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## GREEN HUMAN RESOURCE MANAGEMENT IN HEALTH CARE COMPANIES: A STUDY DURING COVID-19

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### Abstract

Coronavirus 2019 is a contagious disease, abbreviated as COVID 19. This spreads primarily by saliva gout or nose release while a person becomes sick. This is risky and costly in physical and emotional terms. It can place a government, nation, or multiple countries across the world on the verge of paralyzing the entire economic and financial systems. COVID-19 has a hugely adverse effect on humans. The research found an essential impact of green HRM on the sustainable performance during the pandemic of health care staff. Employees at higher risk are health care staff, However the two employee groups are usually risky, and the chances are that each workplace would be attacked by a COVID-19. Furthermore, the GHRM finds it a wide range of human resources requirements that have repercussions on health enterprises' success. Action should be taken to restrict the outbreak of COVID-19 by global public health authorities, security forces (particularly in Sri Lanka), etc. There is no provision for longer-term sustainable development and, if we are to avert the spread of this pandemic, every component of our community – including corporations and employees – will play a role. Ensuring workplace safety by the detection and monitoring of the pandemic allows the efficient functioning of the organization's activities.

**Paper type: Research paper**

**Keywords:** Coronavirus, Sustainable performance, GHRM, Employees, Health care

### Introduction

Workers are the lifeblood of every company, so there are no organizations without workers. Employees are particular human capital as opposed to all other tools, such as political, physical, and intangible capital. Many of these tools make it feasible, but just human capital allows it real (Opatha, 2009). The foundation of management is decision making and only the workers of companies are responsible for making judgements, so these judgments are reached only by workers. Creativity and creativity are engines of corporate growth, regional advancement, and economic development, as well as human resources, which are known as intellectual capital. Human Resources planning encompass the managerial field of Business Administration or Managerial Leadership, which requires the management of employees at work and managers. This is the productive and successful usage of human capital to accomplish the purposes of the company; it is the handling of people at work; it is the administrative aspect of



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the corporate process that includes strategies, practices, laws, and means that affect workers of the enterprise. HRM is the management and leadership of people through structures inside a company. policies, processes, and procedures that allow Workers to pursue their priorities and, in turn, to improve the positive contribution of employees to the company and its priorities.

Nonetheless, as well as being a well-recognized scientific methodology and well-recognized corporate method, HRM typically strives to support the company where it is applied, workers employed with it, and the community at large (Singh et al. 2020). Since February 2020, individuals all across the world are targeted by a surprise disease named COVID-19 or Corona. The number of deaths was more than one hundred and eighty thousand when the study was released. Coronavirus is a new business issue from the HRM point of view. It is true here that Coronavirus is the worst catastrophe we have ever witnessed. It is not unjust. Regarding the HRM perspective, this is the most severe safety threat that the company needs to confront in handling its workers at function, (Suharti&Sugiarto, 2020).

### **Corona and Its Characteristics**

Coronavirus may spread from one person to many individuals very quickly. Pandemic is a worldwide illness that can affect large communities. The pandemic is a worldwide disease that occurs inside the waves and may take three months to encompass the world in a couple of weeks. The dangers and crises linked with the incident are differentiated from the risks associated with explosions or natural occasions, such as fires, earthquakes and tsunamis (Holland, Sheehan, Donohue, Pyman, and Allen, 2012). Such hazards and disasters will disrupt and kill structures and human beings, unlike a pandemic that kills only rational people and can harm non-humans. The report further states that individuals are generally thought to be more infectious as they are more symptomatic, so any dissemination could be likely when people demonstrate signs.

According to the WHO, there are no approved medicines or treatments for COVID-19 at this point, although there are some on-going clinical trials with innovative solutions. The group has stated that most COVID-19 contaminated people are mildly impaired and recover without professional attention severely. The illness will have a direct influence on aged and physically affected individuals, such as cardiovascular disorders, obesity, acute respiratory diseases, and carcinoma, In line with the WHO. Coronavirus symptoms may include runny nose, sore throat, nausea, diarrhoea, cough, and respiratory disorders.

