

The Implementation of Green HRM and the Roles of Leadership Commitment in Sustainable Development

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ABSTRACT

Industry 4.0 is seen to be moving aggressively in transforming nations, industry and firm, indirectly signalling the sweeping pace and change in business approach and society. Industry 4.0 can contribute to sustainable development in Malaysia economically, socially and environmentally. In accordance with the up and coming of pattern on condition maintainability to match with the creating of countries, there is a rising to apply natural practices into the region of human asset, known as Green Human Resources Management. HR Management are never again seen as the 'maid', rather are spinning into a way of life as the key marker for an association in accomplishing towards the reasonable improvement objectives - the activity should originate from the labor of the organization. Green HRM in Malaysia is still in the dark, not much exposure that even the Human Resource practitioner are not clear on the concept of Green HRM. What more to the top management and the employees who are not in relation to Human Resources Management. Other issues like the willingness and readiness of the industry in supporting this Green issue also need to be addressed. Thus, this paper will explore factors contributing to the wide acceptance on green human resource management as the key factors to the sustainability development of the business and society, concentrating on the willingness and commitment pledged by top management in ensuring the implementation of Green HRM. Previous studies also indicated that firms with the right employee empowerment, and Employee Participations (EP) are the determinat factor to the success of the organization Green HRM policy and practices.

Keywords: Green HRM, Management Commitment, Employee Empowerment, Employee Participations

INTRODUCTION

The Fourth Industrial Revolution or Industry 4.0 represents a future which will accelerate disruption and the new technologies dimension that stands to revolutionise our daily lives. As to that, Malaysian Government took the initiative to launch Malaysia's National Policy on Industry 4.0 or Industry4WRD on 31st October 2018. This new strategy consolidated to give the activity intend to receive Industry 4.0 related innovations so as to help efficiency and aggressiveness of robotization and data exchange collecting advances like computerized physical system, web, psychological figuring and others. There is no denial that the key component to facilitate this move towards Industry 4.0 is the human resources of the industry, not any technologies or components. Malaysia is not turning back and do not wish to be left

behind, thus need new strategic approaches for holistic human resource management. The evolution in Human Resources Management is now sided to Green Human Resources Management (GHRM), already widely accepted and practised in Western but slowly penetrating in the East. The research and studies on Green HRM practices and implementations in Malaysia is limited, thus requires more studies to be carried out in providing better insights of Green HRM towards achieving sustainable development. It was stated in the 2016 Global Green Economy Index (GGEI), Malaysia ranked sixty five out of eighty international locations in the use of HRM policies and practices, setting Malaysia low in rank for these practices. The organization's prosperity was resolved through a total of goals forms, motivating force pay, execution the executives frameworks, the specialist inclusion, and training (Huselid, 1995). However, the mergence of Economic Power among the East continents have aggravated the economic development of the Asean countries to go for environmental management initiatives.

Senior management of a company can play their roles in facilitating the HR leaders' strategic positioning of the HR feature and the execution of the HR practices. It is important for the HR Managers or Human Resources Leaders to ensure that their HR subordinates executed the Green HR practices in appropriate manner. There were few studies carried out on the same related matter, concluded the importance for all employees in the organization to acquire technical and green managements skills in guaranteeing a viable organization green administration framework in corporations (Daily, Bishop, & Govindarajulu, 2009; Unnikrishnan & Hegde, 2007).

Business visionaries inside the organization who are socially or environmentally known as eco-business visionaries assume significant job to empower worker inclusion and investment inside the association (Mandip, 2012, p. 246). Employee involvement means treating them as an asset and considering their inputs. This activity will expand the certainty among each colleague, and critical gains in various aspects among which their efficiency and dependability to the organization can be seen.

LITERATURE REVIEW

Green HRM

Malaysia's fast development rate is ascribed in its capacity to use the ecological asset base accessible. Biological practicality incorporates choosing fit decisions to diminish the business' negative impact on nature. The environmental disruption in Malaysia is alarming and thus requires radical approach to be considered before Malaysia contributed to the ranking of top most polluted country. The Greening HRM consolidates express HR's techniques and practices concurred with the three reasonableness fragments—condition, social, and cash related leveling (Yusliza, Ramayah, & Othman, 2015, p. 1). According to Opatha and Arulrajah (2014), green HRM is characterized as the way toward making green representative with the utilization of green human asset strategy and practices, and this is to help singular, society, network, and for the entire planet. The commitment of the present ages, HR executives are to make care among the youngsters and among the general open working for the relationship about the Green HRM, Green progression, usage of trademark assets and causing the corporate to keep up real condition, and hold the normal resources for our future age for instance plausible improvement (Mathapati, 2013, p. 2). Today, Green Human Resource Management (GHRM) has changed into a key business strategy for the fundamental affiliations where Human Resource Departments have a working effect in practicing common care at the workplace (Ahmad, 2015). Green HRM alludes to the arrangements, practices, and frameworks that make representatives of the association green to assist the individual, society, indigenous habitat, and the business (Opatha, H. H.,

& Arulrajah, A. A. (2014). It is a frameworks that invigorate a green conduct of an organization's representatives so as to propel the usage of benefits inside the affiliation towards condition maintainability to serve the individual, society, customary territory, and the business. GHRM must be entrusted to be directly responsible in empowering the green workforce with high value, recognizes, and hones green development and keeps up its green goals all through the HRM strategy of selection, decision, securing, getting ready, reviewing, making, and driving the associations human capital.

