
The Strategic Implications of Green HRM Practices on Employee Engagement for Organization Commitment: An Inferential Analysis

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Abstract: The reason of the study is to recognize worker Green HR Practices and their implementation in Educational establishments positioned in Guntur. The well-being of personnel has grown to be a vital problem in aggressive market inside the instructional institutions. Many establishments behaviour quite a number Green HR Practices applications for perception its impact and have an impact on worker employer dedication strategically. But some personnel ignore these packages as they are no longer conscious about the advantages of collaborating in these programs. Conveniences of one hundred twenty-five respondents are finalized for the find out about out of a hundred and fifty samples used to be 25 responses are inconsistent and semi-filled are eliminated for inclusion in the study. Through this find out about we strive to discover that elements through which personnel are involved to take part in the Green HR Practices application interventions in the organization. To take a look at the mannequin we used descriptive and inferential statistics. The correlation between the constructs resulted that they show off an excessive correlation and the regression was once carried out to pick out the dependence relation between the constructs. It is located that the all the developed speculations are positively and substantially exhibit a significant relation with organizational dedication by using interventions of Green HR Practices.

Keywords: Green HR Practices, Greater focus on CSR, Increased Savings, Change commitment, improved social image.

INTRODUCTION

Human resources management practices are the actual human assets programs, techniques and strategies that are simply applied in the organisation or enterprise unit. Similarly, green human resources management practices are the true green human resources management programs, procedures and methods that are clearly carried out in groups to decrease terrible environmental influences or enhance high-quality environmental influences of agencies {3&4}. The aim is the ultimate green human resource management practices to improve the performance order of environmental sustainability. In this short, this document presents the methodology adopted for this activity to say hesitation about environmental and human resource management practices in the next chapter being a short review and the final part provides a conclusion {10}. Many institutions conduct these programs to look good in the society or they are giving entry to any awards. Some institutions use these programs as strategy; some institutions view these programs as a part of employee engagement programs {6,9}. According to the website Justdial, there are 100 Engineering colleges in Guntur. Change commitment means a shared resolve among organisational members to implement a change.

Thus this find out about argues that evaluation primarily based HR interventions will make contributions to the fantastic implementation of EMS and the improvement of inexperienced Intellectual capital (GIC) and in-turn contributes to the fulfilment of company environmental citizenship (CEC). The everyday goal of the paper is to propose, based totally on literature reviews, a strategic mannequin of green human useful resource administration that contributes to the implementation of EMS, inexperienced IC and company environmental citizenship {1}. The performance in the past, expected is not good for society in the future shareholders economic success of companies, but now it is not true; The economic and financial results must be accompanied by a more minimized attention to social and environmental and ecological footprints {11,14}. Thus, the new problem of strategic management or greening of the corporate life environment emerging in the 1990s and 2000s internationally in the slogan is the first popular point of Finland's process management where companies are managing environmental management strategies that companies need to develop a balance of developers the future of the growth industry and the protection of the generation can grow {13&14}.

In summary, inexperienced administration refers to the administration of company interplay with, and have an effect on upon, the environment, and it has long gone past regulatory compliance and wants to encompass conceptual equipment such as air pollution prevention, product stewardship, and company social responsibility. Business corporations play a key function in the problems of environmental administration given that they are section of our society and can't be removed from the environment, and in fact, they make contributions most of the carbon footprints in the {2}. From summarizing the literature, the considered factors are Greater focuses on CSR, Increased savings, change commitment and improved social image towards employee organizational commitment.

METHODOLOGY

Objectives

1. To determine the dimensions of Green HR Practices
2. To evaluate the how employee organizational commitment would be influenced by Green HR Practices.
3. To determine the influence of Green HR Practices on organizational commitment as part of employee engagement in organization.

Hypothesis

- H1: Greater focus on CSR positively and significantly affects employee towards organizational commitment.
 H2: Increased Savings positively and significantly affects employee towards organizational commitment.
 H3: Change Commitment positively and significantly affects employee towards organizational commitment.
 H4: Improved social image positively and significantly effects employee towards organizational commitment.

Scale Design

The sample is convenience sample and the sample size is 100. The data is collected through survey. The questionnaires are distributed to employees of engineering institutions. We have performed statistical analysis through descriptive statistics for demographic questions and inferential statistics through Correlation and Regression.

