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Adoption of Green Human Resource Management Practices in The Private Banking Sector

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ABSTRACT

The growing emphasis on environmental sustainability has encouraged organizations across sectors to adopt eco-friendly management practices, including within human resource functions. Green Human Resource Management (Green HRM) refers to the adoption of HR policies and practices that promote the sustainable use of organizational resources and encourage employees to engage in environmentally responsible behavior. The private banking sector, characterized by intensive administrative operations and increasing digital transformation, has shown a rising commitment towards adopting Green HRM practices. This study examines the extent and nature of Green HRM practices adopted in the private banking sector, focusing on areas such as green recruitment and selection, paperless HR processes, digital training and development, performance appraisal linked to environmental objectives, and green reward systems. The study highlights how technological advancements and management initiatives have contributed to reducing paper usage, energy consumption, and carbon footprints in private banks. It also discusses the role of employee awareness, organizational culture, and top management support in the successful implementation of Green HRM practices. The study concludes that the adoption of Green HRM practices not only supports environmental sustainability but also enhances operational efficiency, employee engagement, and the corporate image of private banking institutions.