Management Commitment

In ensuring maximum participations and a full force of Green Human Asset Administration approaches and hones of the organizations towards sustainability development, direct participation by the management of the company is crucial. The board is careful in specifying and setting up Green HR methodologies and objectives, giving resources and getting ready, regulating execution at all elements of the affiliation, and surveying and changing the game plan in light of results achieved. No matter how strong the Human Resources forces of a company, without the involvement and interference of the leadership of the particular company and industry, the Green HRM plans and practices cannot be carried out successfully. Organization needs to prepare their workers to embracing the administration structure and procedure to deliver new thoughts, to imagine new advancement and furthermore to make the inventiveness in organizations (Beard and Rees, 2000). The top administration or the pioneers of the organization assumes significant job in guaranteeing the Green HR strategies and practices can work to the greatest power as individuals the board capacity has maintainability at its center as a major aspect of its kin the executives and ability the board, center and organizations draw in with the general public by adjusting their plans to it (Mandip, 2012). Pioneers can rouse representatives' green energy through impacting GHRM, and at last emphatically influence workers' green innovativeness (Jianfeng Jia, Huanxin Liu, Tachia Chin and Dongqing Hu, 2011). Viable administration responsibility who comprehend the significance of Green HRM including their ability to accomplish explicit natural activities incorporated into the remuneration framework will draw in workers by offering representatives an arrangement for assistance that prizes workers for green execution will hold workers.

Employee Empowerment

Employee empowerment is about accountability and trust. Employee felt empowered by the organization or unparalleled when they are given a particular dimension of self-guideline and obligation with respect to fundamental administration in their consistently work as such make a prevalent workplace culture. Empowerment is a way to a goal on the grounds that inspired representatives are progressively eager to finish errands and achieve objectives. Earlier studies have proven that empowering employees reduces the stress among employees and increases their job satisfaction (Kamalian et al. 2010; Matthews et al. 2003; Mougbo 2013; Singh 1993; Zeithaml et al. 1988). Empowerment is the key to enhancing an organization's outcome, besides, it increases employee performance in terms of effectiveness and efficiency, where empowerment boost employees' motivational levels (Jackson et al. 2014; Matthews et al. 2003).

Employee Participations

It is important to get each employee in an organization to be involved in the activities of Green Human Resource Management. No one is to be left out regardless of their rank, age, races, expertise and level of employment in helping the organization meet its goal on sustainability development. This is where management or leadership of the business play

significant role to encourage employee involvement in the greening process. Employee Involvement in all parts of work choices and arranging add to consistent improvement and the progressing accomplishment of the supportable advancement of the business. The move to encourage the Employee Participations shall increases their sense of ownership and thus improve their commitment. This will holds best representatives, and encourages a domain where individuals be persuaded and contributing. Thus, the initiatives to fulfill the organization mission towards the sustainability development can further be expanded rigorously. The latest research carried out by the Chartered Institute of Professional Development on 1000 respondents communicates that 47% of HR specialists feel that agents would slant toward working for firms that have a strong green philosophy and 46% of the respondents agree that having one would help pull in potential enrolled individuals (Phillips, 2007).

Employee participations in a green activity allows the employee to share their ideas to make the sustainability development as their goal and thus strive the team to the completion and achievements. Vital HRM specialists contended that to accomplish HR adequacy, HR ought to be drilled in general and should be lined up with the business key objectives, the basic methods by which the organization can effect and shape the capacities, dispositions, and lead of individuals to do their work and thusly achieve progressive targets (Collins and Clark, 2003).

CONCLUSION

The execution of GHRM practices are still at a beginning period and require reliable checking to see their potential impact on HRM related issues. Green HRM particularly in Malaysia and Eastern literature is still in infant stage and its concept and practices are still not widely understood. As such, Universities should introduce green HRM in their or syllabus so that more research can be carried out, more articles on the Green HRM concept can be explored. The businesses can give awards to scientists to shed on approaches to possibly improve the viability of actualizing the Green Human Resources Management. Industry players and universities can jointly organized more conferences, foreign training and seminars on Green HRM among various levels of HR managers in the organization to increase the awareness about Green human resource management. Researchers, University students and public can benefitted from these forums and allow more platforms to generate ideas on the similar interests. All Top management of organizations will be progressively proactive and dependable to fuse the Green HR Philosophy in corporate statement of purpose, HR-Policies. It is hope that by these exposure and awareness will publicise the Green policies and manuals for the mass to follow suit and share responsibility towards the implementation of successful sustainable development programs.

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