

Original Article**Sustainable Green HRM Practices and Work Resilience****Afreen N Isane**Assistant Professor, Hirwal Education Trust's College of Science
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**Abstract**

Employees in recent times address an entire lot of troubles at paintings, which includes pressure to perform nicely, advances in generation, and unpredictability in the place of work. Because of these difficulties, it is critical that people cultivate resilience—the functionality to modify to tough times and carry out their jobs successfully. The goal of this examine is to recognize how employee resilience might be impacted through way of sustainable Green HRM practices. Employees often enjoy more a part of the employer and its ideals even as they may be recommended to take part in environmental efforts. This feel of engagement can increase their motivation and allow them to cope with worrying conditions at paintings in an extra fine manner. The take a look at is supported with the aid of manner of facts from books, journals, and distinctive scholarly property and is primarily based on statistics accrued from personnel via questionnaires. According to the studies, inexperienced HR practices can assist foster a greater encouraging and first-class artwork environment. In addition to helping corporations in meeting their environmental targets, the ones techniques help people grow to be greater supportive work environment.

Keywords: Green Human Resource Management, Sustainability, Employee Resilience, Environmental Practices, Sustainable Workplace, Organizational Performance.

Introduction

In recent years, environmental sustainability has emerge as a critical situation for groups round the arena. Businesses at the moment are predicted now not only to attention on earnings however additionally to take responsibility for defensive the environment and helping sustainable improvement. Because of this growing recognition, many agencies are adopting environmentally friendly guidelines and practices of their everyday operations. One of the approaches businesses help sustainability is through Green Human Resource Management (Green HRM). Green Human Resource Management refers to the usage of human useful resource rules and practices that encourage employees to act in an environmentally responsible way. It includes sports which includes selling paperless paintings, saving power, decreasing waste, and related to employees in environmental applications. By introducing those practices, businesses try and create a workplace subculture that supports environmental safety and responsible use of resources.

At the same time, personnel nowadays face many challenges of their offices. Work strain, technological changes, and unsure paintings conditions can create strain for personnel. Because of these demanding situations, the concept of labor resilience has end up very vital. Work resilience refers to the capability of personnel to stay nice, adapt to exchange, and continue appearing their work efficaciously even throughout hard situations. Green HRM practices may additionally play a crucial function in enhancing worker resilience. When personnel participate in environmental initiatives and sense linked to the enterprise's values, they may increase a stronger sense of purpose and motivation. This can help them manage stress better and respond extra positively to workplace demanding situations. Therefore, understanding the relationship between sustainable Green HRM practices and worker resilience is crucial for both agencies and personnel. This have a look at ambitions to take a look at how sustainable Green HRM practices can have an impact on employee resilience and make a contribution to a healthier and greater supportive work environment.

Objectives:

1. To understand the concept of Sustainable Green Human Resource Management in organizations.

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2. To identify different green HRM practices used by organizations to promote environmental sustainability.
3. To study the importance of environmental awareness in the workplace.
4. To understand the concept of employee resilience in the modern work environment.
5. To examine how green HRM practices influence employee attitudes and behavior.
6. To analyze the relationship between sustainable HR practices and employee resilience.
7. To study the role of green training and development programs in improving employee awareness and skills.
8. To understand how employee participation in environmental initiatives affects their motivation.
9. To explore how sustainable place of work practices assist personnel deal with place of business challenges.
10. To study how inexperienced HRM practices make contributions to developing superb and supportive artwork surroundings.

Review of Literature:

In recent years there have been numerous discussions regarding the methods by which organizations can operate in a more environmentally friendly way. One idea that has become important in this area is Green Human Resource Management. It focuses on including environmental awareness in different HR activities so that employees can contribute to sustainability while performing their regular work.

Earlier studies explain that organizations are trying to involve employees in environmental activities through training programs, awareness sessions, and workplace policies. These activities help employees realize that even small actions at work can help the environment. For example, using less paper, switching off lights when not needed, and handling waste properly can make a difference. When employees start paying attention to these things, they slowly become more responsible in their daily work habits.

Some studies moreover display that after corporations consciousness on sustainability, personnel start to experience that their paintings is giant and related to a larger purpose. Working for a business enterprise that cares approximately the environment can create an advantageous feeling amongst personnel. Because of this, personnel may come to be extra engaged of their paintings and show a more potent feel of responsibility.

At the equal time, many studies communicate approximately the significance of resilience in the place of business. Employees today deal with many pressures at work, such as a heavy workload, new technologies, and uncertain work situations. Resilience helps them handle these challenges by staying positive, adjusting to changes, and continuing their work with confidence.

