

SUSTAINABLE HR PRACTICES IN GOVERNMENT SECTOR

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Abstract

This article delves into the imperative need for sustainable human resource (HR) practices within the government sector in India. As the nation undergoes rapid economic and social transformations, the public sector plays a pivotal role in driving sustainable development. The paper critically examines the challenges faced by government organizations in attracting, retaining, and effectively utilizing human capital in a manner that aligns with environmental, social, and economic sustainability goals. The article underscores the significance of integrating sustainability principles into HR policies and procedures to address issues such as workforce diversity, employee well-being, and ethical employment practices. It argues that a sustainable HR framework not only enhances organizational performance but also fosters a positive work culture, leading to increased employee satisfaction and productivity. Moreover, the article assesses the role of technology in modernizing HR practices in the government sector. It explores how the adoption of digital tools and data-driven decision-making can streamline recruitment processes, optimize workforce management, and promote transparency. The incorporation of technology is positioned as a crucial element in enhancing the efficiency and effectiveness of sustainable HR practices. Drawing on case studies and best practices, the article provides actionable insights for policymakers and HR professionals in the Indian government sector. It advocates for a paradigm shift towards a holistic approach to HR management, one that recognizes the interconnectedness of social, environmental, and economic factors. By fostering sustainable HR practices, the government sector can not only build a resilient workforce but also contribute significantly to India's sustainable development goals.

Keyword: Sustainable Human Resource (HR) Practices, Economic and Social Transformations, Sustainable Development.

1. INTRODUCTION

Globalization has exacerbated the preexisting issue of global warming by amplifying urbanization, modernization, and the utilization of limited resources. It necessitates the collaboration of all parties concerned, including corporations, society, and politicians, to work together in perfect agreement. The primary goal of green HR practices is to contribute to the well-being of humanity by focusing on environmental protection and the preservation of ecological balance. The "GO GREEN" concept has been embraced by every sector of the corporate world. Management across several industries, such as IT, aviation, hospitality, and tourism, acknowledges the importance of workers' pro-environmental conduct in attaining environmental sustainability objectives.

Singapore Airlines strives to reduce carbon emissions and promote environmental sustainability by implementing green practices in their workplaces and using eco-friendly aircraft. Since 2011, the firm has been a member of the sustainable aviation fuel user group. Marriott has set environmental goals to decrease carbon intensity by 30%, water intensity by 15%, and waste landfill use by 45% by the year 2025. Cummins India, Century Ply Boards, TATA Sponge, Karnataka Bank, Power Finance Corporation, ONGC, and NTPC are among the Indian businesses that have initiated the adoption of environmentally-friendly human resources strategies.

An emerging initiative in India called Green Bank aims to provide carbon-neutral financial services. Retaining employees in the current labor market is a challenging task due to several factors to be taken into account, such as salary, perks, opportunities for career growth, and notably, the physical work environment and the extent of remote work. Due to the growing pandemic, workers are increasingly valuing the ability to work remotely in order to provide a safe and secure work environment. In order to ensure a strong and resilient workforce, it is imperative to establish human resources policies that are environmentally sustainable. Adopting environmentally-friendly HR practices motivates employees to engage in projects focused on conserving the environment. (Debasish et.al. 2022)

i. **RESEARCH AIM**

- To examine the Hr. practices in district administrative offices in Bihar region.
- To analyze the employee perception and attitude towards green Hr. practices
- Research study confined to public sector organisation, public sector banks, municipal corporations and few state government offices.

2. **RESEARCH OBJECTIVES**

- To analyze the perception of employee towards green Hr. policies of their respective companies.
- To find how actively public sector organisation implement green Hr. practices.
- To make recommendation to companies for various awareness program.

