

# Impact of Green Human Resource Management Practices in Enhancing the Organization's Performance

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*Received: 17 Oct. 2022*

*Revised: 28 Nov. 2022*

*Accepted: 19 Dec. 2022*

*Published: 1 Jan. 2023*

**Abstract:** The study aimed to examine the impact of green human resource management on improving the organization's performance in the private sector. In this study, 20 studies were used as a sample, and a systematic literature review was employed by extracting articles from open access databases. Those articles that were not accessible were extracted using Sci-Hub. This study determined that Green Human Resource Management has a positive impact on the performance of the organization. To confirm the sustainability of an organization in the market, improvement of organizational performance is a primary factor. The present study suggested that extent the green human resource management practices Leads to enhance employees' and organizational performance.

**Keywords:** Green Human Resource Management, Employees, Organization, Performance.

## 1 Introduction

It is now mainly recognized that employees play an essential role in accomplishing corporate greening by executing a wide range of pro-environment behaviour. Few researchers have observed the background of pro-environmental and the behaviour of the environment. Managing the environment is associated with managing human resources as it comprises the core of the organization and encourages the success of managing the environment with integration. Renwick (2013) defined Green Human Resource Management as "Activities of Human Resource Management which improves the outcome of the environment". Green Human Resource Management employs resources of humans in the process of applying innovation to attain the performance of the environment, reduction of waste, social responsibility and modest benefit through continuous learning, development, and by implementing the goal of environment and strategies which are linked with the policies and goals of the organization. Human Resource Management can measure and impact employees' behavior of environment, Knowledge, inspiration and attitudes. From now the organization can exploit HRM and implement and convey eco-friendly strategies (Saeed, 2019). It has two crucial components, which include environmentally friendly Human resource practices and Capital conservation knowledge. These two factors decrease cost, enhancement of efficiency, and maintain the level of retention and participation of employees. GHRM comprises selection, appointment, enrollment, training, motivation, development and performance, which can play a crucial role in problem-solving and are associated with the environment. Many organizations are approving green practices that aid in carbon emission reduction, limitation of travel and contribute to teleconferences (El Dessouky, 2020).

Many researchers claimed it is critical to align Human Resource Management with the environment's management system to achieve the organization's environmental sustainability. HRM has been attributed to play an extensive role in establishing a sustainability culture in the organization. Green Human Resource Management includes the plan and execution of HRM practices, philosophies, and strategies to support the goals of environmental organizations, as well as the elevation of behavioural and attitudinal changes in employees to enhance the performance of the organization's environment (Chaudhary, 2020). During the work process Green Human Resource Management (GHRM) is an enormous idea established over time via aspects of HRM of environmental management, which sustain and create pro-environment (Yusop & Adam, 2021). It increases the employees' awareness and improves their behaviour towards sustainability problems.

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## Research Objective

The present study aims to inspect the effect of Green Human Resource Management in improving the performance of private sector organizations in Bahrain. Moreover, it illustrates Green Human Resource Management and defines the kind and nature of the relationship between practices of green HRM to improve organizational performance in Bahrain.

## Research Question

1. How do strategies develop green Human Resource Management practices to enhance the organization's performance?
2. How does Human Resource Management influence organizational performance in Bahrain's private sectors?

## 2 Literature Review

Gilal (2019) examined the impact of greenhouse management practices on the environment's performance in this study using data from higher education institutions using two hypothetical lenses. Supplies values fit theory and organization citizenship behaviour for the environment (OCBE). This research used survey data from 214 employees to examine the diluted medication hypothesis. Through employees' environmental passion, this study finds out that green HRM practices improve the environment's performance. When an employee is high on green values than he/she is low, the effect of green HRM practices is more critical revealed by this study. Connecting green HRM practices to the environment's performance, provided by new hypothetical insights into management literature of environment in this study. Our results provided a manager with guidance concerning when and how green HRM practices are more likely to lead to improved environmental performance.

Likewise, Almeer (2022) studied organizational sustainability in the market; improving the organization's performance is essential. This study investigated the impact of Green Human Resource Management in improving the organization's performance in the Retail industry in Bahrain. A quantitative approach determined the relationship with the help of a dispersion of questionnaires among 416 employees in the retail sector in the kingdom of Bahrain. In this study, SPSS version 25.0 was used to analyze data. The result showed that Green performance management and Green recruitment selection (GRS) Green Training & Development (GT&D), have a significant relationship with the organization's performance. As a result of this study, the organization must establish their Human resource management through GRS, GPM and GT&D to enhance its performance.

Mansoor (2022) proposed revealed that the dimension like green training, green employment and evaluation of green performance explain the role of green human resource management practices in attaining sustainable development in its environmental, social and economic dimensions in the health industry in Bahrain represented by Al Resalah Medical centre and Al Nafees hospital. Two hundred seventeen employees were selected as a sample for this study. The finding showed that the green practices dimension was most significant after assessing green performance and associated with sustainable development, followed by green employment and green training. Increasing training courses and programs to elucidate the green management practices conception and their significance to the business. Among employees and workers, feast out the sustainability culture and maintenance of natural resources.

Another study by Aldulaimi (2022) demonstrated that due to the management of the environment and matter of development, Greenhouse resource management has increasing attention. Green Human Resource Management has expanded its unique position in the field of research. In the Kingdom of Bahrain, the objective of this study is to explore if Green human resource management is applied to telecommunication companies. This research dispersed 620 survey forms to randomly employees working in the HR of three telecommunication companies, STC, Batelco and Zain. However, 580 forms were received and created valid for analysis. The finding suggested that telecommunication companies in Bahrain do not have a management system for the environment. Additionally, this study showed that their attention to environmental management practices application. Their results also showed a significant increase in adopting sustainable green human resource management practices.

