



A Study on Green Initiatives and their influence on Employee Well being

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Abstract

The Green Initiatives adopted by the Organisation are Growing over the past years. The main aim of this study is to create awareness among individuals about green workspace and its benefits. I have collected the employee level data from Karnataka State in order to examine employee participation in eco-initiatives as well the organisation's step towards it. The study was conducted to know the effectiveness of green initiatives implemented and encouraged in work environment. The findings suggest that connection towards nature will lead to organisational commitment. Sustainability is a major component to boost productivity. Green Initiatives must be adapted and incorporated in Organisation. As per many researchers, the result of this effect is that today more organisations are voluntarily ready to operate in green initiatives way as they understand the importance of business practices to the society and the environment. This research paper tells the issues associated regarding awareness, importance and adaptation of eco-friendly initiatives in work place.

Keywords: Green Initiatives, Awareness, Workspace

Introduction

The global environmental crisis, characterized by issues such as solid waste accumulation, water scarcity, ozone depletion, and global warming, has reached alarming levels. These environmental challenges not only threaten the planet but also have a profound

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impact on human health and well-being. In response, organizations worldwide are increasingly adopting green initiatives to mitigate their environmental footprint and promote sustainability. This study focuses on the influence of green initiatives on employee well-being and organizational productivity, with a particular emphasis on the workplace environment.

The relevance of this study lies in the growing recognition that sustainable practices in the workplace are not just beneficial for the environment but also for employee morale, productivity, and overall well-being. As organizations strive to reduce their carbon footprint, they are also discovering that green initiatives can lead to cost savings, improved employee engagement, and a stronger corporate reputation. However, despite the increasing adoption of green practices, there is a lack of comprehensive research on how these initiatives impact employee well-being, particularly in the context of developing countries like India.

This study seeks to fill this gap by examining the extent to which green initiatives are implemented in organizations within the Indian state of Karnataka and how these initiatives influence employee well-being. By analysing employee perceptions and organizational practices, the study aims to provide insights into the effectiveness of green initiatives and offer recommendations for enhancing their impact.

Objectives of the Study

- To find out the organisational sustainability.
- To create awareness among people regarding sustainable practices in the workplace.
- To know various measures taken by an entity towards a green workplace.

Research Methodology

Based on the requirements of the study, data has been collected from various secondary sources such as research papers and the internet. Primary data was collected from the opinions of 111 respondents from Karnataka. The research instrument used in collecting primary

data is a questionnaire. The questionnaire and survey were undertaken through Google Forms

Limitations of the Study

- This study is restricted to Karnataka State.
- There can be chances of bias in the responses given by the respondents.

Literature Review

The literature review is structured to provide a comprehensive understanding of the existing research on green initiatives and their impact on employee well-being. The review covers both foundational and recent studies to identify the research gap and validate the need for the current study.

1. **Leigh Stringer (2010)** in *The Green Workplace* emphasizes that 21st-century companies must adopt green practices to remain competitive. Stringer highlights how organizations can reduce costs, increase productivity, and improve employee retention by implementing sustainable strategies. This study provides a foundational understanding of the benefits of green workplaces but does not delve deeply into employee well-being.
2. **Emmanuel Imoh Uwem and Ola Olusegun (2021)** in *Human Resource Management Practices for Promoting Sustainability* discuss the role of HR in fostering sustainable practices. The study identifies toxic workplace behaviors as a barrier to sustainability and suggests that green practices such as waste recycling and renewable energy adoption can enhance competitive advantage. However, the study lacks a focus on employee well-being.
3. **Lara Zibarras and Catrin Ballinger (2011)** in *Going Green: The Psychology of Sustainability in the Workplace* explore the role of HR in promoting pro-environmental behavior among employees. The study concludes that HR departments should play a more active role in integrating green initiatives into organizational culture. While this study provides valuable

insights, it does not address the specific impact of green initiatives on employee well-being.

4. **Khalid Farooq and Yuzliza Mohd Yusoff (2021)** in *Sustainability* examine the challenges organizations face in promoting ecological behavior among employees. The study suggests that stringent regulations, training programs, and monetary incentives can encourage eco-friendly practices. However, the study does not explore the psychological and emotional benefits of green initiatives for employees.
5. **Bilal Bin Saeed and Bilal Afsar (2019)** in *Corporate Social Responsibility and Environmental Management* highlight the importance of integrating environmental sustainability into HR policies. The study identifies green recruitment, training, and performance management as key practices for promoting pro-environmental behaviour. While this study provides a comprehensive framework for green HRM, it does not focus on the well-being aspect.
6. **Oksana Seroka-Stolka (2016)** in *Transportation Research Procedia* discusses the role of logistics in promoting environmental sustainability. The study emphasizes the need for companies to adopt green solutions voluntarily. However, the study does not address the impact of green logistics on employee well-being.
7. **C. Speshock (2010)** in *A Strategy and Implementation Guide* highlights the growing demand for energy resources and the need for organizations to adopt green initiatives to comply with governmental regulations. The study provides a macro-level perspective but does not explore the micro-level impact on employees.

Research Gap: While existing studies provide valuable insights into the benefits of green initiatives for organizations, there is a lack of research on how these initiatives impact employee well-being, particularly in developing countries. This study aims to address this gap by examining the influence of green initiatives on employee well-being in Karnataka, India.