### **Hazardousness of Corona**

It has been noted that a large number of individuals have perished in the globe for a brief period on the day this section of this article has been published. Individuals who had been inflicted increased each day when this text was written. See Table 1 for further details. Coronavirus cumulative reporting, death and regeneration have 2639772 been discovered. 184280, and 722395, respectively. The nation with the most considerable prevalence was the United States,



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and the overall Coronavirus fatalities and recoveries were 849092, 47681, and 84050, respectively. Spain (number of fatalities: 21717, Italy (25085), Europe (21340), Germany(5315), Great Britain (18100), China(4632), Iran(5391), Turkey (2376) and Belgium (6262) are nations with high occurrences of mortality worldwide. In Sri Lanka Coronavirus' impact status is not far worse, but to the extent it cannot be disregarded. It is significant. Due to quick actions made by the government of Sri Lanka, events, victims and rehabilitation have been monitored up to now. As COVID-19 is not treated specifically or there are no medications, this is quite hazardous. Corona kills individuals and is toxic as well. It's one of the world's most fatal diseases. It may spread to one or two or three or more persons from a person affected. Coronavirus may affect individuals of all ages (UC Davis Medical Experts). People in corporate relationships must communicate. When controlling, managers ought to get tasks accomplished by subordinates. This is natural that individuals communicate with each other in their homes and work together for a number of reasons. Humans are, of course, emotional. Employees are a type of human being that interacts respectfully and informally with each other in order to achieve the goals of the institutions in which they work. The dynamic complexity of business travel has raised the probability of a deadly virus outbreak (Zhou, 2020).

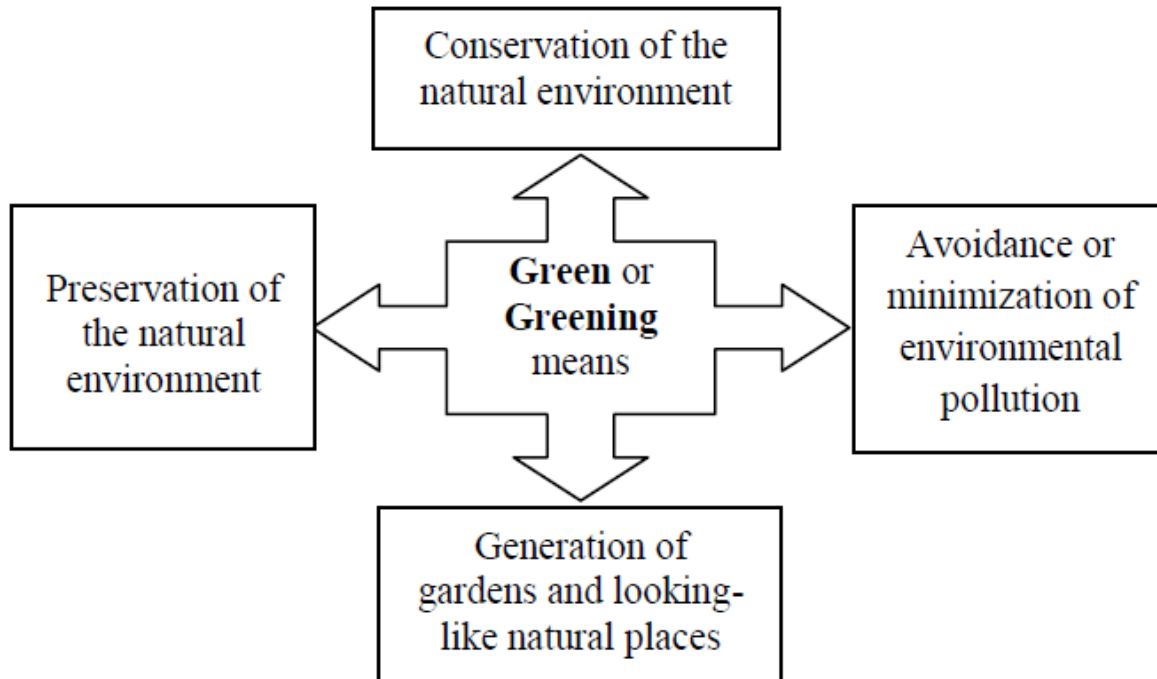
The phrase "green human resource management" continues to be a new idea for the majority of Indians, including scholars and HRM practitioners. There are, of example, individuals who have never learned about this term and several others who have learned of the idea. Yet there are also differences to be addressed (Jackson et al., 2011).

