Reducing Psychological Distress through Green HRM & to Create Harmonious Sustainable Environmental Passion

Dr Somanchi Hari Krishna[1], KDV Prasad[2], Dr. Sathi Jyothirmaye Reddy[3], Dr. Supriya Desai[4], Anil Kumar[5]

[1]Associate Professor, Department of Business Management,Vignana Bharathi Institute of Technology, Aushapur Village Ghatkesar Mandal Medichal Malkajigiri , Telangana

[2]Assistant Professor (Research) Symbiosis Institute of Business Management, Hyderabad Symbiosis International (Deemed University), Pune, India

[3]Associate Professor, Faculty of Management Studies, Marwadi university, Morbi Highway Road, Rajkot, Gujarat, India

[4]Assistant Professor, MBA, Indira College of Management Studies, Pune, Maharashtra

[5]Assistant Professor, School of Management, Graphic Era Hill University, Haldwani Campus, Haldwani, Uttarakhand

Abstract

HR may be a change agent in an organisation by aligning its practices & policies with the environmental dimension goals of sustainable development. The acronym GHRM is an important indication of such an alignment. There is evidence from studies conducted in established organisations that show GHRM influences employee performance. However, this type of study is under-represented in developing economies like India. This study sets out to answer the question, "How do GHRM and PD relate to one another from the point of view of an Indian company?" Online questionnaires were used to collect the necessary information for this study. AMOS 22.0's SEM approach was utilised to conduct the structure model evaluation. The research results demonstrate that the organisation's GHRM efforts have a positive impact on its employee's performance that has created through psychological distress. GHRM and PD are related, but only if employees feel positive about the performance a company stands behind. Both theoretical and practical insights for managers are provided by this study's addition to the canon of GHRM literature. The findings of this study can be used by large businesses to modernise their management techniques, shifting their focus from immediate financial gain to sustained commitment to the community.

Keywords: Psychological Distress, Green HRM, Harmonious Sustainable Environment, Psychological Environment, Green Behaviour Workplace, Green Imagination, Creativity

Introduction

Climate change, sewage discharge, and the loss of biodiversity are just some of the environmental problems that India is facing because of its growing economy. People's daily actions cause or contribute to these environmental problems in one way or another. Since businesses need things from the natural environment, how they treat the environment has a big impact on how long they can stay in business. Research has shown that having a set of green policies in place can help an organization's sales and brand recognition in general. Employees are the ones who actually do these green things, so they play a big part in helping an organisation reach its green goals. Human resource management (HRM) is usually talked about in terms of how it affects the environment, and HRM practises play a big part in determining whether or not employees feel comfortable showing their proactive tendencies. Because of this, more and more companies are using "green" HRM practises to encourage their employees to act in environmentally friendly ways. These practises include "organisational citizenship behaviours toward the environment," "task-related and voluntary employee green behaviours," and "eco-friendly behaviours." Green HRM is "the HR parts of green management" that encourage employees to act in a green way at work. Even though there has been a lot of research on green HRM recently, we still don't know much about how HRM & HRM practises may affect employees' behaviour through different psychological processes. However, it is still not clear how green HRM affects employees' green

behaviour at work. So, it would be very important to pay more attention to how the organisational situation factor, i.e. green HRM, affects employees' proactive green behaviours at work, as well as how these HRM practises have an important effect on employees' green behaviours at work. Voluntary green behaviour at work means "actions taken by employees on their own time that contribute to the environmental sustainability of the employer organisation but are not controlled by formal environmental management policies or systems." It can also be viewed as an extra-role behaviour in which managers go above and beyond their official job tasks to do things that promote sustainability at work. The importance of HRM to an enterprise's long-term success is stressed at the meso level. The key argument here is that human resource management (HRM) is one such organisational subsystem that can benefit from incorporating the concept of sustainable development if an organisation is to be economically, environmentally & socially sustainable. The total job quality index was developed with the intention of standardising the workplace. It is a gauge of how well people are able to balance their personal and professional lives in the workplace. Green HRM is a new area of HRM research that hasn't been looked into enough in terms of how it affects how employees do at work. Even though most of the research done in the past is at the ideation stage, testing and theorising about how green HRM affects employees' green behaviour at work is still in its early stages. In light of this body of literature, we sought to investigate how green HRM is perceived by employees and whether or not this translated into actual green HRM practises. This is especially important in the IT industry, where companies are very concerned about the environment and proactive green behaviours by employees are encouraged and valued.

Review Literature

Gilal et al. (2019), found that employees who care about the environment make green HRM work better for the environment. When employees see that the company they work for is using a set of green HRM practises that cover a wide range of human resource responsibilities, like giving rewards for environmentally friendly behaviour, giving employees a lot of freedom to work on pro-environmental projects, and getting employees involved in making green decisions, they are more likely to be very passionate about environmental issues. In this case, how employees see green HRM will bring out their passion for protecting the environment. **Robertson and Barling (2013)** show that employees' environmental actions are driven in part by how much they care about the environment. Afsar et al. found that how passionate employees are about the environment is a good predictor of their actions that are good for the environment. Past research has also shown that employees who are happy and fulfilled in their jobs are more inclined to take steps that benefit their workplace's environment. Employees who feel a sense of environmental harmony are more inclined to engage in environmentally conscious behaviours. In addition, studies by **Dong et al. (2011)** reveal that a person's ability to be creative on the job is tied to their level of autonomy, both in terms of their own autonomy and their willingness to support others' autonomy in the workplace. Simply put, we believe that a higher level of harmonious sustainable passion for the environment among workers leads to a huge responsibility senses & the subsequent motivation to engage in environmentally positive actions, such as engaging in green behaviour on their own accord in the workplace and green creativity. According to the research of **Rupp et al. (2006),** the way in which workers perceive CSR initiatives can have an impact on their beliefs, motivations, and behaviour. Norton et al. came to a similar conclusion, finding that there are psychological mechanisms between environmental regulations with green behaviours, such as proactive & task-oriented green behaviours, as well as employees' perceptions of the green work climate. Researchers from a variety of fields have concluded that "workplace sustainability on a macro level starts with individual action" **Ciocirlan (2016).** Studies suggested that workplace employees have a major impact on the organization's effectiveness in implementing its green policy, and that their green based actions are quite crucial to the success of the organization's environmental protection strategy **Jackson (2012).** Nonetheless, the company's GHRM policies must be in place before staff members can take part in environmental protection activities **Pham and Pascal (2020).** To aid businesses in attaining high-quality development, preserving the natural environment's balance, and promoting the most inclusive livelihood possible, it is imperative that GHRM practises be implemented. Organizations will be able to aid businesses in attaining quality growth, preserving ecological equilibrium, and encouraging the broadest possible distribution of economic benefits to society **Norton et al., (2014).** Van **Dyne et al. (1994)** define "in-role green behaviours" as those that are both essential to a given role and formally rewarded for being performed. The opposite of these are "extra-role green behaviours," which are performed out of pure volition and have no formal consequences or rewards.

Research Gap:

GHRM is essential to today's businesses. It's expected that no sector will disregard it. Over the past decade, many industries in India have experienced rapid expansion; the field of GHRM still has a way to go. Over the past two decades, as a result of globalization and liberalization, the Indian economy has shifted its focus from purely economic concerns to those of maximizing the value of various stakeholders for the benefit of all. One key takeaway from the existing literature on GHRM & psychological distress is that most research are conducted in industrialized countries. In other words, there is a paucity of research on this GHRM related topic in developing nations like India. Moreover, existing research in India has been conducted in this area to disentangle employee-based GHRM to create harmonious sustainable environmental.

Objectives of the study
- To identify factors of psychological distress influencing GHRM in IT Companies.
- To analyses factors of psychological distress influencing GHRM in IT Companies.

Hypothesis of the Study
H01: There is no significant relationship among GPE and GHRM.
Ha1: There is significant relationship among GPE and GHRM.
H02: There is no significant relationship among HSEP and GHRM.
Ha2: There is significant relationship among HSEP and GHRM.
H03: There is no significant relationship among GBPVW and GHRM.
Ha3: There is significant relationship among GBPVW and GHRM.
H04: There is no significant relationship among GIC and GHRM.
H04: There is significant relationship among GIC and GHRM.
H05: There is no significant relationship among PD and GHRM.
Ha5: There is significant relationship among PD and GHRM.

Research Methodology

The existing study is primary and exploratory in nature. The sample size of the study was 400 people working in IT companies. The responses obtained through structured questionnaire and survey location was Telangana. The conceptual model was developed and shown in figure 1:
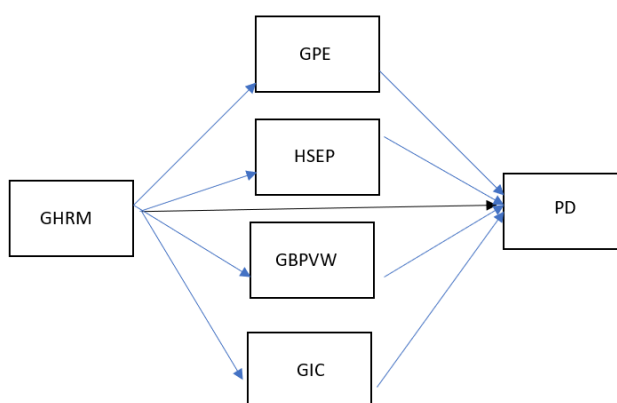

Figure 1: Conceptual Framework for the study

Where,
- Green HRM (GHRM)
- Green Psychological Environment (GPE)
- Harmonious Sustainable Environmental Passion (HSEP)
- Green Behaviour & Practices Voluntary at Workplace (GBPVW)
- Green Imagination & Creativity (GIC)
- Psychological Distress (PD)

Data Analysis & Interpretation

Table 1 : Demographic Analysis

Age in Years	Frequency	Gender	Frequency	Managerial Level	Frequency	No. of years in Job	Frequency
18-29	47	Female	277	Top	63	<2	10
30-39	147	Male	123	Middle	211	2-5	68
40-49	125			Lower	126	6-9	120
50-59	58					10-14	85
>60	23					15-19	62
						>20	55
	400		400		400		400

The majority of respondents belong to age category of 30-39 (n=147). The majority of respondents were female (n=277) in the study. The majority of respondents belong to middle level position (n=211). The majority of respondents having no. of years in job belong to category of 6-9 years (n=120).

Table 2: Model Summary

Construct	Indicator	Factor Loading	AVE	CR	Cronbach's a
GHRM			0.623	0.832	0.754
	GHRM1	0.867			
	GHRM 2	0.785			
	GHRM 3	0.775			
	GHRM 4	0.813			
	GHRM 5	0.855			
	GHRM 6	0.777			
	GHRM 7	0.784			
	GHRM 8	0.825			
Green Psychological Environment			0.823	0.724	0.814
	GPE 1	0.757			
	GPE 2	0.783			
	GPE 3	0.824			
	GPE 4	0.757			
	GPE 5	0.793			
	GPE 6	0.824			
	GPE 7	0.757			
	GPE 8	0.783			
Harmonious Sustainable Environmental Passion	HSEP 1	0.847	0.687	0.798	0.824
	HSEP 2	0.785			
	HSEP 3	0.775			
	HSEP 4	0.813			
	HSEP 5	0.847			
	HSEP 6	0.785			
	HSEP 7	0.775			

	HSEP 8	0.813			
Green Behaviour & Practices Voluntary at Workplace	GBPVW 1	0.847	0.823	0.733	0.823
	GBPVW 2	0.785			
	GBPVW 3	0.775			
	GBPVW 4	0.813			
	GBPVW 5	0.853			
	GBPVW 6	0.785			
	GBPVW 7	0.775			
	GBPVW 8	0.813			
Green Imagination & Creativity	GIC1	0.811	0.797	0.789	0.832
	GIC 2	0.795			
	GIC 3	0.765			
	GIC 4	0.803			
	GIC 5	0.845			
	GIC 6	0.767			
	GIC 7	0.793			
	GIC 8	0.834			
Psychological Distress	PD1	0.767	0.774	0.832	0.841
	PD2	0.783			
	PD3	0.844			
	PD4	0.757			

Reliability was calculated using Cronbach's r (CR) & Cronbach's alpha (CA); CR & CA values above 0.70 are regarded as dependable. Table 2 shows that for all constructs, the CR and "Cronbach's alpha" values are more than 0.70. It follows that the measurement model has high levels of construct validity & reliability because all of these values were acquired using confirmatory factor analysis.

Discriminant Analysis

Table 3: Discriminant Analysis

		1	2	3	4	5	6
1.	**GHRM**	0.723[a]					
2.	**GPE**	0.534	0.521*				
3.	**HSEP**	0.521	0.523	0.723[a]			
4.	**GBPVW**	0.523	0.426	0.534	0.823[a]		
5.	**GIC**	0.426	0.557	0.521	0.668	0.765[a]	
6.	**PD**	0.557	0.521	0.523	0.887	0.866	0.779[a]