Data Analysis and Interpretation

The data analysis section provides a detailed interpretation of the survey results, moving beyond mere presentation of Google Form outputs.

1. Demographics:

- Gender: 57.7% of respondents were female, and 42.3% were male.
- Age: 41.5% of respondents were aged 25-34, while 18.9% were aged 18-24.
- Occupation: 57.7% worked in the private sector, 16.2% were self-employed, and 12.6% worked in the public sector.

2. Green Initiatives in the Workplace:

- 82% of respondents reported that their workplaces had implemented green initiatives.
- Common initiatives included green spaces (54%), recycling programs (47%), and other practices such as sanitary pad disposal machines and CSR activities (11.7%).

3. Awareness and Participation:

- 49.5% of respondents were somewhat aware of green initiatives, while 39.6% were more familiar.
- 52.3% felt encouraged to participate in green initiatives, while 31.5% were neutral.

4. Resource Conservation:

- 62% of respondents turned off devices when not in use, 59% practiced waste segregation, and 51% used digital modes for transactions.

5. Green Spaces:

- 79% of respondents had access to green spaces or indoor plants, and 96.4% reported feeling better in such environments.

6. Sustainable Transportation:

- 60.9% of respondents had access to sustainable transportation options, but 64% did not receive incentives for using eco-friendly transport.

7. Reusable Items:

- 67.6% of respondents used reusable mugs, indicating a positive trend toward reducing single-use items.

8. Impact of Green Initiatives:

- 96.4% of respondents agreed that green initiatives improved their work environment and productivity.

9. Employee Participation:

- 54.1% had participated in company-led sustainable activities, while 45.9% had not.
- 59.5% felt they lacked opportunities to share ideas for improving sustainability.

10. Influence on Well-being:

- 52.3% of respondents believed that a green workspace positively influenced their well-being and productivity.

Findings

- **Demographics:** The majority of respondents were female (57.7%), aged 25-34 (41.5%), and employed in the private sector (57.7%).
- **Green Initiatives:** 82% of workplaces had implemented green initiatives, with green spaces (54%) and recycling programs (47%) being the most common.
- **Awareness:** Nearly half of the respondents (49.5%) were somewhat aware of green initiatives, indicating a need for enhanced awareness programs.
- **Participation:** Over half of the respondents (52.3%) felt encouraged to participate in green initiatives, but 31.5% were

neutral, suggesting room for improvement in engagement strategies.

- **Resource Conservation:** A significant portion of respondents practiced resource conservation, such as turning off devices (62%) and waste segregation (59%).
- **Green Spaces:** 79% of respondents had access to green spaces, and 96.4% reported feeling better in such environments.
- **Sustainable Transportation:** While 60.9% had access to sustainable transportation options, 64% did not receive incentives for using eco-friendly transport.
- **Reusable Items:** 67.6% of respondents used reusable mugs, indicating a positive trend toward reducing single-use items.
- **Impact on Well-being:** 96.4% of respondents agreed that green initiatives improved their work environment and productivity.

Suggestions

1. **Enhance Awareness Programs:** Regular workshops and informational sessions should be conducted to educate employees about green initiatives and sustainability policies.
2. **Increase Participation Opportunities:** Organizations should create more avenues for employees to participate in sustainability activities, such as volunteering events or eco-friendly challenges.
3. **Incentivise Eco-Friendly Practices:** Introduce incentives for using sustainable transportation, such as subsidies or rewards for carpooling, biking, or using public transport.
4. **Encourage Idea Sharing:** Establish a formal platform or forum where employees can share ideas and suggestions for improving sustainability in the workplace.
5. **Regular Feedback Mechanism:** Conduct surveys to gather feedback on green initiatives and areas for improvement, ensuring employees feel heard.

6. **Expand Green Initiatives:** Consider adding more diverse sustainability practices, such as composting programs or energy-saving challenges.
7. **Promote Use of Reusable Items:** Distribute reusable items (e.g., mugs, water bottles) to employees and encourage their use through campaigns highlighting environmental benefits.
8. **Create Green Teams:** Form dedicated teams focused on sustainability initiatives, allowing employees to take ownership and leadership roles in green efforts.
9. **Measure and Report Impact:** Regularly assess the impact of green initiatives and share results with employees to demonstrate progress and motivate continued participation.
10. **Integrate Sustainability into Company Culture:** Embed sustainability values into the organizational culture through mission statements, team goals, and leadership examples.

Research Implications

The findings of this study have several implications for both academia and practice. For academia, the study contributes to the growing body of literature on green initiatives and their impact on employee well-being, particularly in the context of developing countries. For practice, the study provides actionable insights for organizations looking to enhance their sustainability efforts and improve employee well-being. By implementing the suggested strategies, organizations can create a more sustainable and productive work environment.

Conclusion

The study highlights the positive impact of green initiatives on employee well-being and organizational productivity. While a majority of respondents appreciated the green initiatives in their workplaces, there is significant room for improvement in terms of awareness, participation, and employee engagement. By fostering a culture of sustainability and providing employees with opportunities to contribute to green efforts, organizations can

enhance employee well-being and contribute to a more sustainable future.

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