

The Green Workforce: Driving Corporate Sustainability through Strategic HR in India

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Abstract: *Environmental sustainability has become a key priority for organizations worldwide. Green Human Resource Management (GHRM) integrates environmental objectives with human resource policies and practices to promote sustainable organizational behavior. The present study examines the role of Green HRM in promoting corporate sustainability in Indian organizations. The research focuses on identifying various green HR practices adopted by Indian corporates and understanding their impact on employee awareness and environmental responsibility. The study utilizes a descriptive research design with both primary and secondary data sources. Data were collected from employees working in selected corporate organizations through a structured questionnaire. Statistical tools such as percentage analysis and tabular interpretation were used to analyze the data. The results indicate that Green HRM practices such as green recruitment, green training, eco-friendly workplace policies, and green performance management significantly influence employee participation in sustainability initiatives. The study concludes that strategic HR practices play a crucial role in building a green workforce and ensuring long-term corporate sustainability.*

Keywords: Green HRM, Corporate Sustainability, Environmental Management, Green Workforce, Strategic HR Practices