After doing a reliability check, table 3 was subjected to discriminant analysis. The correlation matrix was evaluated, and it was found that the bulk of the values were higher than 0.50. As a result, there is a positive correlation between the matrix.
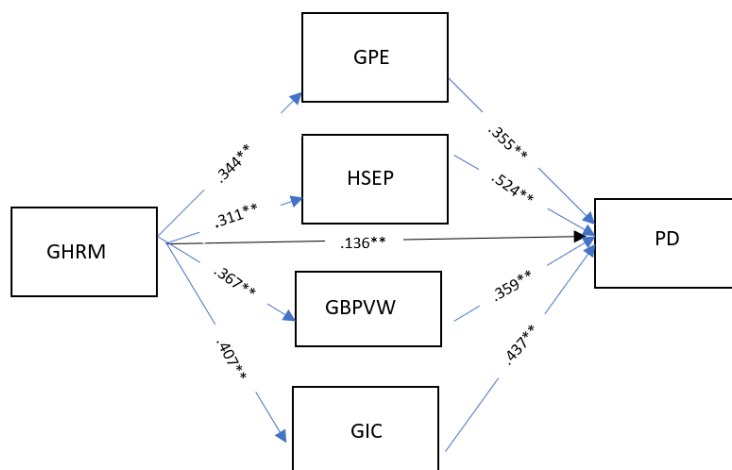
Figure 2: Structured Equation Modelling

Hypothesis Testing

Table 4: Path Coefficients and Indirect effect Model

Hypothesized Path	Value	CI$_{low}$	CI$_{high}$	Results
PD ⟵ GHRM	0.136	0.11	0.37	Partially Accepted
GPE ⟵ GHRM	0.344	0.22	0.67	Accepted
HSEP ⟵ GHRM	0.311	0.11	0.38	Accepted
GBPVW ⟵ GHRM	0.367	0.15	0.47	Accepted
GIC ⟵ GHRM	0.407	0.32	0.58	Accepted
PD ⟵ GPE ⟵ GHRM	0.371	0.22	0.42	Accepted
PD ⟵ HSEP ⟵ GHRM	0.278	0.17	0.38	Accepted
PD ⟵ GBPVW ⟵ GHRM	0.371	0.11	0.44	Accepted
PD ⟵ GIC ⟵ GHRM	0.413	0.25	0.48	Accepted

Source: Authors' own findings

Notes: "Green HRM (GHRM); Green Psychological Environment (GPE); Harmonious Sustainable Environmental Passion (HSEP); Green Behaviour & Practices Voluntary at Workplace (GBPVW); Green Imagination & Creativity (GIC); Psychological Distress (PD)"

The outcomes of the study indicated, following the use of SEM analysis, that the null hypothesis should be rejected in this context & similarly the alternative hypothesis should be accepted in the majority of situations.

Conclusion

Within the scope of this study, the mediating effects of GHRM on PD was investigated. According to the findings of the study, GHRM has a direct influence that is both positive and beneficial on all aspects of "psychological distress." These aspects include GPE (Green Psychological Environment) & harmonious sustainable environmental passion, green behaviour & practises voluntary at workplace and green imagination & creativity. In spite of this, GPE, HSEP, GBPVW, and GIC all play a role as mediators in the effects that GHRM has on PD. There is a possibility that GHRM and PD will interact in a way that will result in mediated effects taking place as a result of GPE, HSEP, GBPVW, and GIC. The findings indicated that there is a degree of mediation, which provides some support for the idea that there is a direct association between GHRM and PD. In conclusion, the findings of our study showed that GHRM not only has direct and beneficial effects on GPE, HSEP, GBPVW, and GIC, but that it also has indirect benefits on PD via the mediating effects of GPE, HSEP, GBPVW, and GIC. This was discovered as a result of the fact that GHRM has direct and favourable impacts on GPE, HSEP, GBPVW, and GIC. Our empirical research revealed that green human resource management practises are distinct from any other forms of firm activities that have an immediate influence on the outcomes of psychological discomfort. These conclusions were based on the above findings of the study that we conducted. Actions made by a company in good faith toward the goal of achieving green human resource management (GHRM) establish sustainable visibility and attract attention from prospective stakeholders. As a result, environmentally responsible

management of human resources is a congruent function that, over the course of time, improves the performance of the organisation.

The results of this research assist fill in a number of the gaps that have been discovered in the GHRM literature. Although the fact that a significant number of studies have been conducted to study the outcomes of GHRM operations from the perspective of workers, Although a number of research have investigated whether or not GHRM and PD are correlated, none of these studies have attempted to do so from the perspectives of other rivals or exceptional management who can speak to the benefits of the firm's GHRM policy and practises. As a consequence of this, this study is the first of its kind to investigate the relationship between GHRM and PD from the perspective of executives as well as employees. Second, in contrast to the vast majority of other studies, this one takes into account the role that mediators play in the connection between GHRM and PD. Experts in HRM argue that the benefits of GHRM are contingent upon a number of other variables (mediators), and that failing to take into consideration these other components may result in confusing outcomes. Because of this, the study is innovative and advances to an entirely new level compared to its forerunners.

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