The items under change relevance are 'improvement of employee health in organization', reduction in health care costs for employer', 'Green HR Practices interventions can attract potential and retain employees' and 'ability to effectively utilize financial resources'. The items in the other construct change commitment: 'employees committed to participate in these programs', motivated to participate in this programs', we start to participate in the next week' and spend some time on this programs' {4&5}. The other important construct Increased Savings the items under this are: 'employees would take time to participate in these programs', dedicate time to start training'. The fourth independent construct Improved social image: we possess enough skills and knowledge to participate', we would pursue others to participate in these programs. The dependent construct willingness to participate which is the intention and the items under this construct are: 'I am willing to actively participate in the Green HR Practices programs organized by employer' and I show interest to organize such intervention programs in the organization', I motivate others', 'I continue these practices in future{11}. All the items are measured on a 5 point likert scale (1= strongly agree to 5 strongly disagree).

Conceptual Model

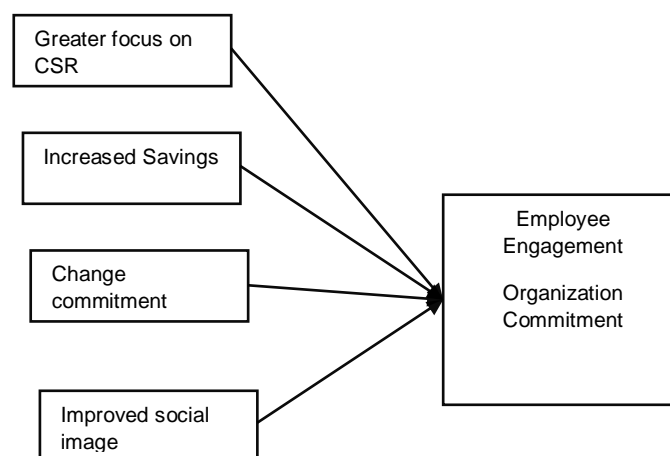


Fig.1: A conceptual model for Employee Organizational Commitment for Green HR Practices programs for Employee Engagement

RESULTS AND DISCUSSION

Table1: Demographic characteristics of the respondents:

Demographics	Category	Frequency	valid Percent	Cumulative Percent
Gender	Male	85	68	68
	Female	40	32	100
	Total	125		
Age	20-25 Years	25	20.00	20.00
	25-30 Years	55	44.00	64.00
	> 30 Years	45	36.00	100.00
	Total	125		
Marital Status	Married	58	46.40	46.40
	Un Married	67	53.60	100.00
	Total	125		
Span of Experience	0-2 Years	30	24.00	24.00
	2-5 Years	51	40.80	64.80
	5-10 Years	28	22.40	87.20
	> 10 Years	16	12.80	100.00
Educational Qualification	SSC/Diploma	0	0.00	0.00
	Graduation	28	22.40	22.40
	Post Graduate	65	52.00	74.40
	PhD	32	25.60	100.00
	Total	125		
Monthly Income	10000-20000	25	20.00	20.00
	21000-30000	65	52.00	72.00
	31000-40000	18	14.40	86.40
	>40000	17	13.60	100.00
	Total	125		

Interpretation

From the total respondents of 125 employees, about 68 percent of the respondents are male and the rest are female. The age factor is most crucial that, about 44 percent are under the age of 25-30 years, 36 percent of the respondents above 30 years and the rest are under the age category of 20-25 years. With regard to marital status of the employees, about 58 percent are married and the rest are unmarried. The retention of the experienced employees only happens if the Green HR Practices HR practices are effective. Such that, about 40.80 percent are under the 2-5 years of experience, 5-10 years’ of experience are about 28 percent in the total population. The knowledge levels of the employees matter most that, about 52 percent are postgraduates and about 25.60 percent of the employees possess doctoral degree. The other crucial factor of the respondents, about 52 percent earn between 21,000/- to 30,000/- per month, and only few about 13.60 percent earn more than 40,000/- per month.

Table 2: Correlation analysis of workplace readiness of employees

Model construct	Statement	Mean	SD	CS R	Increased Saving	Change Commitment	Improved social image	Workplace Readiness
CSR	V1	3.34	1.21	1.00				
	V2							
	V3	3.58	1.06					

	V4	3.78	0.85					
		3.46	0.98					
Increased Saving	I1	3.04	1.02	0.96	1			
	I2	2.44	0.96					
	I3	3.16	0.83					
	I4	3.56	1					
Change commitment	CC1	3.48	0.9	0.96	1			
	CC2	3.68	0.86					
	CC3	3.6	0.92					
	CC4	3.56	0.85					
	CC5	3.6	1.06					
Improved social image	CE1	3.54	0.85	0.95	0.97	0.97	1	
	CE2	3.66	0.81					
	CC3	3.76	0.81					
	CC4	3.92	0.84					
Workplace readiness	W1	3.3	0.92	0.96	1.00	1	0.98	1
	W2	3.78	0.85					
	W3	3.78	0.85					
	W4	3.16	0.83					
** Correlation is significant at the 0.05 level(2-tailed)								