### **Green**

The term green is the adjective. Why are you using the term 'green?' Several words, such as lush, grassy, leafy, greenish, vivid, scenic (opposite: stormy), environmentally friendly, unharvested, untailed, new, unknown, glossy, colourful (combined) with lush, are included in New Oxford Thesaurus (2000). Green is a nature lover, an environmentalist, and a conservationist. It is mainly a land of leaves, plants, and roots, and not residences or works (used for approval). However, this also means something significant to humanity or the natural environment. It's a blue season. Green or Greening helps administrative personnel in the Organizational / Human Resources Administration (HRM) in at least four cases.

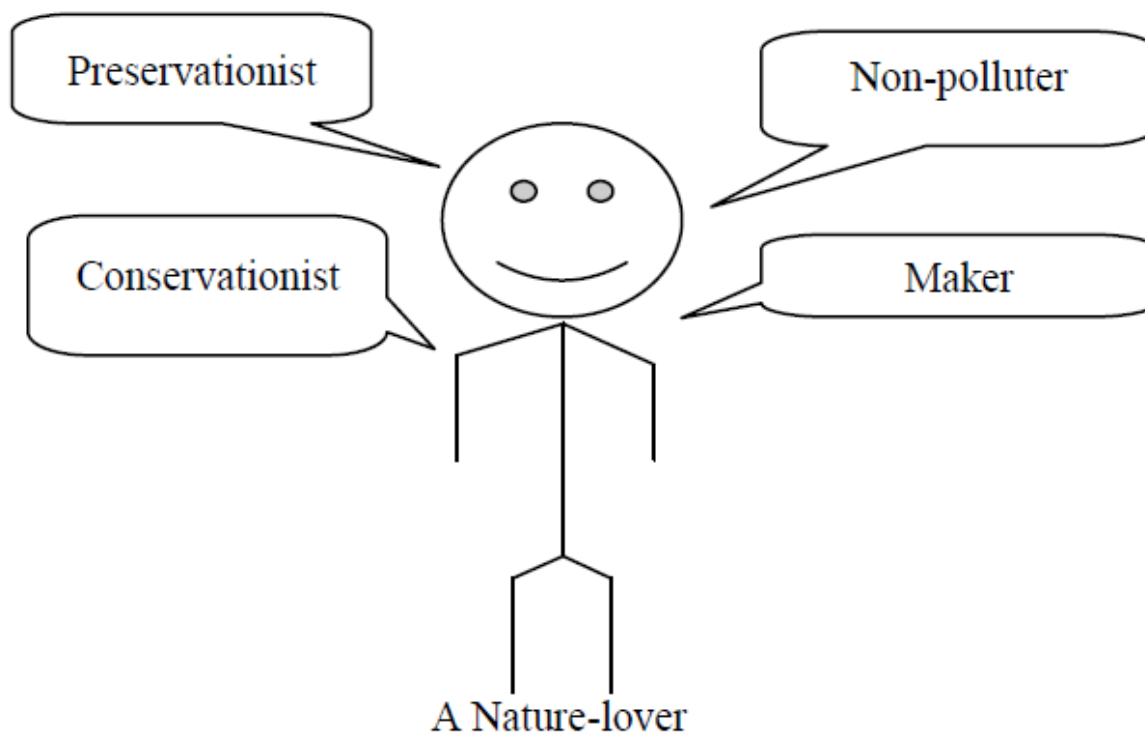
1. Ecosystem protection: be mindful about how to function to mitigate waste so that future generations will take advantage of it. The natural environment needs to be covered.
  2. Prevent or rising environmental pollution: prevent the destruction of land, fuel, food, water, etc. from dangerous and toxic goods and water. To avoid the influence of the planet/earth on which humans and other species inevitably live.
  3. Garden development and protected areas: parks and woods of vegetables, plants, and grass?
- Figure 1 defines the four significances of the phrase greening or greening.

**Figure-1 Four Meanings of Green or Greening in the Context of HRM**



Preservationist maintains and defends the natural environment from damage, destruction or adverse modification to its original existence. Throughout how natural ecosystems are handled quite carefully, they should thrive for as long as possible. With other terms, he or she makes the least use of the material environment such that fewer citizens can have it. Non-polluter avoids (or minimizes) emissions from poisonous and hazardous contaminants and the recycling of carbon, land, climate, etc. He or she is, therefore, a defender of actions and consequences which may theoretically affect the planet/earth those human beings and non-humans exist on. Maker generates the same and new surroundings. With other terms, he or she is deliberately constructing parks and squares with trees, plants, and lawns. In hybrid words, a nature lover or eco-activists may reflect the four roles that an individual play in green. Either a naturalist or an eco-activist is a sustainable participant. Figure 2 shows the four Green employees' tasks.

