



GREEN HUMAN RESOURCES MANAGEMENT AND ENVIRONMENTAL PROTECTION

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INTRODUCTION

Global environmental problems and pressures have made business organizations more aware of the need to turn their efforts towards environmental protection. Organizations around the world first tried to optimize their production processes by introducing the concept of green production, which means minimizing waste, applying Kaizen, Six Sigma, Lean concept and Jidoke. "Greening" of business is included into various functional domains of the organization in the form of green marketing, green supply chain, green accounting, green human resource management. Within the framework of environmental protection, effective green management requires significant human resources. In that direction, human resource management, as a management function, received great attention in the literature and environmental management. Human resource management enables an organization to develop human capital that can improve environmental performance and promote sustainable development. Combining human resource management with environmental management is called green human resource management (GHRM).

THE CONCEPT OF GREEN HUMAN RESOURCES MANAGEMENT

GHRM involves the use of different human resource management practices to strengthen environmental goals and develop a workforce that is environmentally conscious and committed to the goal of environmental sustainability. GHRM plays an important role in achieving ecological balance, economic stability and demands for the sustainability of health, well-being, social equality and well-being of organizations and their employees. The key drivers of GHRM are: senior management support for green activities, green training, formation of green teams, impact assessments and awards based on green criteria, involvement of employees in environmental management, green organizational learning and green organizational culture. There are several steps in introducing green human resource management into an organization:



FUNCTIONS OF GREEN HUMAN RESOURCES MANAGEMENT

Green human resource management, as a whole, refers to the promotion of sustainable practices, which are related to the environment, by increasing the awareness and commitment of employees regarding environmental sustainability issues. As with human resource management, green human resource management has four basic functions:

- personnel function;
- training and development function;
- motivational function;
- maintenance function.

CONCLUSION

GHRM should become a new philosophy of human resource management, which aims to develop a sustainable (green, environmentally friendly) organizational culture and use teamwork to manage environmental protection. It is generally believed that GHRM provides numerous benefits to companies, such as attracting and retaining employees, reducing operating costs, creating a competitive advantage, improving environmental performance, improving efficiency and sustainable development. In addition, greater environmental awareness provides an opportunity to create new jobs, through the creation of new "green" jobs.