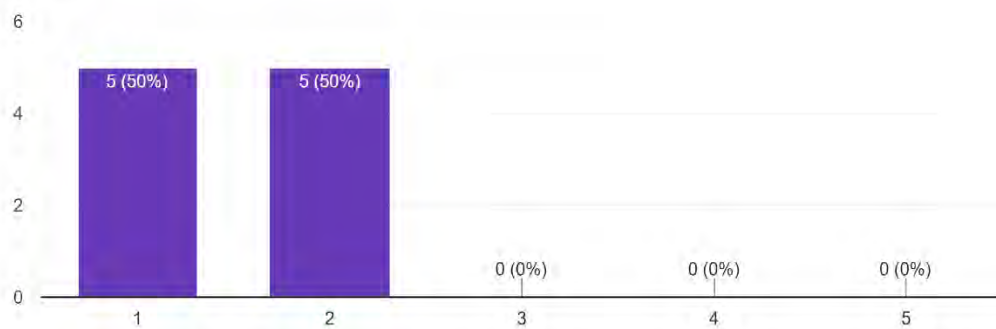
8. For conducting interviews or any kinds of meeting , I try to use online medium rather than performing in person.

10 responses



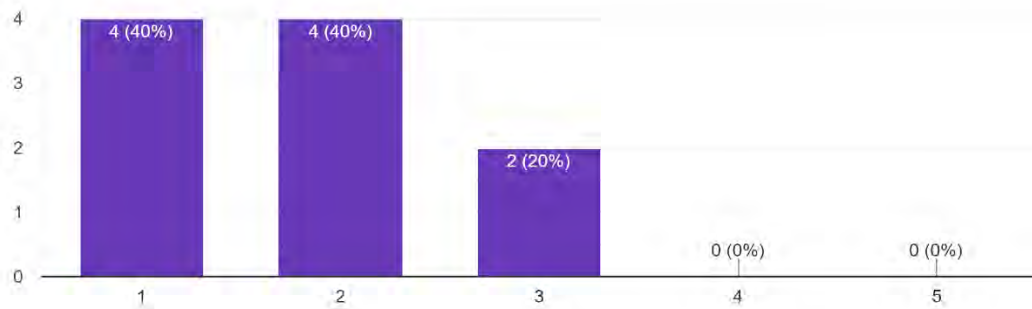
9. As an employee of Bangla Cat, I am getting reward for performing ecological responsibility successfully

10 responses



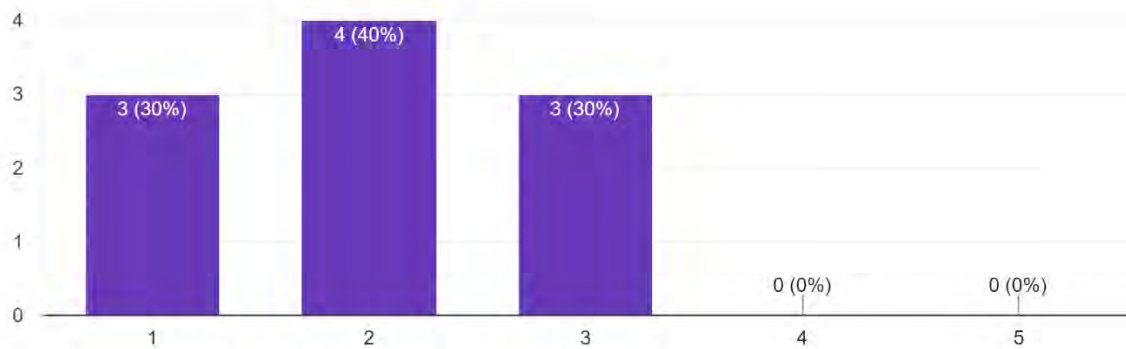
10. I get incentives and recognition as an appreciation from my supervisor for helping the company in implementing Green HRM