3. **LITERATURE REVIEW**

Islam, Shafiqul and Das, Chandra conducted a comprehensive analysis of Bangladesh's green HR practices

in their 2020 paper, and suggest improvements. Conversely, research indicates that bank branch operations are not meeting expectations. Researcher Hiba Awad Masri (2021) is investigating HR policies and practices that are ecologically sustainable in the West Bank. This research emphasizes the essential factors for achieving success and explores the many aspects that contribute to the challenges of implementing certain approaches. In 2012, Md. Maruf Ullah conducted a comparative analysis of several kinds of banks, including SCBs (Scheduled Commercial Banks), SDBs (Specialized Development Banks), PCBs (Private Commercial Banks), and FCBs (Foreign Commercial Banks). Srivastava, Namita. Kaura and Ruchika (2022) recently undertook research with the objective of investigating green banking practices and the manner in which Indian banks respond to environmental instability. Another objective of the investigation was to identify any deficiencies in this domain. Reports indicate that the absence of restrictions from the Reserve Bank of India (RBI) is a significant obstacle to achieving environmental sustainability. It is recommended that the RBI establish and implement additional policies specifically targeting environmental issues in order to effectively solve this matter. Based on the findings, India is lagging behind other nations in terms of enacting eco-friendly legislation. In their study, Aarushi Malhotra, Broto Rautla, and Bhardwaj Broto (2022) examined many green banking models.

4. **RESEARCH METHODOLOGY**

This research on "SUSTAINABLE HR PRACTICES IN GOVERNMENT SECTOR" is based on a survey methodology. A questionnaire was constructed and distributed among the respondents for their views. Hence the data collection was based on primary source.

5. **DATA ANALYSIS**

Table 1: Environmental Practices

Particulars	Use of renewable energy	Waste Management	Water recycle	Office transport	Paperless Policy	Work from home policy
Nagar Panchayat	4	3	4	NA	3	NA
Municipal Office	3	2	3	NA	3	NA

Co-operative Bank	3	2	3	NA	4	NA
District Administrative office	4	3	5	NA	4	2
District Hospital	2	3	5	3	3	NA
Civil Court	2	3	5	NA	3	NA
Land Revenue office	1	1	4	NA	2	NA

Table 2: Green HR Practice Challenges

Particulars	Employee Resistance	Lack of top management support	Cost factor
Nagar Panchayat	4	3	4
Municipal Office	3	2	3
Co-operative Bank	3	2	3
District Administrative office	4	3	5
District Hospital	2	3	5
Civil Court	2	3	5
Land Revenue office	1	1	4

Population study:

Gender distribution

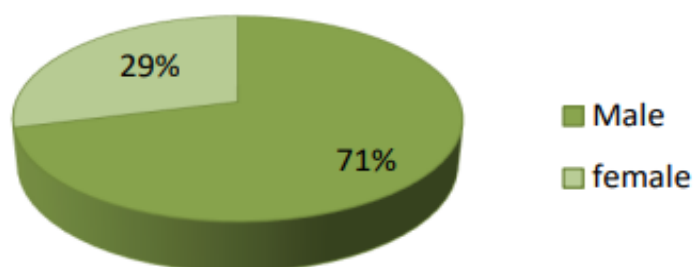


Figure 1: Gender distribution

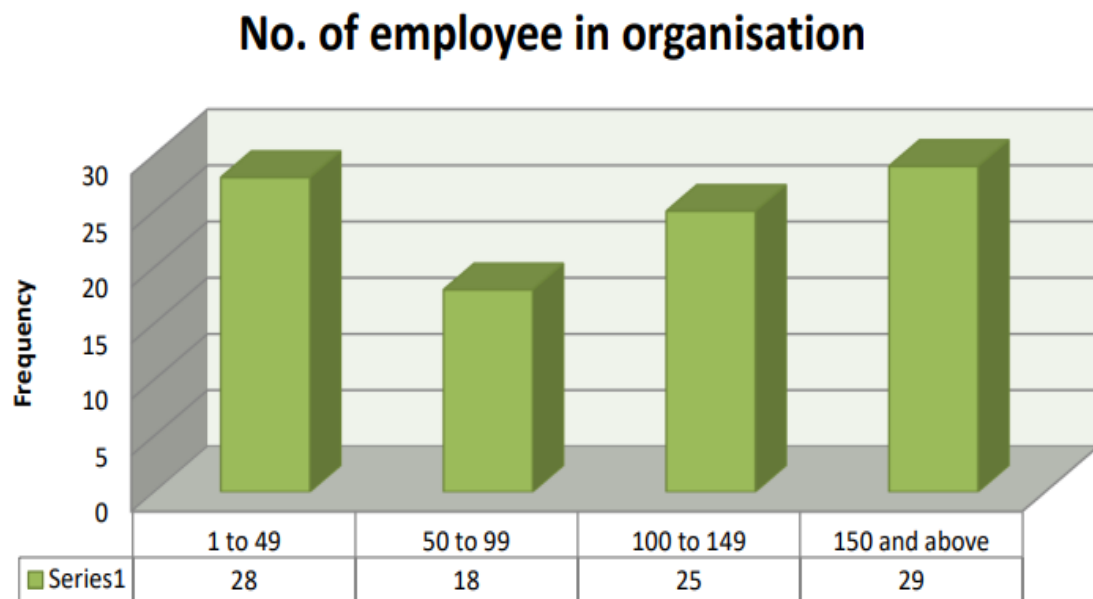


Figure 2: Number of respondents from different organisations

This section of the survey provides a comprehensive breakdown of the overall number of answers received from the firm. Enterprises with a workforce size ranging from 50 to 99 people were the second largest group, including 18 participants. Meanwhile, enterprises with less than 50

employees accounted for around 28 participants. Additionally, it is necessary for the organization to have a workforce consisting of 100 to 149 employees. From that group, 25 individuals are chosen.

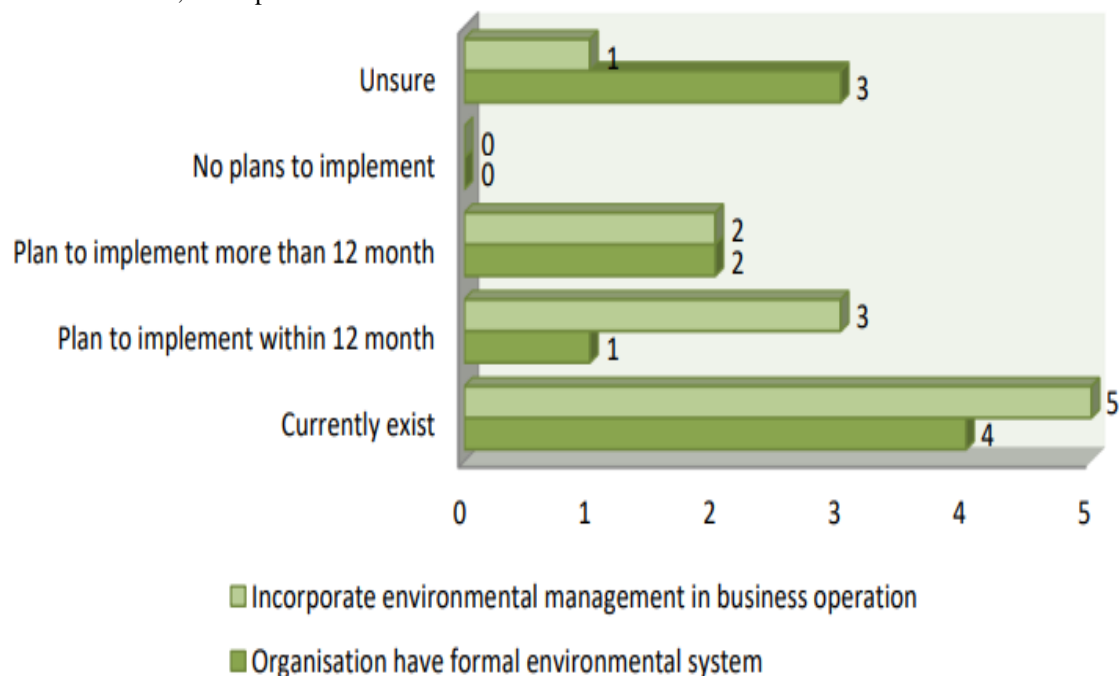


Figure 3: Organisation that incorporated Green HR Practices

Approximately 50 percent of the organization have implemented a structured environmental system and

integrated environmental management into their day-to-day activities. It will need almost a year or two more for

organization to implement Green HR practices, but one anticipates doing so within the next year. One faction asserts their ignorance of the solution, since it is contingent upon the decisions made by people in positions of authority.

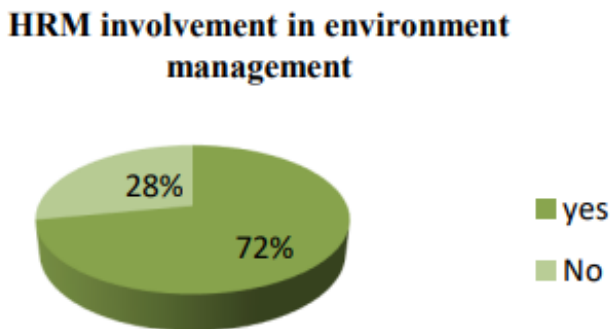


Figure 4: HRM involvements in Environment Management

72 percent of organization are now incorporating environment management into their human resources procedures, which include recruiting, onboarding, performance evaluations, and other aspects of pay and benefits administration. Thus far, a mere 28 percent of firms have successfully accomplished this.

6. FINDINGS

Similarly, workers have a moderate perspective on the concept, however, the study discovered that enhancing awareness via diverse activities might potentially change this perspective. Adopting a new approach is a strategy that individuals without specialized expertise believe might potentially alter their company's culture and provide them more responsibility. Human Resource Managers may possess knowledge on the benefits of environmentally sustainable initiatives, although they may exhibit reluctance in implementing them owing to many factors:

- The primary concern is on the resistance shown by the personnel.
- Resistance from prominent officials is a significant obstacle to implementing the policies.
- Despite the government's provision of significant assistance and financial resources over the last two years, the expense of carrying out the plan remains a concern.

7. RECOMMENDATION

According to the findings, the organizations that were part of the research have encouraged environmentally aware

acts among their workers and have adopted green HR practices to a minor degree. Research suggests that the crucial factor in surmounting challenges and attaining achievement is having awareness of them. Companies that prioritize awareness initiatives tend to achieve more success, whilst those that neglect them struggle to maintain pace. Based on the data, it's evident that corporations should establish green policies. Businesses may make a difference in how their workers conduct by introducing eco-friendly practices in areas like Recruiting and Selection, Professional Development, Performance Assessments, and Compensation and Benefits. To ensure the company's successful adoption of environmentally-friendly HR practices, the following suggestions are proposed:

- Compliance with rules considerably facilitated by stakeholder and employee incentives and rewards.
- Ensuring that every department in the organization has direct access to the newly constituted Environment Management Department. This division will function as a line department and be in charge of supervising and advising the other divisions on environmentally friendly practices.

CONCLUSION

In Bihar's Government Sector, the adoption of sustainable Human Resources (HR) practices emerges as a strategic necessity to propel socio-economic development and safeguard citizen welfare. This article explores the critical importance of implementing sustainable HR practices, emphasizing their multifaceted benefits and offering a roadmap for advancement. Sustainable HR practices encompass a diverse array of strategies aimed at enhancing workforce efficiency, productivity, and well-being while concurrently aligning with environmental and social responsibilities. Talent management stands as a cornerstone, urging investment in recruitment, training, and development to cultivate a skilled and diverse workforce that mirrors the state's demographic diversity, thereby fostering inclusivity and equal opportunities. Moreover, continuous training programs empower employees to navigate evolving challenges, contributing to Bihar's overall progress. Employee well-being emerges as another pivotal facet, necessitating prioritization through comprehensive healthcare facilities and wellness initiatives to bolster productivity and enhance citizen satisfaction. Simultaneously, creating a supportive work environment, conducive to work-life balance, fosters employee morale and retention. Environmental stewardship assumes equal importance, prompting the implementation of eco-friendly

practices such as reducing paper usage, promoting energy efficiency, and embracing green technologies to not only meet global environmental objectives but also serve as a role model for other sectors. Embracing technological innovations, including efficient HR management systems and digitalized bureaucratic processes, streamlines operations, reduces redundancy, and enhances productivity, thereby fostering a transparent and responsive government. In summary, the adoption of sustainable HR practices in Bihar's Government Sector is not merely an option but a strategic imperative, underlining the state's commitment to efficient, transparent, and inclusive governance, poised to inspire sustainable governance nationwide.

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