

# GO GREEN THROUGH ETHICAL HRM

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**Abstract**—‘Go green’ is a widely accepted term which has a global sense and perspective. Ethics is a concept which is discussed in all the areas of human life. Ethics are the moral principles that govern a person’s behavior. It is the rules of conduct or standards of an activity. Human resource management is a path or accession to manage the human resources or people in an organization, so it will help to achieve competitive advantage in organization. Human Resource is an asset to the organization. Green HRM is the implementation of HR policies to promote the sustainable use of resources which introduce the eco-friendly concepts within the business organization and, more generally, promote the cause of environmental sustainability. Green HRM refers to using every employee to endorse sustainable practices and increase employee awareness and commitment on the issues of sustainability. The investigators try to study both the concepts alone and mix up both terms to form a new concept on theoretical basis.

**Keywords**— Ethics, HRM, Green HRM, Ethical Green HRM

## INTRODUCTION

Ethics is a concept which is discussed in all the areas of human life. It has achieved a global perspective in all the sense. Ethics are the moral principles that modifies a person’s behaviour. It is the rules of conduct or standards of an activity. It is a branch of knowledge that deals with moral principles. Ethics is setting up of well based standards and development of one’s own ethical standards.

Human resource management is a path or accession to manage the human resources or people in an organization, so it will help to achieve competitive advantage in organisation. Human Resource is an asset to the organisation. Human Resource department is helps to maximize the performance of employees and achieve organisational objectives. Human Resource is troubled with the management of people within the organizations, cornerstone on policies. Human Resource departments are responsible for monitoring all the matters related with employees like employee recruitment, training and development, performance appraisal, and rewarding. HR also concerned with organizational change and industrial relations as well as various government laws. Human resources' main purpose is to ensure that the organization is able to achieve objective and profit through people. HR managers manage the human resource of an organization

and helps in implementing policies and procedure. They can practice in recruiting, training, employee-relations, and recruiting specialists and find top talented executives. Employee relations deal with concerns of employees when policies are broken, such as in cases involving harassment or discrimination. On the other side of the field are business partners. These human-resources professionals could work in all areas. HR is a product of the human relations movement of the early 20th century and it was initially dominated by transactional work. So the human resource is necessary for an organisation for its successful growth. And this will leads to productivity and reputation in global markets.

## CONTENT

### Green HRM

After a wealth of research in to green marketing, accounting and management gaps still exist in the Human Resource Management. This gaps leads to the development of Green HRM. So Green HRM is the implementation of HR policies to promote the sustainable use of resources which introduce the eco-friendly concepts within the business organization and, more generally, promote the cause of environmental sustainability. Green HRM refers to using every employee to endorse sustainable practices and increase employee awareness and commitment on the issues of sustainability. Green HR involves two essential elements: 1. Environmentally-friendly HR practices. 2. The preservation of knowledge capital. The contribution to this is: (1) draw HR aspect of environmental management, (2) detail a model of the HR process involved in Green HRM, (3) propose a research agenda to guide future research in the field of Green HRM. Green HRM covers the following HR process such as recruitment, performance appraisal and management, training and development, employee relation, pay and reward and exit.

Human resource department of a company is said to have a capability to play a significant role in the creation of their company’s sustainability culture. The effectiveness and successful in any management innovation and strategic tools are depending on the quality and ability of their human resources. Green HRM involves undertaking environment friendly initiatives result in greater efficiency, lower cost,

and better employee engagement and retention. It helps the organization to reduce carbon footprints by the means of electronic filing, car sharing, job sharing, teleconferencing, online training, flexible working hours and Tele-commuting.

In Green HRM we also consider motivations, commitments, and feelings towards them as initiatives, and their willingness to be involved in them. Predictors like leadership issue, commitment profiles, organizational climate and individual disposition could be assessed to see which of them act as drivers regarding staff adoption of Green HR behaviors at work. Human Resource department play very crucial role in translating green policy in to practice and the creation of sustainable culture within the company. So the green practices help in fulfilment of objectives throughout the HRM process from recruitment to exit. So implementation of green principles factors like recruitment, training, motivation and green pay or reward in order to make sure that the organization get right employee green input and right employee green performance of job.

## Ethics

The word 'ethics' is derived from the ancient Greek word *ethikos*, meaning 'relating to one's character'. Ethics is the study of what is morally right and wrong or a set of beliefs about what is morally right or wrong. Ethics or moral philosophy is a branch in philosophy that involve systematizing, defending, and recommending concept of right and wrong conduct. Ethics helps to resolve questions and queries of human morality by defining concepts such as good and evil, right and wrong, virtue and vice, justice and crime. Major areas of study within ethics recognized today are meta-ethics, normative ethics, applied ethics etc.

- Meta-ethics: concerning the theoretical meaning and reference of moral proposition and how their true value can be determined.
- Normative ethics: concerning the practical means of determining a moral course of action.
- Applied ethics: concerning what a person is obliged to do in a specific situation.

## Ethics in HRM

Ethics in HRM indicate the treatment of employees with ordinary decency and distributive justice. The ethical business contributes to the business goals as the employee will feel motivated and they will work with efficiency and effectiveness. Ethics in HRM basically deals with the affirmative moral obligation of the employer towards employee to maintain equality and equity justice.

### Areas of HRM ethics

- Basic human rights, civil and employment right e.g.: job security
- Safety in the work place
- Privacy

- Justifiable treatment of employees
- Respect, fairness and honesty based process in workplace

### Role of HR in promoting ethics

- Improve recruitment and selection test
- Conduct ethics training
- Ensure that there is no pitfalls in performance appraisal
- Reward and disciplinary system
- Improve and facilitate two way communication
- Avoid any kind of discrimination among employees
- Equal opportunities must be given to employees.

Ethics in HRM can be understood in simple term as employing people, developing their resources, utilizing, maintaining and compensating their service in tune with the job and organizational requirement with the view to contribute to the goal of the organization, individual and society. Ethics in HRM indicates the treatment of employees with ordinary decency and justice. The Ethical business contributes to the business goals as the employee will feel motivated and they will work with efficiency and effectiveness. Ethics in HRM basically deals with the affirmative moral obligation of the employer towards employee to maintain equity and equality. The HR managers are also responsible for promoting fairness and justice in the organization.

HR practices can contribute to ethical behavior. The scope of an organization's human resource department reaches far beyond hiring and firing employees. The HR personnel are held to a high standard of ethics because of the influence of that HR has on the productivity and livelihood of staff, and on the way that employees conduct themselves in the workplace. The activity for which HR is responsible affects business principles, ethical behavior and corporate citizenship.

## CONCLUSION

As an emerging concept Green HRM has been conceptualized to influence employee work place green behavior. The Green HRM both directly and indirectly influenced in role green behavior. Green HRM is the use of HR policies to promote the sustainable use of resources within the business organization and Ethics is one of another important part of a human life. These are moral values to identify what is right and what is wrong among his life as well as profession. The combination of Green HRM and ethics is helps the organization for their development. HR policies and sustainable use of human resources leads to good ethical practice in an organization. So the use of ethics as well as Green HRM will helps the organization to achieve competitive advantage and success in long term.

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