10 responses



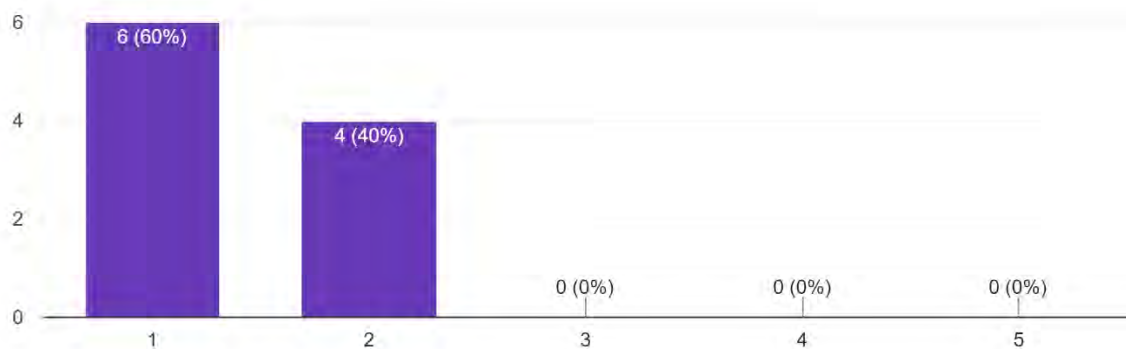
11. Bangla Cat arranges training session for the newly hired employees for bringing environmental awareness among them.

10 responses



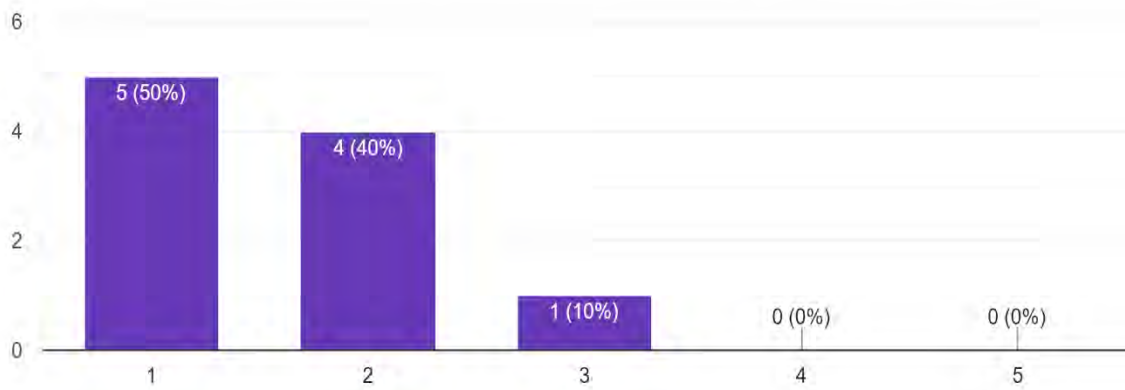
12. I feel motivated everyday by the company to work more effectively and efficiently everyday for achieving company's goals and objectives

10 responses



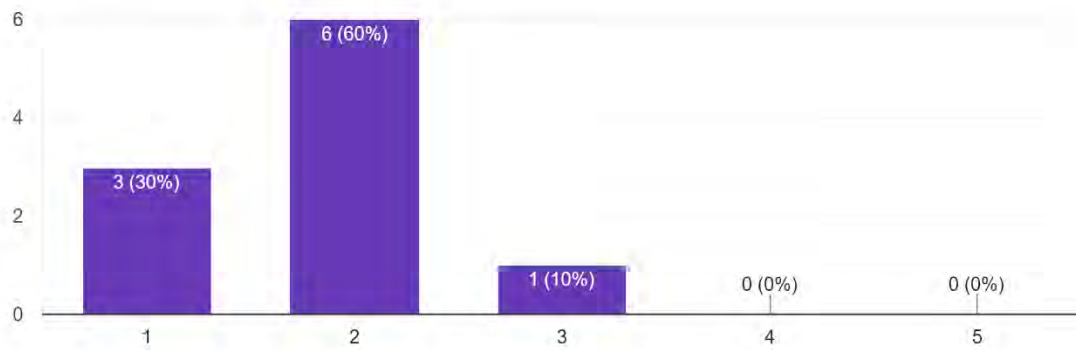
13. My supervisor sets goal in such a way that i can align with the objectives of green HRM

