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Patent Search

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Abstract:

Green HRM: Integrating Environmental Sustainability into Human Resource Practices ABSTRACT: As environmental awareness increases, manufacturing companies must be financially, socially, and ecologically stable. In today's competitive and regulated business environment, a company must establish a balance between economic, social, and environmental success. Maintaining order could be challenging and lead to disagreements. Companies are beginning to recognize the significance of environmentally conscious human resource management. "Green HRM" is a Human Resource Management (HRM) approach that emphasizes environmental preservation. This study aims to determine how green HRM bundling practices impact the viability of sustainability programs.

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Description:DESCRIPTIONS

Our homes, enterprises, and daily activities consume and generate excessive amounts of energy and waste, which must be reduced. Taking measures to protect the environment will reduce energy consumption and the negative effects of pollution. Both developing and developed nations have made addressing environmental issues and promoting environmentally benign growth a top priority. Environmental concerns and global laws for environmental management have made "green practices" a necessity for businesses. As a consequence of these issues, businesses have begun to recognize the importance of "Green HRM" practices, which combine environmental and human resource management. These strategies integrate human resource management with environmental management. Consideration of environmental issues in human resource management enables businesses and other organizations to perform environmentally beneficial actions. Human resources projects tend to improve both employee skills and company loyalty. "Green HR" refers to human resource practices that are more protective of intellectual property and healthier for the environment. By becoming more environmentally friendly, businesses can increase output, reduce costs, motivate and retain employees, and reduce their environmental impact. The focus of green HR policies is on the individual and collective efforts of green employees. These standards contribute to the growth of an environmentally aware perspective. When a company prioritizes green HRM practices, employee resource consumption may vary. According to "green management" researchers, it is impossible to establish an Environmental Management System (EMS) without employing personnel with the required skills. You will need extensive technical knowledge and management skills to assist with these endeavors. Training on environmental awareness, recruitment procedures, performance evaluations, and remuneration structures are all included in green HR operations. In the environmental literature, "green management for sustainable development" is described in a variety of ways, but they all emphasize the need to strike a balance between growing industry for profit and preserving the environment for future generations. Many contemporary businesses are placing a greater

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