



Basma Alrahbi, DR BLOSSOM CHRISTINA

ABSTRACT

Businesses have been driven to expedite their shift to more ecologically responsible managerial systems and procedures due to rising temperatures, environmental assets, and ecological sustainability. The study's main purpose was to evaluate how (Bank) Green Human Resource Management approaches impacted protection of the environment. The study's limitation was an absence of information regarding the topic, as well as the fact that only a small number of companies were using GHRM in their activities. Lack of Support: Green initiatives necessitate a lot of assistance and attention from both the organization's overall and the state. While 'Green HRM' is a hot issue among academics, the notion is still in its infancy, especially in terms of the 'Employee Engagement' aspects of integrating environmental responsibility into the place of work. A descriptive research study design is one that attempts to collect data in a systematic manner in order to characterize a phenomenon, situation, or demography. Instead of answering why, it largely helps with what, when, where, and how inquiries concerning the study challenge. The descriptive research methodology may employ a variety of methodologies to investigate the parameters under question. we have analyzed different factor of employees' involvement in Human resource management. Green human resource management have shown more effective results in the employees. Green HR practices are currently being discussed to engage people and lead to a sustainable phenomenon for businesses in a highly competitive market.

Background of the Study

Organizations have been pushed to jump on the "eco-sustainability bandwagon" as rapidly as feasible due to ecological, moral, regulatory, and societal issues (Ojo, 2020). Businesses have been driven to expedite their shift to more ecologically responsible managerial systems and procedures due to rising temperatures, environmental assets, and ecological sustainability (Al Kerdawy, 2019). Furthermore, new pressures (such as consumer boycotts, choices, and moral codes) are influencing a company's efforts to gain a competitive advantage in a positive or negative way in today's business environment (Arzamasova, 2021). Customers' impressions of the company's corporate image and long-term operations influence their purchasing decisions. However, businesses have started to utilize sustainability requirements into their programs and operations, placing emphasis on operational data that has been modified to a certain degree in compliance with worldwide ecological standards. The increasing worldwide environmental challenges and the building of global ecological safeguards require the implementation of formal ecological policies and programs by companies (Medlin, 2019).

Human Resource management refers to how each employee is used to promote green technologies and increase employee awareness of and engagement to sustainable development. Human Resource management has multiple definitions for different people. Green Human Resources is all about utilizing each employee engagement point to promote sustainable practices and raise employee knowledge (Malik, 2019). Green Human Resource is described as environmentally responsible HR activities that result in increased efficiency, lower costs, and higher levels of employee engagement, according to Anjana Nath, Regional Head Human Resource, Fortis Healthcare Limited (Nasomboon, 2014). It comprises putting in place environmentally friendly strategies that result in enhanced efficiency, cheaper costs, and better staff retention, all of which contribute to a reduction in greenhouse gas emissions. "Electronic liquid," "shared mobility," "flexible scheduling," "videoconferencing," "free learning," "flexible timetables," and "tele commuting" are some examples. Human resource management (HRM) is the use of HR management practices to help organizations make better use of their assets, with an emphasis on green stability (Rani, 2014). Green HRM refers to people planning and management which are focused with the larger business's environmental agenda. Online ads and the use of the internet and web interviewing to reduce the need for travel are examples of typical

green initiatives (Ojo, 2020). To keep clients in the green program, environmental bonuses could include a variety of personally and professionally incentives, varying from carbon credits to free cycles, and also maintaining to recognize their effort (Nasomboon, 2014). Although many workers recognize it is not their responsibility to ensure the ecosystem when at work, the rising millennial generation is emphasizing global sustainability as something they desire their companies to do (Nawaz, 2014). Given that such an increasing number of people want meaning and identity in their professions, there is also a larger possibility to link the labor. Additional basic green initiatives include reducing the number of printed materials used in measuring performance, compensation reviews, and other similar activities (Iddagoda, 2017). Although most staff are informed that it is not their responsibility to support the working atmosphere, the current generation of people is highlighting global sustainability as a priority for their companies. As a result, HR will never be able to have a substantial impact on the business by enhancing HR activities alone; therefore, the better possibility is to combine the company's total green program (Aktar, 2019).



