

THE NEED TO IMPLEMENT GREEN HUMAN RESOURCE MANAGEMENT POLICIES AND PRACTICE IN CONSTRUCTION INDUSTRIES

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ABSTRACT

This submission is a commentary article on a research written by Shoeb Ahmad in 2015 on the topic of green human resources management policies and practices. The selection of this topic is to emphasize the importance of sustainability at human resource management and the need to use the green human resource management in the construction industry. Recent changes in the business world as increased attention on environmental concerns of organizations. In the 21st century, companies are intended to give importance to climate changes and other social-environmental concerns. The harmful environmental impact such as increasing carbon and pollution in society requires responsible actions of companies to control their negative impact on society. Other than chemical waste and operational pollution, there are some social factors as well such as concerns with environmental management. In this research project, researchers have thrown lights on green human resources management practices and policies.

Key words: Green Human Resource Management, Sustainability, Operational Pollution.

INTRODUCTION

According to the research article, green human resources management practice is the need of the present time. The researcher has set out four main objectives for their research study. Firstly, research would provide information about the green human resources management practices to their reading audience. Secondly, the research aims to highlight various green human resources management practices by various workers. Thirdly, the researcher has the objective of explaining multiple types of green human resources managerial practices through which they can incorporate the building of a green workplace. Fourthly, the researcher has the objective of attempting to provide several suggestions regarding the green initiatives for human resource, HR. This article is selected because of two main reasons:

1. This article has a systematic literature review on modern human resources management concept known as "Green Human Resources Management". This concept is still new to some countries. However, in environmentally conscious countries GHRM is getting common. Among all others organizations are using this approach to ensuring their positive and green image in the competitive market for sustainable growth.

2. The second reason behind the selection of this article is linked with its methodology. Because of systematic review methodology, it could share the point of view of different researchers and previous publications in a single research paper only. Thus, using this article can save our time reviewing many articles on the same topic.

Considering this research objectives researcher employed a literature review approach. Under this research methodology, various research articles and research reports published on green HRM approaches are reviewed in detail to bring out important points linked with their pre-identified research objectives. The secondary research data is then reviewed and summarized using a systematic review approach. According to the research findings, Green Human Resources Management (GHRM) is a broad term that cannot be limited to the awareness of environmental affairs only. In fact, under this term HR managers have a responsibility to stand

for the economic well-being of employees and environmental awareness policies. Green human resources management practices and policies promote sustainable resource utilization in an organization and actively support sustainable business practices in a competitive environment. Human resources managers following the green approach try to ensure fair recruitment and hiring process without getting influence by any discriminative policy from the internal or external environment. They develop human resources policies and practices that can provide benefits to all stakeholders including society, employees, managers, and individuals (Ahmad, 2015).

According to the findings, the HR manager has the responsibility to make employees confident and proud of their participation in green programs. Employees should know how their right actions and practices are supporting their environment. While they can also introduce environmental training programs for employees. These programs will aware employees of the possible action plans and strategies to make their work environment friendly as a socially responsible citizen. Green human resources management and practices discussed in this article are green recruitment, green performance management, green training and development, green employee relations, and green compensation.

Following the article green recruitment is a major challenge for human resources managers. HR managers should recruit or hire an employee who takes interest in green environmental practices. They should recruit employees who understand sustainable processes and environmental commitments. They create green job descriptions to select a suitable green candidate for their organization. The performance management system is supposed to bring improvement in the organizational processes. The green human resources management practices and policies also involve changes in the performance management systems. Now green organizations also evaluate the environmental impact of job activities of employees while evaluating annual monetary performance and benchmark performance outcomes.

The 20th century has shown a growing interest in environmental concerns around the world regardless of whether there are related sectors whether government, community, or business. New global environmental interests have emerged in open areas to combat environmental change, for example, Kyoto (1997); Bali (2007); Copenhagen (2009) and (Victor, 2001). Involved in the unsafe effects of modern waste and waste products, including hazardous materials, governments and NGOs around the world have developed guidelines and strategies around the world for the effect of reducing relapse and somehow discussing the destruction of ordinary property and its negative impact on humanity and society as a whole (Christmann & Taylor, 2002; Shrivastava & Berger, 2010). Given the current situation, the associations have other ways of finding ways and means to manage the decline of natural disasters other than managing financial matters. To achieve internalization within the corporate environment and to promote investor profitability, organizations nowadays need to focus on environmentally friendly factors in addition to savings and financial components (Daily, Bishop & Steiner, 2007).

The successful implementation of these corporate processes within the organization requires both strong action and strong communication (Glavas, Senge & Cooperrider, 2010). The issue of support is accelerated in the sharing of global corporate needs as the idea of joining the "green" in the company's program develops business, but at the same time, the team is not happy with many HR climate experts (Wirtenberg, Harmon, Russell & Fairfield, 2007). To make any environmental company program a few units of the organization HR, Marketing, IT, Finance, etc., partners to invest the combined energy and among them, the chief executive is the property of the people in charge. Almost certainly, the corporate world is an important partner in the discussion of environmental issues and thus prepares it to be an integral part of the environmental risk response. There is clear evidence that in business, the vast majority of employees feel unequivocal about the weather as workers today are very dedicated and happy with the organizations that play a significant role in green writing.

