

Determinants and Challenges of Green Human Resource Management Practices in Small and Medium Scale Industries

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Abstract

This paper aims to explore the determinants and challenges associated with green human resource management (GHRM) practices. A snowball sampling approach was used to collect the data from 20 small and medium scale industries in Nepal. 300 workers from the four industrial estates, who work in a range of industries, make up the sample. These workers' viewpoints served as the foundation for this study's analysis. Three stages were involved in gathering these workers' viewpoints. Many factors determine the effective implementation of GHRM practices. The notable determinants include societal contribution, environmental concerns, competitive financial advantage, economic considerations, government pressure, government incentives, community pressure, top management support, market share growth, media relations strategies, public relations strategies, and sustainable policies. However, many potential factors create barriers to the implementation of GHRM practices in their industries. These include the cost of implementing green practices, the complexity and difficulty of adapting green technology, lack of awareness about environmental management, lack of organizational support, lack of managerial interest, employee resistance, and poor level of knowledge. Some other factors such as lack of understanding of green policies, lack of financial gains, lack of support from staff, and high employee turnover also hinder effective practices of GHRM in Nepalese industries. Industries, nowadays, must implement environmentally friendly HR initiatives and practices to ensure the sustainable use of resources, which will increase efficiency, decrease waste, and improve job-related behaviors. To facilitate the effective application of GHRM practices, they must establish a supportive environment.

Keywords: Challenges, Determinants, Green human resource management, Small and medium scale industries, Industrial areas

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Human Resource Management Practices Patterns And Determinants

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Huub,Guiderdoni-Jourdain,
Karine,Oiry, Ewan**



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Human Resource Management Practices Norman Leckie, Queen's University (Kingston, Ont.). Industrial Relations Centre, 1994 From the Introduction The plan of the paper is as follows It begins with a literature review which pays particular attention to recent mainly American empirical efforts to find patterns of human resource practices among firms The second section describes the data and methodology used in the present study In the third section the results of the analysis are presented They indicate three distinct groups among employers in the sample one the majority placed little importance on HRM but two others did by adopting systems of compensation based or participation based HR practices The fourth and fifth sections present the descriptive and econometric results of the analyses in order to identify the factors contributing to the choice of practices They show that employers implementing systems of HR practices tend to be faced with a lot of external pressures to have an HR focused business strategy to be large and to be in business services

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pursue a strategy of growth through acquisition when the evidence shows performance is disappointing In addition to addressing these questions the authors examine both the acquisitions of foreign companies in the UK and the acquirers themselves They discuss the theoretical background to the debate over the significance of national management practices as opposed to international norms of practice shaped by global forces transcending national boundaries They then compare and contrast the management practices of the five countries from which the acquirers covered in this book originate the UK the USA Japan France and Germany The authors research indicates that while considerable convergence is taking place on many dimensions of management practice distinct national management styles still exist among acquiring companies The findings also show that although some policies are generally associated with better post acquisition performance across the board no one national approach is more successful than another so long as it is implemented with confidence determination and consistency Failure tends to follow from a lack of these qualities rather than from having the wrong management style

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