Additionally, experts claim that resilience development is influenced by the job. Employees tend to grow more self-assured and emotionally resilient when they receive opportunity to study and engage in activities and feel supported by their company. Green human resource management practices can strengthen employees' ability to cope with workplace challenges. Participation in environmental initiatives often increases employees' sense of belonging and alignment with organizational values. This sense of purpose may improve motivation and encourage employees to deal with work-related difficulties more positively. Overall, studies indicate that sustainability-oriented practices contribute to employee resilience by fostering supportive and environmentally responsible workplace cultures.

Research Methodology:

Research methodology explains the method used to collect and study information for this study on sustainable Green HRM practices and work resilience.

1. Research Design:

This study uses a descriptive research design. It focuses on understanding how sustainable Green HRM practices influence employee's ability to handle stress, adapt to changes and remain productive at work.

2. Sources of Data:

This research is mainly based on secondary data. The information was collected from different sources such as books, research articles, journals, reports and reliable websites related to Green Human Resource Management, sustainability and employee resilience.

3. Method of Data Collection:

The data for this study was collected by studying different research papers and reports related to Green HRM practices such as recruitment and environmentally friendly workplace policies. These sources helped in understanding how such practices improve employee resilience at work.

4. Data Analysis:

The collected information was carefully studied and explained in a simple way. The main ideas and findings from different studies were analyzed to understand the relationship between Green HRM practices and work resilience.

5. Scope of the Study:

The study focuses on the role of sustainable HR practices in promoting HR practices in promoting environmental responsibility and strengthening employee's ability to deal with workplace challenges.

Limitations:

This study is mainly based on secondary data collected from books, research journals, articles, and reliable online sources. One limitation of the study is that it does not include primary data such as surveys or interviews with employees or organizations. Because of this, the findings depend entirely on information that was already available in previous studies. Another limitation is that the study may not reflect the most recent changes in Green HRM practices in all organizations. In addition, different authors

may have different opinions and findings, which can affect the interpretation of the topic. Therefore, the results of this study should be understood within the limits of the available secondary information.

Results:

1. The study shows that sustainable Green HRM practices help organizations promote environmental responsibility in the workplace.
2. Information from books and journals indicates that practices such as reducing paper use, saving energy, and managing waste properly encourage eco-friendly behavior among employees.
3. Green education and awareness applications assist employees recognize the significance of environmental protection.
4. Employees who participate in sustainability tasks frequently feel greater related to their organization and its values.
5. Such involvement can increase employee motivation and job satisfaction.
6. A Place of work that supports environmental practices can create a more high quality and supportive organizational tradition.
7. The study also shows that employee resilience is important for dealing with workplace pressure and changes.
8. Sustainable HR practices can support employee resilience by creating a meaningful and responsible work environment.
9. When personnel sense valued and worried in organizational tasks, they're higher able to handle administrative center challenges.
10. Overall, the findings advise that Green HRM practices gain every the commercial enterprise and employees with the aid of selling sustainability and enhancing worker resilience.

Conclusion:

In end, sustainable Green Human Resource Management practices play a crucial role in promoting environmental responsibility within companies. By encouraging green activities which include decreasing waste, saving power, and related to personnel in environmental initiatives, groups can create a more responsible and sustainable pace of job. These practices no longer most effective help environmental safety but also have an effect on worker attitudes and conduct in a positive manner. The have a look at also shows that work resilience is an important best for employees in today's converting work environment. Employees frequently face special demanding situations together with work stress, technological changes, and uncertainty. When businesses promote supportive policies and contain employees in significant sports like sustainability applications, personnel tend to feel extra linked to their work and the company. Overall, sustainable Green HRM practices can assist create a nice paintings surroundings wherein employees experience inspired and valued. This can make stronger their ability to address place of work demanding situations and improve their resilience. Therefore, agencies need to retain to sell inexperienced HR practices as they gain each the environment and the properly-being of workers.

Recommendations:

1. Companies should explain to employees, in a simple way, why protecting the environment is important and how small actions at work can make a difference.
2. Companies must include eco-friendly ideas in every HR activity such as recruitment, training, appraisal and rewards.
3. Managers should be trained to guide employees in a positive and supportive way because leadership plays in important role in developing resilience
4. Employees should be motivated to share their ideas about saving energy, reducing waste and making the workplace more environmentally friendly.
5. Organizations need to set clear environmental goals and guidelines so that employees understand their responsibilities towards protecting their environment.
6. Employees who actively participate in environmental activities and put in extra effort should be appreciated through recognition, rewards or certificates.
7. Organizations should encourage teamwork in green activities so that employees can support each other, learn together and work more effectively.
8. The HR Department should regularly review and update green policies according to new laws, industry developments and environmental needs.

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Conflicts of interest

The authors declare that there are no conflicts of interest regarding the publication of this paper.

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