

Green Human Resource Management in SBI

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Abstract- Human Resource management in State Bank of India” need for study is that Green HRM is playing a crucial role in reducing the ecological foot prints and it helps in keeping the banks clean and green. The study is to understand that business is mainly focused on new capacity based structure. This study is to analyse, that Green HRM is being translated in to HR processes such as recruitment, training, compensation etc. This study is mainly focus on understanding the concept of Green HRM and its initiatives policies.

Keywords- Ecological foot prints, Green HRM, Recruitment, Training, and Compensation.

I. INTRODUCTION

GREEN HUMAN RESOURCE MANAGEMENT

Green Human Resource was introduced by WEHRMEYER originated in 1996. The author defined Green HRM as HRM policies to promote the use of resources in the organisation and to promote environment sustainability.

Green HRM has two elements:

1. Environmental friendly HR policies.
2. Preservation of knowledge capital.

1.2 NEED FOR THE STUDY

Green HRM helps in reducing ecological foot prints. In a Banks every employee should have a positive effort towards work and they should be satisfied. Green HRM concentrates more on social and environmental factors. My study is to implement GHRM in Banks.

1.3 SCOPE OF THE STUDY:

The study is mainly focused to understand the Green HRM strategies/functions implemented in organisation and how effectively they are following it.

1.4 OBJECTIVES OF THE STUDY:

1. To study about employee awareness on Green HRM.
2. To study about Green HRM initiatives used by SBI.

1.5 RESEARCH METHODOLOGY

- Primary data
- Secondary data

Primary data is collected through the structured questionnaire which is distributed among the employees.

Secondary data is collected from journals, articles, and websites.

II. LITERATURE REVIEW

Sunita&Sharma, K.P (2017): In their research paper he founded that there is an imbalance among HR practices to support the environment in banking sector.

Chanderjeet (2017):The major finding of his study is that Green HRM strategies are important aspects of HRM to adopt Green Human Resource Management policies but proper autonomy is not available in banks.

III. GREEN HRM STRATEGIES

1. **Green Recruitment:** It is defined as paper free recruitment process and recruitment is invited through online medium.
2. **Green Performance Management:** It is defined as process in which employees are prompted to enhance professional skills in order to achieve organisation goals and objectives.
3. **Green Training &Development:**It is conducted to the employees in order to educate them about environment.
4. **Green Compensation:**It is rewarded to the employees for their performance in an organisation.

IV. DATA ANALYSIS

Objective1: To study about employee awareness on Green HRM.

1. Awareness about Green HRM concept among employees?
(a)Yes (b) No



INTERPRETATION

- 80% of the employees are having awareness on GHRM.
- 20% of the employees are not having awareness on GHRM.

2. Do you think Banks are providing awareness on plastic free zone to employees?

(a) Yes (b) No



INTERPRETATION:

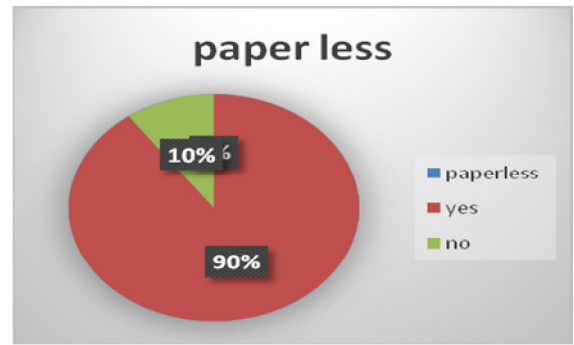
- 70% of the employees are having awareness on plastic free zone.
- 30% of the employees are not having awareness on plastic free zone.

Objective2:

To study about Green HRM initiatives used by SBI.

3. Do you think SBI bank formalities are carried out through paperless work

(a)Yes (b) No

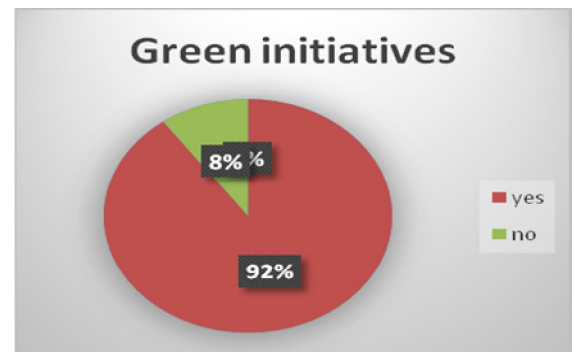


INTERPRETATION:

- 90% of the SBI banks formalities are done through paperless.
- 10% of the SBI banks formalities are not done through paperless.

4. Do you think Green HRM initiatives such as recruitment, training, compensation etc. are used in banks?

(a) yes (b) No



INTERPRETATION:

- 92% of the banks are implemented GHRM and using it.
- 8% of the banks are not using GHRM in banks.

V. FINDINGS& SUGGESTIONS

- 40% of the employees are having awareness on GHRM.
- 35% of the employees are having awareness on plastic free zone.
- Most of the bank formalities are done through paperless.

SUGGESTIONS:

- Banks should provide awareness on GHRM to employees.
- The bank should make their practices to keep view n environment issues.
- The bank should provide awareness on use of recycled paper, carpooling, plastic free zone to employee.

VI. CONCLUSION

Green HRM has great importance in today's scenario. Employees are very conscious to save environment. Companies are motivating employees for greening behaviour.