10 responses



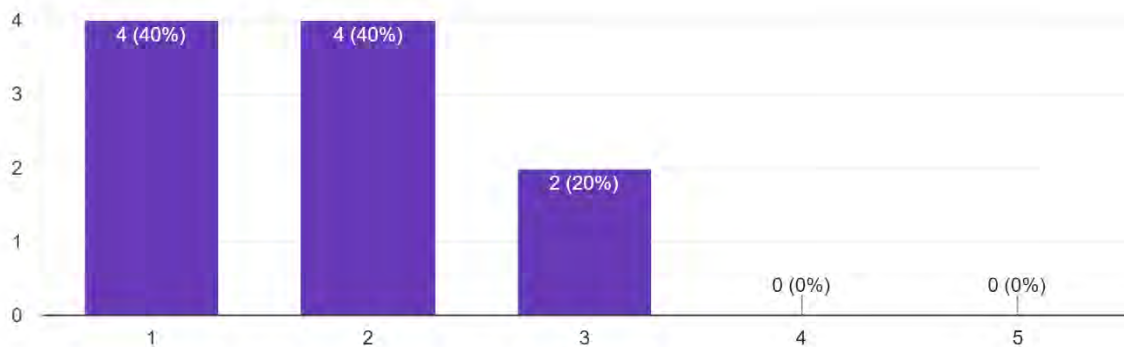
14. Bangla Cat is trying to come up with innovative steps to prevent the company from harmful activities.

10 responses



15. I believe that, Bangla Cat is performing well for accomplishing green HRM to safe the world and people from natural climate.

10 responses



Analysis part

Based on the questions mentioned above, I prepared a survey of my coworkers to gather their opinions on the implications of green HR. The poll clearly demonstrates that Bangla Cat employees are highly concerned about the Green Hrm and thoroughly understand it. However, it also asserts that approximately 90% of employees believe Green Hrm encourages them to engage in eco-friendly behavior within the company. In addition, many employees concur that this organization tries to hire people who are deeply concerned about environmental sustainability. Additionally, 60% of people support Bangla Cat's recycling program, which eventually protects the company from environmental damage. Further, 80% of workers stated they would prefer to use the metro or public transportation for business-related travel over utilizing the company's automobile, and 20% replied they would be indifferent. Similarly, all employees prefer using the Internet to complete all their interviews rather than doing it in person to save money and carbon paper. On top of that, employees' responses to receiving incentives and recognition for appropriately preserving environmental sustainability are very positive and upbeat, which reflects their pleasure with their employment. Another sixty percent of employees strongly endorse that the company's efforts to work more sincerely for a greener

environment inspire them every day. In addition, employees strongly agree that Bangla Cat is working hard to protect people and the planet from all types of unhealthy practices that could affect the environment.

In the end, it demonstrates clearly how developing a sustainable HRM supports the preservation of the environment. In the long run, this cuts the cost as well. Additionally, this enables the company to continue operating or carry on for a very long time. Likewise, utilizing green systems helps the organization preserve its earnings because it raises longevity and minimizes costs. Meanwhile, it helps in the stakeholders' optimistic environmental emotions. However, these increase brand value and product sales, which both boost the stock growth in the marketplace. These programs unequivocally demonstrate how utilizing green HRM aids in more successfully obtaining organizational goals.

Recommendation

As we can see, there is no negative response has been found on the survey. So, it clearly indicates that, employees have a very positive reaction on this method and they spontaneously support this idea. In that manner, we can guess that, employees are very much conscious about the environment at present. However, they want to work in a healthy place where they can feel secure, clean, comfortable and flexible. Also, employees want to work in an organization who are concerned about minimizing pollution, improve recycle system, re-use system, proper waste management etcetra. In order to reduce an organization's carbon footprint, green HRM

entails introducing eco-friendly HR initiatives which enhance manufacturing efficiency, minimize costs, and boost employee engagement and retention. A few of these initiatives embrace electronic filing, car, and swapping jobs, teleconferencing, remote interviews, recycling, working from home, online hiring and training, energy-efficient office design, and more. As it lowers its consumption of electricity, water, and manufactured goods, it saves a company's overall costs. In that manner, Increased productivity and efficiency are the result of higher staff engagement and satisfaction with work. So, introducing green hrm and implementation of this idea needed to start in every company for ensuring environmental sustainability. From my opinion, I believe that, every company should start introducing this method and let workers aware of it. Every year, Bangladesh has to go through huge difficulties due to natural disaster. So, if we start to implement this idea, we can easily overcome those horrible situations and make people's life easier. Also, Environmental evaluations are required for companies to change their organizational culture like better waste management, eliminate contaminants and support society and the individuals who are most impacted by pollution. for implementing green hrm company needs to consider the following steps:

- Choose and attract people who concern about the environment;
- In accordance with standards for the environment, company should teach and evaluate staff performance;
- Implement strategies for addressing both individual and group for environmental performance;
- Arranging event or training session of green hrm and try to increase social awareness program to teach people of creating healthy environment.
- stimulate teamwork among teams to solve environmental issues and work towards continuous enhancement of environmental management efforts.