**Figure-2 the Four Roles of a Green Employee**



### Why is Green?

We will see and hear the accelerated loss of natural capital. Governments and organizations lavishly utilize natural resources to generate the different products and services required for citizens who choose to boost their quality of life. This seems like individual citizens in some areas of the world become so selfish and rarely satisfied, culminating in a growth that is obsessed with fulfilling the limitless, varied needs of the rich at the cost of the ability of the economy.

Potential generations have at least their fundamental desires to satisfy. It is widespread knowledge that people are (and often die) accidentally unsafe by inhaling poisonous gasses and drinking contaminated fluids. Water from groundwater that had once been healthy has been polluted and dangerous as a consequence of the dumping of numerous chemical pollutants into the soil. The global transformation has taken place. Ecologists who research the essence and equilibrium of the interaction between plants, animals, humans, and their climate propose a sustainable structure for the sustainability of the earth. Thankfully, some states, some regions, organizations, and others, including activists and nature lovers, have increasingly started to pay careful attention to the conservation (protection), maintenance (saving) of states, owners of businesses, managers, customers and researchers in the area of environmental sustainability. This is why greening or greening is a creation for our sustainability. It is essential not only for creating



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green organizations but also for greening by individual/staff. In reality, without Green men, it is difficult for Green to become an organisation.

### **What is Green HRM?**

Green HRM refers to any activities that are part of the Green Employee System's development, implementation and administration. The HRM dimension refers to the shift from conventional employees to green workers, in order to accomplish the company's strategic objectives and finally make a significant contribution to sustainable sustainability. The aim of Green HRM is for all employees in the company to create, strengthen, and sustain greening to the degree they have it.

Green HRM is required to offer environmentally sustainable goods and Operations to effectively administer corporate environmental initiatives and address the difficulties of adopting corporate environmental policies (Milliman and Clair, 1996). Distinguished recruiting, success evaluation, curriculum and growth programs, workplace engagement and incentive schemes are known to be essential methods for workers' cohesion.

The environmental strategy of the organization (Renwick, 2008) and thus, the Green HRM (Jackson et al., 2011) will allow a significant shift in the effective conservation of the climate. Note the workers are the answer to the progress or failure of the company's co-operation. Green HRM is not only applicable to businesses but also workers or organizations. According to personal life, an adult has a social experience and is both a member of public life and a private customer. Eco-sustainable activities are encouraged in all fields of existence. Greening will help employees make positive individual commitments to excellent social performance and create a significant impact on environmental protection by providing a responsible person.

### **Background of the study**

In the mid-1990s Green HRM had become a hot issue (Milliman and Clair, 1997) HRM's environmental sustainability posture has also constantly been acknowledged and applauded for its substantial influence on environmental performance (Jackson and Seo, 2010; Wagner, 2013). There have been different strategies to human capital to support ecological values effectively To promote environmental management efforts (Fernandez et al. 2003) (Jabbour and Santos 2008a) , 2008b), and to promote ecological preservation activities (Fernandez et al. in Spanish, 2003). A variety of academic papers (2013) have recently been released by Renwick et al. stating that environmental productivity requires the HRM network. In other terms, the activities of the GHRM Package are considered to have a beneficial impact on the organization's greening. The research even considers the GHRM a wide collection of human resources approaches and has repercussions for healthcare firms' performance.

Those in charge of managing the team would implement such specific actions with the main objective to instil environmental sustainable behaviour in the working environment (Kim et al., 2017).The research identified practices as GHRM behaviours as best conduct, both because of



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their effectiveness and synergistic effect on the advancement of green initiatives and the climate inside organizations. However, the attention of the HRM literature was not on systematic selection, but rather on individual practices. On the other side, this analysis acknowledges the potential of human resources to boost operational performance. This is consistent with other research that needed more analysis of the GHRM Kit Protocol's relationship with the firm's performance. Previous GHRM research focussed primarily on environmental impacts, though explorations remain rare on the relationship between GHRM and TBL. Throughout HRM and business processes, the concept of sustainability became powerfully significant. The study shows, for example, the need for HRM to become involved in sustainability issues; on the other hand, a simultaneous review of economic, environmental and social results performs an objective examination of sustainable performance (GRI 2006). Therefore, in order for a company to function effectively today and in the future, the idea of sustainability must be adopted, in particular (Hussein et al. 2018). Sustainability components are also equivalent in weight and distribution (Svensson et al., 2018). Nonetheless, a healthy climate ensures that the organization is capable of lowering methane and toxin emissions, removing toxic and dangerous substances and lowering environmental degradation (Zhu et al., 2008). Public results are the primary influence of green policies on social problems relevant to the credibility and profitability of the business. The growth in financial and marketing success The greens which have enhanced the company's position with regard to conventional industry (Green and Inman 2004; Zhu et al. 2005). Consequently, the inability to maintain the physical, economic and social efficiency of the organization is defined as significant improvement in the application of GHRM for the purposes of this study. This thesis focuses on GHRM's experience with active new science.

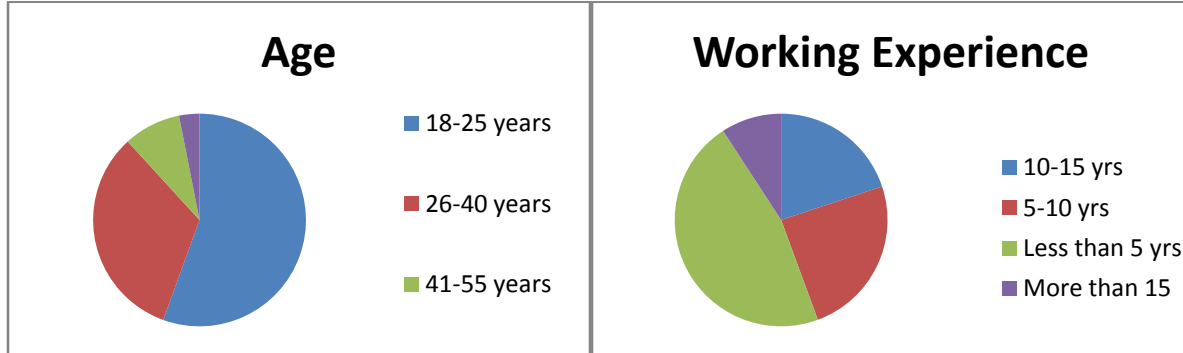
### **Research methodology**

An analysis is a rational and systematic search for knowledge about a given topic and the method is used to gather facts and evidence for business decision-making. Data was collected from various health care companies, i.e., Nava healthcare Pvt. Ltd., Cadila Health care Ltd., Benovymed health care, and CKD Pvt. Ltd., etc. Situated in Delhi NCR. The sample size was 196 of the total of employees working in health care companies. The main objectives of the study were as follows:

1. To study the Green HRM concept
2. To analyze the awareness about Green HRM
3. To examine the awareness about Sustainable performance
4. To find the impact of Green HRM on sustainable performance