Over the past two decades, a general agreement has been reached regarding the need for effective environmental management (González-Benito & González-Benito, 2006). Expands to this green idea a variety of green documentation exhibitions (Peattie, 1992), green bookkeeping (Bebbington, 2001), and Green management as a rule (McDonagh & Prothero, 1997) expand the management sector. In addition, strong corporate support for climate change board approaches (González-Benito & González-Benito, 2006), paved the way for green governance in the near future.

Human Resource Management (HRM) is an important board member that manages the organization's most important resources, HR. All HRM settings are currently considered complete support. To increase awareness, we strive that Green Human Resource Management is a key component of retention. In this paper, we only look at the topic Green Human Resource Management (GHRM) where Human Resource Management (HRM) is busy dealing with climate change within the organization. Mampra (2013) describes Green HRM as the use of HRM arrangements to support the efficient use of assets within businesses and to develop a natural reason that continues to raise the confidence and fulfillment of representatives. Some point to Green HRM as the use of HRM systems, mindsets, and practices to promote the supported use of business assets and eliminate any non-emerging injustices arising from environmental problems in organizations (Zoogah, 2011).

Despite the fact that the existing writing standard dominates the Green HRM theme, there is still a balance related to green HR performance by managers approaching organizations around the world to achieve a green company culture. This document acknowledges how the relationship undertakes activities to support the state of the board system by building human capital arrangements and identifying the various cycles involved in green HRM in close proximity. In addition, we are further exploring the documentation in the HR components of GHRM, which help to differentiate how businesses today develop human resource strategies to create environmental information. Experiments in the same way plan for improvements in understanding other common GHRM cycles and attempt to promote green activities in HR.

OBJECTIVES

The reason for promoting this test is to:

- Provide basic understanding of raw HRM to users.
- Highlight a variety of large chips in raw HRM by various professionals.
- Expand a variety of green practices that can be combined with building a green workplace.
- Efforts to promote green jobs in HR.

METHODOLOGY

The investigation is based primarily on information of choice. In this surviving text-referenced article from various data sets, sites and other accessible sources were collected. Completed writing style research is done with data.

What is Green HRM?

The term Green HRM has become a popular term within the business sector from now on and its value is increasingly complex over time. The term has similarly gained its place as a hotly debated topic in experimental activities over time as the thinking in environmental management and logical development has been steadily rising worldwide. Today's theme Green HRM incorporates reflection on environmental activities, but more and more it represents social as intelligent prosperity of the organization and workers within the greater possibilities. Before going further, as most importantly we did some research, "what is Green HRM?"

Various creators have given various meanings to the term, for example, "Green HRM use of HRM strategies to promote the sustainable use of assets within the association and, especially with significant improvements in climate management reasons" (Marhatta & Adhikari, 2013: 2). GHRM is able to directly develop the ability of green employees to understand, inform, and practice green work and maintain its green goals through the use of HRM links for selection, hiring, adjusting, reorganizing, creating, and distributing trade unions (Mathapati, 2013: 2). References to programs, activities, and structures that make corporate representatives green to serve the individual, the community, the general environment, and the business (Opatha & Arulrajah, 2014: 104).

The need for GHRM

The last two decades of this century have seen an unchanging agreement for the need for sound environmental management that drives the whole world. These efforts have been made as the harmful effects of various toxic substances among those who consume machinery have been a major part of the crime that has been weakening our normal assets very quickly. The "Magna Carta" of the Human Environment was announced at the first United Nations (International) Humanitarian Summit held in June 1972 in Stockholm and declared that monitoring and improving the climate of the people and the coming group has become a fundamental human goal (Shaikh, 2010, Green HRM transcripts are at an all-time high in the west and, given the importance of Asian financial development in environmental management, this is an important hole for future exploration mitigation (Renwick, Redman, & Maguire, 2013: 3). Researchers around the planet are currently violating various management practices that could promote the achievement of GHRM objectives and above all affect the environmental sustainability of the association.

Anything but a secret reality that human property is the main source of the organization that plays an important role in dealing with representatives. Currently, with a new expanded pattern of corporate recognition in business promotion, senior HR executives have been given the additional task of integrating the Green HR concept into a mission statement alongside HR approaches. Changes in observation points identified by natural processes can be seen in integrated strategic announcements, environmental work qualifications, incentive programs, fundraising, practice testing, innovation and improvement programs, and creative measures (Molina-Azorín, Claver-Cortés, Pereira-Moliner, Tarfman, 2009 & Fernando, 2008). The green cycle and arrangements are currently opening their way into the HR space adding to the current green practices and activities. Green HR's efforts have brought increased performance, lower costs, employee care, and improved profits, in addition to other undeniable benefits.