However, if a company is successful to generate a healthier and safe environment, it will help the employees to boost their efficiency towards the work more. Many companies are still lagging behind of implementing this method. Sometimes, they think that it's just a waste of time and energy. So, it's our responsibility to make people aware and habituated of it so that they can easily implement this method in their work lives. Moreover, most of the companies like Facebook, Starbucks, Google etcetera have already started implementing this in their organization which ultimately helps them to achieve its goals and objectives. So, I think that every company should start think about this idea and make a big difference into the whole world.

Conclusion

As a consequence of climate change, scholars have been looking for legislation that will make sure a safe environment for future generations. They generated Green HRM, which focuses on the organization's policies and practices to execute green initiatives that support environmental sustainability. Knowing how this HRM legislation helps businesses as well as how it influences the surroundings is essential. Therefore, I examined what green HRM is, how to implement it, and most importantly, how green HRM may help an organization in achieving its goals in this study. A green HRM process, in my experience, is an extremely effective approach for ensuring the long-term sustainability of the environment. There is proof that suggests that green HRM helps organizations attain their goals more successfully.

Chapter 5

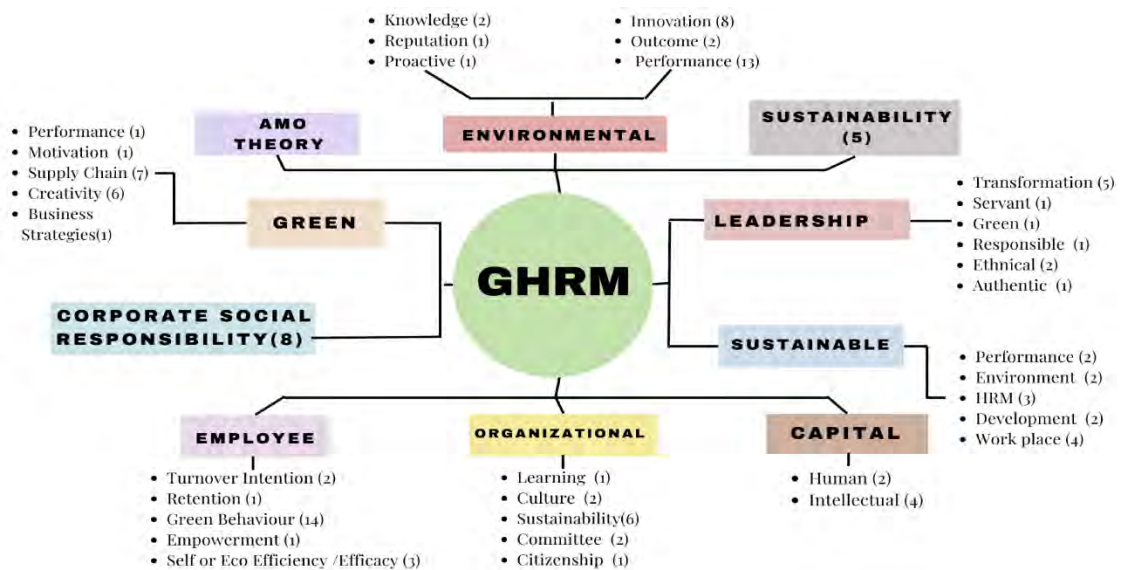
References

1. Arulrajah, A. Anton, H. H. D. N. P. Opatha, and N. N. J. Nawaratne. "Green human resource management practices: A review." (2015).
2. Bangwal, Deepak, and Prakash Tiwari. "Green HRM—A way to greening the environment." *IOSR Journal of Business and Management* 17.12 (2015): 45-53. Arulrajah, A. Anton, and H. H. D. N. P.
3. <https://www.banglacad.com/>
4. Berry, M. A. (1998). Proactive corporate environmental management. A new industrial revolution. *Academy of Management Perspectives*, 12 (2), 38-50.
5. Jyoti, Koshish. "Green HRM—people management commitment to environmental sustainability." *proceedings of 10th international conference on digital strategies for organizational success*. 2019
6. Opatha. "Analytical and theoretical perspectives on green human resource management: A simplified underpinning." (2016).
7. Ullah, Mamin. "Green Human Resource Management Models: Review and Proposal." *Optimization: Journal of Research in Management* 9.2 (2017).
8. Jabbour, Charbel Jose Chiappetta, and Fernando César Almada Santos. "The central role of human resource management in the search for sustainable organizations." *The International Journal of Human Resource Management* 19.12 (2008): 2133-2154.
9. Jackson, Susan E., et al. "State-of-the-art and future directions for green human resource management: Introduction to the special issue." *German Journal of Human Resource Management* 25.2 (2011): 99-116.
10. Das, Sudhir Chandra, and Raj Kumar Singh. "Green HRM and organizational sustainability: An empirical review." *Kegees Journal of Social Science* 8.1 (2016): 227-236.
11. Likhitkar, P., & Verma, P. (2017). Impact of green HRM practices on organization sustainability and employee retention. *International journal for innovative research in multidisciplinary field*, 3(5), 152-157.

