



Applications of Green Human Resource Practices on Apparel Industry in Sri Lanka

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ABSTRACT

Green Human Resource management is a new emerging concept in today's scenario. Growing concern for global environment and the development of international standards for environmental Management has created a need for business to adopt environmental strategies and programmes. Organizations today have become more conscious about the growing importance of Integration of environmental Management and Human Resource Management in apparel industry. We are entering a green economy and so the impact of our daily activities on environment and our desire to go green has expanded from just individuals to organizations. Organizations today believe that employees must be inspired, empowered and environmentally aware of greening in order to carry out green management initiatives

All organizations have impact on the environment through their operations product and services and through frequent interaction with shareholders, employees, customers and suppliers. Organizations today are becoming more aware about the environmental sustainability. Organizations have started integrating Environmental Management and Human Resource Management practices. Green HR is the use of HRM policies to promote the sustainable use of resources within business organizations and, more generally, promotes the cause of environmental sustainability.

This paper is an effort to help researcher to identify whether the apparel industry in Sri Lanka is aware about this concept of green human resource management and if the organizations are aware what different initiatives and efforts they take to make their HR practices and environment green. The researcher undertook a study of sample of the Applications of perceived green human resource practices from apparel industry in Sri Lanka to gather necessary data. As well as this research designed to achieve the objective set out by the researcher. It is a quantitative research method with descriptive one.

Key Words- :- Green HRM, Environment Management, Green Economy, green Management initiative, Environmental strategies.