Green HRM's end result seems promising to all HRM partners, be it business, employees, professionals, or academics. We recommend that GHRM has significant research expansion in the field of management but requires post-consultation within the academic field; therefore, there is a need to overcome any barrier between GHRM's competent practice and discourses in testing and demonstrating environmental management. Going forward, we expect to see more experiments on this theme in the near future, which could reflect the role of HRM exercise in supporting green jobs and in some way, affect environmental management systems. Studies that see the general effect of GHRM frameworks on individual performance can be very helpful in this regard. Such research can help climate change organizations to improve physically and financially and, in turn, make the world a safer and more secure place to live. In the concluding book, we would like to add that HR is an important part of the work in developing GHRM processes and strategies. Apart from this, they have an important role to play in recruiting new employees who are more aware of the strategic green policies in these lines, in terms of saving the Earth. Last, but not least, HR has a great deal of freedom to contribute to the development of

the organization and plays a key role in promoting and motivating representatives to adopt green business practices.

DISCUSSION AND CONCLUSION

The notion that HR 'packages' approach and approaches should be aligned with a single business approach that seems to support multiple records of the integration of arrangements and assets of people working collaboratively in ongoing evaluation. For example, Geary & Dobbins (2001) attest, for the first time, that obtaining the right resources for preparation and representation skills is essential for successful co-operation. Second, co-operation can be most effective when new installment frameworks, for example, group-based compensation, skills-based compensation and profit-sharing, are available. Third, the approach to collaborative work and relationships and change is critical to developing employee co-operation (Currie & Procter, 2003).

These remedies, as opposed to, should be 'integrated' with other methods related to human assets, for example, business security ensures, so the message comprehension system is passed on to employees. It is important, in any case, to include a warning note. There may be a surprising diversity in human resource planning packages and acquired practices, consistent with the adoption of highly embedded work practices, for example, collaboration (Pil & MacDuffie, 1996), due to the variety of collaborative practices. This is linked to high-quality areas that work in collaboration. Collaboration may be a structure aimed at having the most restricted impact on the association. As a rule, the positions of directors in presenting partnerships have shifted from social to financial (Mueller, 1994). Thereafter, it is unhelpful to change the scope of human resource processes and strategies (Bacon & Blyton, 2000).

In the introduction, we expressed the view that the planning of human assets and practices requires coherence and co-operation, in order for cooperation to be effective. We argue based on contextual analysis frameworks provided by Inland Revenue, that this may include qualifications. In Inland Revenue, the board's management and accounting expert recommends that the partnership be done successfully, where the finance areas - the self-assessment presented by a few representatives - were approved by senior management at its launch. 'It works' without the level of rigorous human assets and practices that have been implicated in separate investigations (Geary & Dobbins, 2001). For example, there has been a secret ban on group development in nearby workplaces. While asset managers hope that the team development package will be used as a reason to create barriers, the way Inland Revenue with local boxes says Inland Revenue middle-class property managers face problems with common human asset systems practices across the organization.

Apart from that, the adoption of the group development group did not have a significant impact on the formation of the partnership. Also, the development of team skills and partner relationships to facilitate collaborative practice proved to be less important than research focused on any recommendation (Delbridge et al., 2000a; Findlay et al., 2000). Another explanation is that the collaborative work created was tight, especially in comparison with the direct records of its presence in various places - for example, autonomy sought from speculative theories, for example, the point of view of society (Cohen & Ledford, 1994; Cohen et al., 1996). In Inland Revenue, the expansion and level of co-operation were restricted, usually for financial reasons, in contrast to social or social thinking (Mueller, 1994). We emphasize, however, that it refers to something other than the 'co-operation' given to management in revitalizing work.

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climate change within the organization. Mampra (2013) describes Green HRM as the use of HRM arrangements to support the efficient use of assets within businesses and to develop a natural reason that continues to raise the confidence and fulfillment of representatives. Some point to Green HRM as the use of HRM systems, mindsets, and practices to promote the supported use of business assets and eliminate any non-emerging injustices arising from environmental problems in organizations. These remedies, as opposed to, should be 'integrated' with other methods related to human assets, for example, business security ensures, so the message comprehension system is passed on to employees. It is important, in any case, to include a warning note. There may be a surprising diversity in human resource planning packages and acquired practices, consistent with the adoption of highly embedded work practices, for example, collaboration (Pil & MacDuffie, 1996), due to the variety of collaborative practices. This is linked to high-quality areas that work in collaboration.

The application of all types related to green initiatives and sustainable solution is very critical to construction company in order to maintain competitive advantage and be recognized on the market. Many international councils and authorities pushing forward to make green changes, and as stated on GHRM is one of the methods to become green organization.

Unfortunately, the application of GHRM is missing Middle East region and are still behind on applying these concepts to compared to advanced countries this concept will help to increase the green awareness within the culture of the organization and sustain a healthy work environment. Construction companies must establish a collaborative work between the following departments:

- HR Management
- Innovation
- Engineering Department

These mentioned department and functions must work together as a team to create a plan and policy to support the company strategy to go further on the green path. The major consideration is to perform induction of current employees and staff to increase awareness of the matter, standardize the recruitment process to be more compatible with the green initiatives requirements, establish new contracts for the people to create healthier and positive economic conditions to work, lastly revise the strategy and policies to fix anything that doesn't fit the plan.

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