Because such employee participation is an important feature of economic effectiveness of organizations, and initiatives to boost it are an effective management platform, the subject of employee satisfaction was already extensively debated by both researchers and professionals in the field of Human resource system over the previous decades (Hussain, 2018). It's hardly surprising that scientists recognized such limits as an opportunity to take a fresh look at employee green behavior and advance GHRM theory and practice. Work engagement is now widely regarded as a prerequisite for the practical deployment of a green innovation strategic approach (Nasomboon, 2014). With this, involvement in environmental activities is still mostly uncharted area. We chose a bank for this reason, and its name is BANK in OMAN, have long adopted the compliance method in their green supply chain management programs, which are governed by laws and regulations. Customer bans, changing views, and new customer demands, contrary major company practices ranging from carbon reduction to environmental protection have been impacted. On a worldwide scale, such a deliberate focus on ecological control is vital (Al Kerdawy, 2019). Traditionally, a company's capacity to publicize its financial status was a major factor in its

success. Yet, to thrive in the financial sector as well as profit shareholders, firms should tackle the reduction in environmental protection and assign equal weight to environmental, economic, and social challenges (Nasomboon, 2014).

Statement of the Research Problem

The research concentrates on the companies' Green Human Resource Practices that are developed as well as maintained by employees, as well as the efficacy of Green HR Policies in the workplace. A transformation in mentality from reactive to proactive is required to guarantee that the GHRM approach is implemented. Because human resources oversee general recruiting and hiring procedures, it is necessary to understand about and promote for environmental regulation at workplace. As a result, employees should be given the necessary training in how to maintain and manage a carbon-free and · zero-waste. work (Hussain, 2018).

Aims and Objectives of the Study

Aims

The study's main purpose was to evaluate how (Bank) Green Human Resource Management approaches impacted protection of the environment (Iddagoda, 2017).

Objectives :

- To find out how green HR opportunities may help to safeguard the Green HR.
- To evaluate the employee engagement in green HR.
- To describe the HR role in the maintenance of green HR in the company.
- To determine the green HR options for improving sustainability practices at BANK .

LITERATURE REVIEW

Green Human Resource Management:

Green is a term which has been described in a variety of ways; in general, it relates to doing something concerning ecology or the environment. As a result, the environment is gradually becoming more "green (Saad, 2021)." Green has four implications in Human Resources: ecological protection, environmental protection, reduced carbon emissions, and the creation of gardens that replicate natural settings. The term "natural environment" relates to anything that is not managed or created by humans. Preservation of the natural setting, according to Opatha and Arulrajah (2014), entails safeguarding and helping the environment in order to extend its useful future for the next generation (Al-Hajri, 2020). Natural environment preservation relates to preserving and maintaining forests, woods, plants, animals, and other natural phenomena in their natural state without harming or injuring them (Amjad, 2021). Preserving the world or the planet from contamination of water, air, and noise, for example, is part of reducing environmental damage, as a result, the environment is being recovered from various forms of pollution (Ferreira, 2014). The third approach of building gardens is to create a garden by intentionally growing trees and attempting to make the area appear natural (Saad, 2021).

Employee Engagement:

Employee engagement is defined by academics as the conversion of worker capability into employee performance and organizational achievements. Furthermore, when people are engaged in their work, they use and express themselves physically, mentally, and psychologically. Employee engagement is distinct from other constructs including employment, commitment to the organization, and personal drive. Employees that are highly engaged are aware of their obligations and have a positive relationship with their superiors or supervisors. Employees that are engaged are not only happy, but they are more productive as well. According to the Chartered Personnel and Management Academy, employee happiness can be handled in three categories.

green options can help protect the environment.

Objectives of the Study:

Evaluate employee performance in a green environment

In general, a worker is required to give his or her best effort while performing the tasks that have been allocated to him; yet, that effort is affected by a combination of elements that are critical to the company's or organization's aim of improving the job (Amjad, 2021).

Administrators must assess performance in order to establish how far a worker's and the company's performance has improved. Mangkunegara (2004: 67) suggested the following components of employee quality: An employee's performance is defined as the quantity and quality of work generated while actually doing their job in response to the responsibilities allocated to them.

From the foregoing, efficiency can be defined as the result of an individual's or a group's work within a company in accordance with each of their tasks in order to meet the organization's objectives (Amjad, 2021).

The importance of human resources in guaranteeing the company's environmental protection.

- Increased productivity:

Currently, businesses are attempting to incorporate greener practices into their operations. Several studies have shown that workers are engaged in green practices, such as healthy eating and exercise or volunteering, they are more engaged than usually (Al-Hajri, 2020). It contributes to the expansion of a positive influence and social attitude on employee relations within the company. With exception of their practical commitment to the job, a person feels obligated to protect the environment. It adds to the overall well-being of employees (Kerdpitak, 2020).

- Assists in cost-cutting for the company:

Green projects that are part of a corporate goals have a lot of room for expansion. It comprises activities that are helpful to the environment and have the ability to minimize greenhouse gas emissions. Workers who adopt and implement such ideas are far less likely to become ill. They will be more engaged and productive, resulting in lower absenteeism and increased output. It helps the organization save money on medical expenses. Human resource management can assist in price reduction without jeopardizing specialization (Pham, 2020).

Data analysis:

- Employees involvement in the green environment protect their culture and working environment.

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly agree	29	47.5	47.5	47.5
agree	28	45.9	45.9	93.4
Valid neutral	3	4.9	4.9	98.4
disagree	1	1.6	1.6	100.0
Total	61	100.0	100.0	

Employees involvement in the green environment protect their culture and working environment.
61 responses

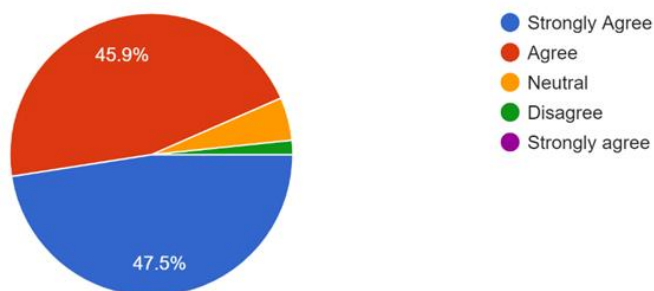


Figure 1: the green environment protect

Interpretation:

Employee's involvement in the green environment protects their culture and working environment is categorized into 4 groups of liker scale. 47.5% are strongly agree, 45.9% are agree, 4.9% are neutral and 1.6% are disagree respondents. Above pie chart shows the normal behavior of the data.

It shows the accuracy of the respondent's behavior towards the specific objective and also its visualization.

- To keep clients in the green program, environmental bonuses could include a variety of personally and professionally incentives.

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly agree	26	42.6	42.6	42.6
Agree	30	49.2	49.2	91.8
Valid neutral	3	4.9	4.9	96.7
disagree	2	3.3	3.3	100.0
Total	61	100.0	100.0	

To keep clients in the green program, environmental bonuses could include a variety of personally and professionally incentives.

61 responses

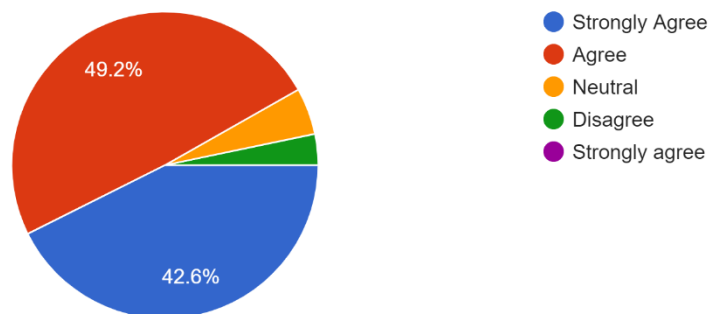


Figure 2: the environmental bonuses

Interpretation:

To keep clients in the green program, environmental bonuses could include a variety of personally and professionally incentives is categorized into 4 groups of liker scale. 42.6% are strongly agree, 49.2% are agree, 4.9% are neutral and 3.3% are disagree respondents. Above pie chart shows the

normal behavior of the data. It shows the accuracy of the respondent's behavior towards the specific objective and also its visualization.

- GHRM exerts a positive effect on employees in-role green behavior.

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly agree	17	27.9	27.9	27.9
agree	38	62.3	62.3	90.2
Valid neutral	5	8.2	8.2	98.4
disagree	1	1.6	1.6	100.0
Total	61	100.0	100.0	

GHRM exerts a positive effect on employees' in-role green behavior.

61 responses

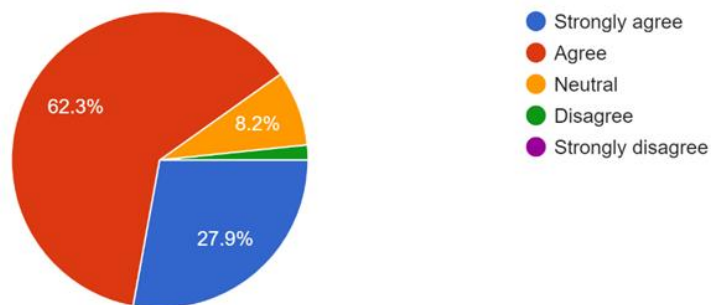


Figure 3: the positive effect

Interpretation:

GHRM exerts a positive effect on employees in-role green behavior is categorized into 4 groups of liker scale. 27.9% are strongly agree, 62.3% are agree, 8.2% are neutral and 1.6% are disagree respondents. Above pie chart shows the normal behavior of the data. It shows the accuracy of the respondent's behavior towards the specific objective and its visualization.

- The scope of HRM is expanding with each passing day, owing to the complexities involved.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	13	21.3	21.3	21.3
agree	40	65.6	65.6	86.9
neutral	5	8.2	8.2	95.1
disagree	3	4.9	4.9	100.0
Total	61	100.0	100.0	

The scope of HRM is expanding with each passing day, owing to the complexities involved.
61 responses

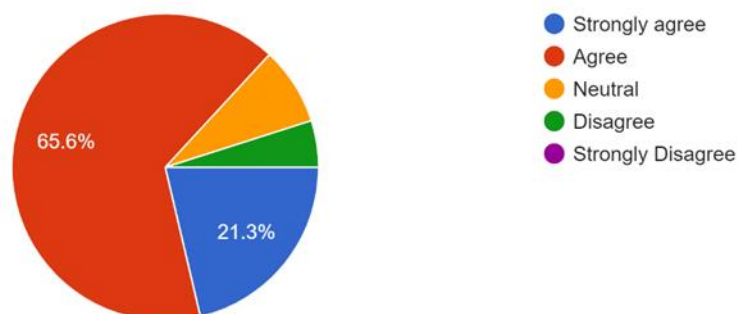


Figure 4: the scope of HRM

Interpretation:

The scope of HRM is expanding with each passing day, owing to the complexities involved is categorized into 4 groups of liker scale. 21.3% are strongly agree, 65.6% are agree, 8.2% are neutral and 4.9% are disagree respondents. Above pie chart shows the normal behavior of the data. It shows the accuracy of the respondent's behavior towards the specific objective and also its visualization.

- Green environment and practices in the BANK help it to retain their employees.

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly agree	22	36.1	36.7	36.7
agree	30	49.2	50.0	86.7
Valid neutral	7	11.5	11.7	98.3
disagree	1	1.6	1.7	100.0
Total	60	98.4	100.0	
Missing System	1	1.6		
Total	61	100.0		

Green environment and practices in the BANK help it to retain their employees.

60 responses

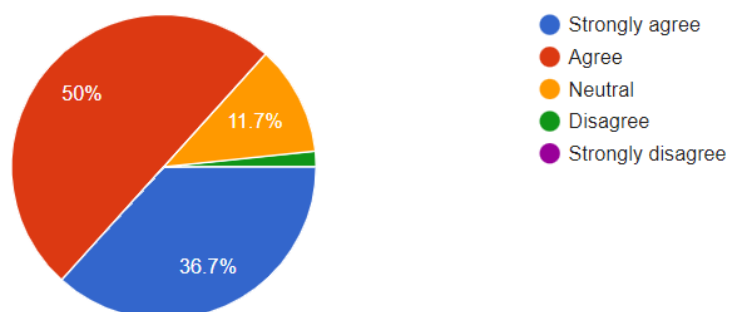


Figure 5: the environment practices

Interpretation:

Green environment and practices in the BANK help it to retain their employees is categorized into 4 groups of liker scale. 36.1% are strongly agree, 49.2% are agree, 11.5% are neutral and 1.6% are disagree respondents. Above pie chart shows the normal behavior of the data. It shows the accuracy of the respondent's behavior towards the specific objective and its visualization.

Conclusion

Business organizations must not only be accountable for their effectiveness or productivity in the global and competitive business, but they should also be involved in environmental protection. These issues have compelled businesses to embrace human and environmental management strategies that are regarded as important contributors to the green agenda. The primary goal of this research is to analyze the effect of green human resource practices on employee engagement and, as a result, on environmental protection. The overall results revealed that green HR practices have a considerable effect on employee engagement, which in turn has a good impact on the ecological stability. Green practices should be adopted by companies, as well as initiatives to instruct staff on how to adopt green practices which have a long-term impact. This research looked into the relationship between employees' opinions of HRM practices and their work engagement, utilizing flexibility. HRM practices are positively connected to work engagement, according to the findings, they provide evidence that HRM practices are linked to a specific job-related attitude, like work engagement, and they back up prior findings. Furthermore, they give new insight on the critical function of flexibility. GHRM integrates environmentally friendly HR activities and practices for resource sustainability that have a positive impact. Employees are stimulated by GHRM activities, and considerable efforts have been made to understand what motivates employees to engage in pro-environmental activities which enable their company to become "eco - friendlier. "Green employee engagement does not directly influence organizational performance, but it does have an impact on optimum utilization of human assets and employee attitudes. Organizational performance is influenced by these assets as well as actions. As a result, an employee must have the proper attitude toward 'Greening.' In terms of Greening, the right attitude entails acceptable

beliefs, emotions, and the will to act. HRM continues to play a critical role in implementing green practices and demonstrates HRM's commitment to green employee engagement. Ultimately, the GHRM is determined to be an environmentally friendly program aimed at improving work efficiency, lowering costs, and increasing employee engagement.

Recommendation

Even though Human resource departments aren't usually in charge of enterprise-wide green initiatives — as per Hub for Effective Organizational investigation, more than half (55 percent) say they have no role or only a small role in handling company sustainability practices — one might find themselves being required to identify, implement, and encourage environmental policies in the workplace and within their department. Making company office more environmentally friendly can appear to be a daunting task. Moreover, in today's competitive business environment, various pressures (such as customer divestment, inclinations, and moral codes) are influencing an organization's efforts to acquire a competitive edge in a beneficial or bad way. Consumers' purchase decisions are influenced by their perceptions of the company's corporate image and long-term operations. However, there are several relatively simple sustainable strategies that can improve energy efficiency and resource conservation without requires substantial modifications or a significant financial commitment. Some recommendations are given below:

- According to the findings, legislators should place a focus on HR practices that increase sustainable development, as well as implement legislation for employee participation which improve sustainable development through HR practices.
- Additionally, national, and regional forums on Green HR should be established, as well as a regional alliance of different departments and stakeholders to propagate best Green HR practices.

- In addition, there is a need to create signifiers for evaluating Green HR practices, as well as awards and incentives for prestigious institutions in this sector to raise knowledge regarding the importance of green obligation and, as a result, assist in advocating to provide opportunities for companies to continue pursuing these types of practices, including such tax deductions on green financing, and boosting laws governing corporations' actions.
- In fact, implementing the following guidelines strengthens the company's position in terms of Green Human Resources responsibility, allowing it to reap all the benefits associated.

© GSJ

References:

- Al Kerdawy, M. M. (2019). The role of corporate support for employee volunteering in strengthening the impact of green human resource management practices on corporate social responsibility in the Egyptian firms. . *European Management Review*,, 16(4), 1079.
- Al Kerdawy, M. M. (2019). The role of corporate support for employee volunteering in strengthening the impact of green human resource management practices on corporate social responsibility in the Egyptian firms. . *European Management Review*,, 16(4), 1079.
- Al-Hajri, S. A. (2020). Employee Retention in light of Green HRM practices through the Intervening role of Work Engagement. . *Annals of Contemporary Developments in Management & HR (ACDMHR)*, , 2(4), 10-19.
- Amjad, F. A.-U.-R. (2021). Effect of green human resource management practices on organizational sustainability: the mediating role of environmental and employee performance. *Environmental Science and Pollution Research*.
- Arzamasova, G. S. (2021). Analysis of the environmental employee engagement: A case of a Russian enterprise. . *Upravlenec*, , 12(3).
- Hussain, A. (2018). Green human resource management (GHRM) practices in organizations: a comprehensive literature survey. . *Journal of Management Research and Analysis (JMRA)*, , 2(1), 112.
- Iddagoda, Y. A. (2017). Identified research gaps in employee engagement. . *International Business Research*,, 10(2), 63-73.
- Iddagoda, Y. A. (2017). Identified research gaps in employee engagement. . *International Business Research*,, 10(2), 63-73.
- Kerdpitak, C. &. (2020). The impact of human resource management practices on competitive advantage: Mediating role of employee engagement in Thailand. . *Systematic Reviews in Pharmacy*, , 11(1), 443-452.
- Malik, P. &. (2019). Exploring the impact of perceived AMO framework on constructive and destructive deviance: Mediating role of employee engagement. . *International Journal of Manpower*.
- Medlin, B. &. (2019). Enhancing performance through goal setting, engagement, and optimism. *Industrial management & data systems*.
- Nasomboon, B. (2014). The relationship among leadership commitment, organizational performance, and employee engagement. . *International Business Research*, , 7(9), 77.
- Nasomboon, B. (2014). The relationship among leadership commitment, organizational performance, and employee engagement. . *International Business Research*, , 7(9), 77.
- Nawaz, M. S. (2014). Impact of employee training and empowerment on employee creativity through employee engagement: Empirical evidence from the manufacturing sector of Pakistan. . *Middle-east journal of scientific research*,, 19(4), 593-601.
- Ojo, A. O. (2020). Linking green HRM practices to environmental performance through pro-environment behaviour in the information technology sector. . *Social Responsibility Journal*

- Pham, N. T.-T. (2020). Managing environmental challenges: Training as a solution to improve employee green performance. . Journal of Environmental Management,, 269, 110781.
- Rani, S. &. (2014). Green HRM: Practices and strategic implementation in the organizations. International Journal on Recent and Innovation Trends in Computing and Communication,, 2(11), 3633-3639.
- Saad, M. M. (2021). Investigating the impact of human resource management practices on employee engagement, and the moderating role of strategy implementation in Egypt. SA Journal of Human Resource Management,, 19, 9.