Darwish (2021) studied that the current degradation of the environment has become a universal problem, and a green supply chain has been measured as a suitable solution for it. This problem gets the intention of current researchers. Thus this research purpose was to examine the influence of practices of the green supply chain like management of the internal environment, green purchases, customers of environmental corporations and performance of the environment in Bahrain. The objective also comprised determining the controlling role of green innovation between the connection of internal management of the environment, green purchases and customer environmental cooperation. By using a questionnaire, primary data was collected. Respondents were employees of the supply chain in the hydrocarbon sector in Bahrain. Their

result concluded that management of the internal environment, green purchases, and customer environmental cooperation is significantly linked to the environment's performance. Their results delivered a guideline to the controllers that they should establish policies linked to the execution of supply chain practices that enhance the environment's performance.

### **3 Research Methodologies**

To attain the purpose and answer to the proposed questions, a systematic literature review was conducted using the archival method in the Green Human Resource Management field. This study detected the published papers by cataloging and classifying the existing literature from 2018 onwards. The catalog for earlier studies was accompanied by using keywords GHRM, Organizational performance, and sustainability of the environment. This keyword was searched on Google Scholar, and Sci-Hub. A total of 1668 searches were focused; however, 55 papers were selected as samples grounded on variables on GHRM. Twenty-two were omitted from the studies, and 15 were finally selected in this study.

### **4 Discussions and Finding**

The organization concerned with the development of sustainability and green economy for measuring study variables, the GHRM is the essential variable that comes in the upper place. However, "green economy strategies of development" was in the middle and "development of sustainability" came last. Furthermore, much literature is allocated to Green House Resource Management, and they frequently allocate with it from the evidence of the principle of human resource management with the supplement of the word "green". This evidence can define HRM as the use of strategies, attitudes and practices of human resource management to stimulate the use of sustainable resources and avoid the harm produced by the absence of attention to the environment. The development of sustainable goals of the society in which the organization is situated, or GHRM that is concerned with altering the promise to be eco-friendly, is part of GHRM (Aldulaimi, 2021).

The current organization met many challenges for GHRM implementation, and most projects are the following: absence of green management culture and lack of awareness and sense of environment, which indicated changing of environmental behaviour difficulty towards the initiatives of environment. This requires a very high cost and a long-duration of environment. As a result, before applying organization should prepare (Abdeldayem, 2020). From this point of view, it is compulsory to recognize the most significant factors for the accomplishment of GHRM application, which can brief as follows: Firstly Contribution and support of senior management and leadership, which is a severe factor in imparting green values among employees, and explains the human resource specialist role in stimulating eco-friendly behaviour environment in the organization and including the vision and values of the organization into a statement in favour of the green environment, with the strategy of the environment in order to align to work of employees., to incorporate the task of pro-environment, capabilities and behaviour for all function within the organization. Secondly: the structure of the culture of the green organization supported by the ISO certificate (ISO14000); to boost green behaviour, build a workforce of environment responsible, and also help to establish environmental citizenship behaviours between employees and develop a set of principles and supplies to control the behaviour of environment citizenship between employees. Thirdly education and training for employees to establish an environmental viewpoint and sense to elevate the environmental awareness level and sustainability and disperse Knowledge about practices of GHRM in order to alter the behavior around the environment initiative and adopt the green management culture. Fourth, reward and inventiveness to motivate and encourage to feel appreciated and proud via a contribution to environmental initiatives and raise their promise towards the problem of sustainability. Fifth, alternation in an environment of an organization this help to remove the environmental degradation effects (Aldulaimi, 2019).

The research finding demonstrated that adopting green human resource management is essential for stimulating the green organization and participating in solving the issues of the environment as well. All green strategies, policies and practices should be adopted and integrated by the management of the environment. The study's finding is that green HRM practices have a positive association with the organization's performance. Also, the study revealed that the awareness of employees moderates the relationship between Green HRM practices and Organizational Performance.

### **5 Conclusions**

The primary concern of this study was to examine the impact of green human resource practices on the commitment of employees and further that it positively impacts environmental sustainability. The result showed that green HR practices significantly impact the organization's performance. The organization should adopt green practices and organize programs for employee training to adopt green HRM practices that impact the sustainable cause. To date, this study related to Green HRM in Bahrain with empirical evidence from the private sector in Bahrain. Green HRM training and development has a

noteworthy but least significant impact on the performance of employees' practices. Green performance evaluation is importantly linked with the performance of employees. Training of employees and development programs should comprise the environmental and social issues. To promote employees' performance level, an organization should adopt enterprise-wide metrics for investigating the achievement of valuable resources, practice and waste and set up a management system of environmental management to develop a beneficial workflow. It is expected that the manufacturing sector's understanding of methods of green management is of value. It seemed that rather than hard cash, employers at incentives HRM actions through a wide range of Green welfare and recognition devise.

## Recommendation

Further studies may concentrate on practices of green HRM separately, thus contributing to a reasonable explanation for the influence of green HRM practices on the behaviour of employees. Summarize this study enlarges our data on green HRM effects and recommends it to an organization that will improve their sustainability and performance through the behaviour of employees (Alaradi, 2019).

Empirical evidence tested that GHRM has a significant impact on the performance of the organization. Finding predict to attain green services innovation can improve the organization's performance by adopting Green Human Resource Management. In Bahrain, the private organization should implement Green Human Resource Management practices to promote the management of the environment. Green Human Resource management should develop a culture of the green organization to involve the attitude and behavior of employees, which leads toward the green management of the organization. To develop a corporation, increase Knowledge and skill and create the flexibility of organization and satisfaction and permit members freedom to contribute in implanting changes and decision making (Aldulaimi, 2019).

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