12. Sharma, R., & Gupta, N. (2015, January). Green HRM: An innovative approach to environmental sustainability. In *Proceeding of the Twelfth AIMS International Conference on Management* (pp. 2-5).

Appendix

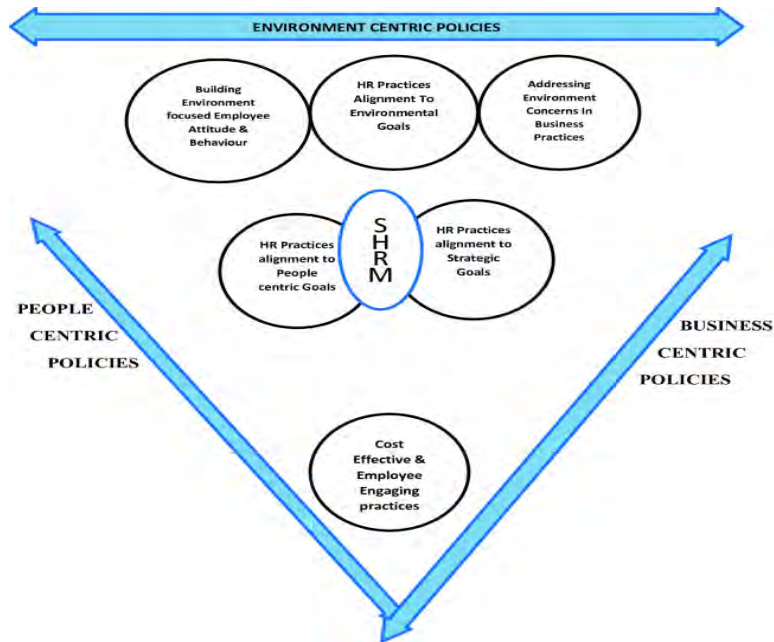
Appendix 1: Imperatives, Benefits, and Initiatives of Green Human Resource Management



Appendix 2: Trends of green hrm



Appendix 3: Sustainable Green hrm practices



Appendix 4: Here is the questionnaire for my survey.

Section 1 of 2

Survey form of the implications of Green HRM and its effectiveness inside of the organization

Strongly agree-1
Agree-2
Neutral-3
Disagree-4
Strongly disagree-5

After section 1 Continue to next section

Section 2 of 3

Untitled Section ✕ ⋮

Description (optional)

1. Sex







Female

Male

Prefer not to say

2. I have heard about green HRM.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

3. Our organization is currently trying to implement green HRM inside of the organization.







	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

4. Implementing of green HRM in Bangla Cat encourages the employees to go for eco friendly behavior inside the organization.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

5. Bangla Cat has been trying to recruit employees who are very much concerned about environmental sustainability.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

6. As an employee of Bangla Cat, I have been trying to support the recycle system which can help the organization from environmental pollution.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

7. In the purpose of work related activities, I try to use the metro and public transport instead of using company's car.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

8. For conducting interviews or any kinds of meeting , I try to use online medium rather than performing in person.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

9. As an employee of Bangla Cat, I am getting reward for performing ecological responsibility successfully

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

10. I get incentives and recognition as an appreciation from my supervisor for helping the company in implementing Green HRM

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

11. Bangla Cat arranges training session for the newly hired employees for bringing environmental awareness among them.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

12. I feel motivated everyday by the company to work more effectively and efficiently everyday for achieving company's goals and objectives

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

13. My supervisor sets goal in such a way that i can align with the objectives of green HRM

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree



14. Bangla Cat is trying to come up with innovative steps to prevent the company from harmful activities.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

15. I believe that, Bangla Cat is performing well for accomplishing green HRM to safe the world and people from natural climate.

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree