



## **Editorial**

Green HRM has many interpretations from the adopter's view. Most of the authors define it in terms of environmentally friendly practices followed by employees in an organization. While we say environmental-focussed human resource practices, does it mean reducing energy consumption or reducing the cost of operation? There is always a misinterpretation between these two among the HR people. Here, we will have some discussion on clarifying and understanding the concept of Green HRM.

### **Is it a Green HRM or Lean HRM?**

If the arguments are for reduction of cost of operation and removing unnecessary activities, then why not call it Lean HRM? The lean system mainly focuses on improving the efficiency in cost by reduction of waste in each activity of manufacturing whereas Green HRM mainly focusses on energy efficiency, improving performance and reducing the cost by efficient utilisation of energy (primarily human energy). There are plenty of examples of lean HRM practices that have shown some improvements in the way human resources are managed. However, Green HRM is not merely reducing costs and removing waste in the HR process. It goes beyond.

### **Is it an Eco-Friendly HRM?**

We have been hearing 'eco-friendly' for quite a long time. As it sounds, it mainly promotes ecological friendly activities that do not harm the ecological environment. If Green HRM is eco-friendly, why aren't other practices in the organization so?

### **Is it going green?**

Going green is the remedial action for saving the earth. For the past many centuries, we have been destroying the greener earth in the name of civilisation and modernisation. We are in the process of changing the earth as a place not suitable for living. Hence, sustainability and sustainable energy have become the topmost priority. When the world is moving towards a sustainable

environment, industries, factories, and organizations have a major role to play. As, they are the major consumers of energy in the world, in terms of utilisation, they have to change their activities to promote a sustainable environment. Hence changing the practices that reduce energy consumption and energy saving is a Green practice. When organisations implement these and enable the employees to be aware of environmental sustainability, it then becomes Green Human Resource Management.

On the whole, Green HRM is the process of promoting sustainable and environmentally friendly activities through which, the organizations can reduce cost, improve efficiency, and support ecology.

The Covid-19 has been a great teacher. When organisations are reluctant to take measures against the overutilisation of energy and polluting the environment, nature does what it needs. During the pandemic, every organisation was forced to go virtual and paperless. This has reduced the major utilisation of energy in many spectrums. Reduction in the usage of office space, energy consumption, paper consumption, fuel consumption, and environmental pollution are the results of the pandemic. This is what Green HRM has been talking about all through the years. Though it was a harder but prompt implementation of Green HRM practices, the organisations have also understood the benefits of it and strongly recommend and follow the same.

The new normal has paved the way for Green HRM, and we would like to share a glimpse of it. Hence the theme of the issue has been selected as Green HRM. We hope this issue will try to cover the important elements of Green HRM and give a roadmap for future researchers in this field.

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