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**GREEN HRM AND SUSTAINABILITY PRACTICES IN INDIAN COMPANIES****Ainsley Granville Andre Jorge Bernard**Assistant Professor, Department of Commerce & Management
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edwin.barreto@rediffmail.com / 9850456234**Abstract**

Green HRM has been the latest buzzword in organizations across the globe in recent times. With a lot of emphasis and focus of the top management on sustainability, green practices are being adopted and corporations today are developing human resource policies for promoting environment management initiatives. Earlier the success of a firm was strongly dependent on promotion of economic value. However today, organizations have to consider the reduction of ecological footprints and give importance to social and environmental factors along with economical and financial factors in order to enable the organization to be successful in the corporate world. The current research is an attempt to study some of the green practices followed by a few Indian companies. The paper also highlights the impact Green HRM has created and the advantage these companies have over their counterparts due to the practices they follow. The study comes at an opportune time as there is a great deal of increase in the level of environmental pollution and waste emerging from industries which has resulted in increase in implementation of policies by government and private sector with the aim of reducing the rapid destruction to the non-renewable resources and the ultimate negative impact it would have on society.

Keywords: Green HRM, environment, societal

INTRODUCTION

Green human resource management is associated with each of the practices and activities incorporated in creating, using and continuous protection of a framework whose final goal is to make the representatives of an association green. It is the part of human resource management that is related with changing the representatives into green workers with a purpose of achieving a set of company's environmental goals and finally to be responsible towards ecological sustainability. It alludes to the policies, procedures, frameworks, and approaches that make employees of the organisation green for the advantage of the individual worker, business, environment and society at large. The rationale of Green HRM is to improve, develop and keep on greening within every company's employee.

Going green is crucial for today's organizations and understanding that importance leads to the significance of Green human resource management. Greening is necessary in order to diminish climate change, to prevent natural disasters, to avoid unhealthiness and diseases because of contamination, to minimize animal harming, to encourage biodiversity and to strengthen the relation between the individual and the surroundings. Green HRM refers to utilizing each worker to apply sustainable approaches and enhance the employees'