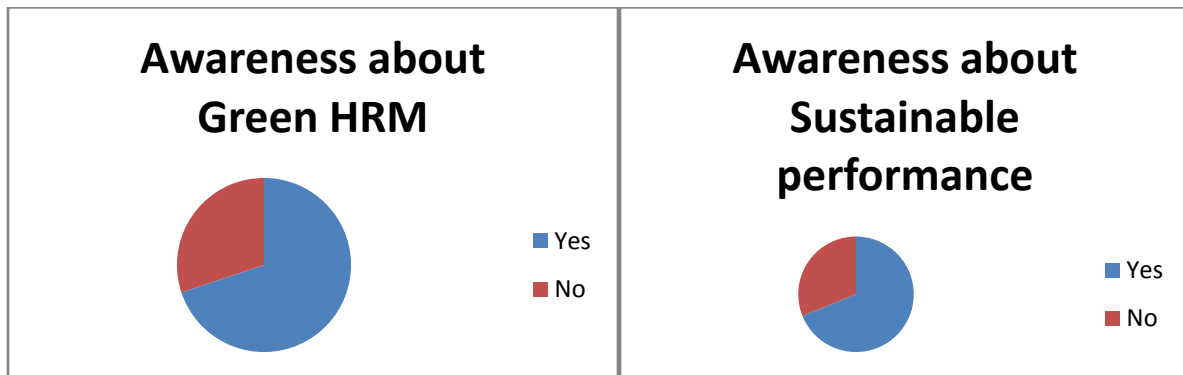
## Data analysis and interpretation

### Demographic profile



According to the data collected, the demographic profile showing that 53.6% are female and 46.4% male. Most employees belong to 18-25 yrs. of age group, and only 3% are above 56 yrs. of age. Most employees were having to experience less than 5 yrs. and only 9% of the employees having experience of more than 5 yrs.. 28% of employees are graduates, and 39% are postgraduate employees. 31% of employees are under graduation among the total of the respondents. 60 % of employees are working on the first level position in the company, 31% at the middle level, and only 7% of the total is working as top-level employees.

### Awareness about Green HRM and sustainable performance



Most of the employees are well aware about the concept of sustainable performance. Among total of the respondents, only 31% are not known with the concept of sustainable performance, and 135 no of respondents know about the concept of sustainable performance. Regarding the concept of green HRM maximum of the employees know this term. According to the responses collected a total of 137 employees are aware about the concept of Green HRM.





### Green HRM and sustainable performance

To identify the effects on sustainable performance of Green HRM , Linear Regression method was used. The results of the regression are as follows.

Model Summary <sup>b</sup>										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					VIF
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.584 <sup>a</sup>	.341	.337	3.44730	.341	100.214	1	194	.000	1.618
a. Predictors: (Constant), Green HRM										
b. Dependent Variable: sustainable performance										

The Model Summary table shows how much variation the model in the variable depends on, indicating the changed value of R (sustainable performance). The significance of square R is .341 for this model, indicates that independent variables clarify the cumulative variance of the dependent variable 34.1 percent.

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1190.939	1	1190.939	100.214	.000 <sup>b</sup>
	Residual	2305.477	194	11.884		
	Total	3496.416	195			
a. Dependent Variable: sustainable performance						
b. Predictors: (Constant), Green HRM						

The ANOVA table shows that the regression pattern is suitable for all the obtained data since the probability of F-statistics is significant at 5%. The regression model is therefore sufficient for the continuous results of the dependent variable.



Coefficients <sup>a</sup>										
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	10.774	.842		12.793	.000	9.113	12.435		
	GHRM	.961	.096	.584	10.011	.000	.771	1.150	1.000	1.000

a. Dependent Variable: sustainable performance

The coefficient table let us know what of the variables used in the model led to the estimation of the dependent variable. We are searching for a beta coefficient value of .584 for Green HRM. This means that the indicator provides the most special contribution to the interpretation of the dependent variable, the factor which is important has a p value of less than .05. There should be no multicollinearity between predictors when fitting a pattern. Multicollinearity renders it impossible to determine the specific importance of the indicator. The findings showed that there is no multicollinearity as the value of VIF (Variance inflation factor) for the component is less than 10.

### Conclusion and Discussion

Coronavirus 2019 is contagious disease, abbreviated as COVID 19. This spreads primarily by saliva gout or nose release while a person becomes sick. This is risky and costly in physical and emotional terms. It can place a government, nation, or multiple countries across the world on the verge of paralyzing the entire economic and financial systems. COVID-19 has a hugely adverse effect on humans. Employees at higher risk are health care staff, However the two employee groups are usually risky, and the chances are that each workplace would be attacked by a COVID-19. Thanks to the fact that there is a fatal pandemic called COVID-19, all businesses should confront a serious issue, namely, how to shield workers from it, regardless of scale, sector, ownership and venue. Staff become the organisation's lifeblood. It is predicted that both firms and enterprises would take action to ensure their personnel are protected from this epidemic. The WHO, global government agencies, security forces (in particular Sri Lanka) and other relevant employees have seemingly made efforts to limit COVID-19 outbreaks. Long-term sustainability cannot be taken for granted and thus, if we are to avoid this epidemic spread, all elements of the community – including companies and employers – will have a role (World Health Organization, 2020). The safety of the workplace may be ensured by a surveillance of the pandemic and the identification of the pandemic. Preventive efforts may need to be performed



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before workers get infected, and follow-up disciplinary action may be required. Analysis of such acts is outside the reach of this study article. Potential research and science experiments for this reason are needed to explain how Green HRM is at present at risk in avoiding and regulating COVID-19. In this way, objective study of both successful and negative reports will be of interest.

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