Interpretation

The inter-item correlation defines the strength of relation between the study constructs. If the correlation is close to 1 it is said that the constructs have a stronger positive correlation, if the value is around 0.5 they share a positive moderate correlation and if the value is 0 then it is said that the constructs no way correlate each other. On the other side if the factors exhibit a -1 as value that it is determined that they have a high negative relation and if the value is around -0.5 then it is said a moderate negative correlation. It can be interpreted for table 1; that all the constructs are positively correlated to each other it is said that they are strong relation to each other.

Table 3: Regression Analysis of workplace readiness of employees

Independent Variable	Unstandardized coefficients	Std.error	Standardised Coefficients	t-value
CSR	0.96	0.024	0.83	34.54
Increased Saving	0.9	0.006	0.92	135.89
Change Commitment	0.9	0.015	0.92	130.98
Improved social image	-0.12	0.021	1.13	53.93

Interpretation

Regression analysis was performed to study the dependence relation between the study constructs. The dependent variable was 'workplace readiness to change' and the independent variables are change valance, Increased Saving, change commitment and Improved social image. Results in table 2; Testing the hypothesis H1, it is found that change valance positively influences the workplace readiness to change towards accepting Green HR Practices interventions. Similarly, H2, H3, and H4 also proved that all the dependent variables i.e. Increased Saving, change commitment and improved social image have a positive significant impact on Workplace Readiness to change for Green HR Practices interventions.

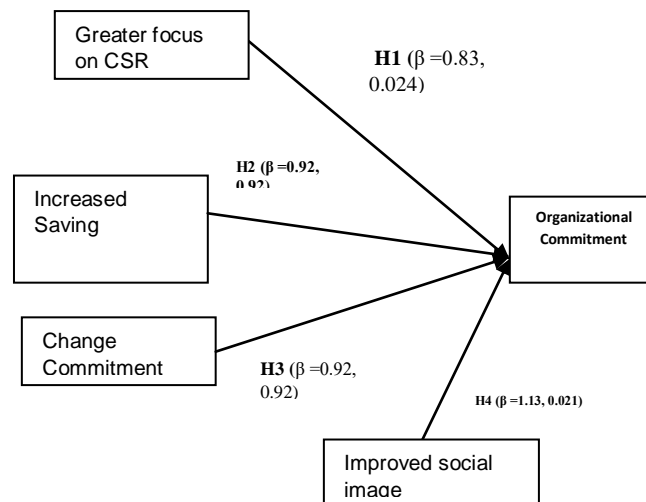


Fig.2: Standardized Regression weights of the proposed model

Interpretation

According to the survey results Increased Saving and Change Commitment have more and equal impact on the Workplace readiness to employee Green HR Practices. Change valance has the least impact on the workplace readiness to employee Green HR Practices. And the standard error is 0.006.

$$\text{Workplace readiness} = 0.90 + \text{CV} (0.96) + \text{IA} (0.9) + \text{CC} (0.9) + \text{CE} (-0.12) + 0.006$$

Here, CV=Change Valance, IA= Increased Saving, CC= Change Commitment, CE= Improved social image.

CONCLUSION

There was a shift from Labour welfare to Employee Green HR Practices. The institutions should frame EWPs models which satisfies the employees. Some institutions believe that anything which attract and helps in retaining the employees can be considered as Green HR Practices program. It could be health related aspects, entertainment aspects, yoga, gym etc. the traditional and widely used Green HR Practices program is health check-ups. Institutions which conduct the Green HR Practices programs based on the employee interest can become efficient and successful. Various factors are considered while conducting Green HR Practices programs like age, health issues, and risks associated with employees, feedback of employees etc. Different institutions view Green HR Practices programs in different ways. Finally any institution conducting employee Green HR Practices should focus on employee needs and their interests.

Therefore the factors which are having more impact on the workplace readiness to employee Green HR Practices are Increased Saving and Change commitment. The companies who want to implement Green HR Practices programs can more focus on factors like Increased Saving and Change commitment.

FUTURE SCOPE

The current study tested only four variables of Green HRM practices (CV=Change Valance, IA= Increased Saving, CC= Change Commitment, CE= Improved social image). There are few more variables like performance management, rewards and compensation {7,8} empowerment etc. Further study can also test the following variables and its impact of organizational commitment. Also the study is limited to small sample size, hence it can be increased. Also, the same model can be tested in different sectors for further validation of results.

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