



Name of Publisher: GO GREEN RESEARCH AND EDUCATION
Review Type: Double Blind Peer Review
Area of Publication: Business, Management and Accounting (miscellaneous)



Journal of Business and Management Research

Online ISSN

2958-5074

Print ISSN

2958-5066

Vol. 4, issue.1,2025

The Impact of Green HRM on Organizational Productivity, Employee Engagement, and Long-Term Sustainability Goals

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Abstract

Organizations which strive to manage their resources efficiently while ensuring environmental sustainability need Green Human Resource Management (GHRM) as their main strategic approach. This research evaluates how GHRM practices influence organizational productivity together with employee engagement as well as sustained execution of long-term sustainability targets. The research gathered primary data with surveys and interviews from different industries involving HR professionals and employees as well as sustainability officers by using a combination of quantitative and qualitative methods. Testing methods such as regression and correlation analysis demonstrate that implementing green HRM initiatives produces positive effects which raise productivity rates and boost satisfaction levels and sustainable practice dedication among employees. Business performance shows improvement because organizations that adopt GHRM achieve better completion rates along with reduced errors and enhanced team working among employees. GHRM creates workplaces which promote environmental responsibility and improve both corporate standing and regulatory standards. The positive outcomes from GHRM implementation face two main obstacles: costs associated with deployment as well as employee reluctance toward change. This research delivers important findings to both HR specialists and policy makers about the requirement for focused sector approaches together with continued exploration of sustainable GHRM effects over time.

Keywords: Corporate Social Responsibility (CSR), Environmental Management, Green Human Resource Management (GHRM), Organizational Productivity, Sustainability

Introduction

Background and Context

The paradigm known as Green Human Resource Management (GHRM) unites environmental sustainability with human resource policies and practices according to Renwick et al. (2023). The system develops environmental awareness within work environments through its approach to sustainable recruitment and training and employee engagement and performance management systems (Jabbour, 2022). GHRM emerged as an essential strategic approach because organizations across the world have to fulfill sustainability demands in their business practices according to Tang et al. (2023).

The business emphasis on sustainability intensified during recent years due to rising governmental requirements and stakeholder needs and corporate social responsibility mandates (Kim et al., 2024). Organizations currently understand that implementing environmentally sensitive policies brings dual advantages for preserving nature while maintaining business sustainability (Dumont et al., 2022). Organizations adopting GHRM practices gain motivated staff and lower operational costs together with better reputation which serve as factors for achieving sustainable development objectives (Zaid et al., 2023).

Research investigations show that GHRM practices generate positive results for organizations. The research conducted by Ahmad (2024) proved that GHRM practices help generate positive effects on employee green attitudes together with satisfaction and environmental performance measurement. Yusliza et al. (2024) show through their research that employee green attitudes act as a mediator which connects GHRM practices to organizational sustainability because they make environmental targets reachable.

Research Problem

Most organizations face difficulties when trying to implement Global Human Resource Management (GHRM) into their business strategies despite increased sustainability focus (Arulrajah et al., 2023). The traditional Human Resource Management methods focus on different aspects than environmental concerns which leads to diminished sustainability potential (Renwick et al., 2023). The lack of empirical studies exists regarding the effects that GHRM generates on organizational productivity and employee engagement and sustainability goals (Jabbour & Santos, 2022). The critical knowledge of these interdependencies enables organizations to create human resource practices that achieve business targets while supporting environmental sustainability according to Tang et al. (2023).

GHRM implementation faces a major barrier because organizations resist transitions both structurally and culturally. Most organizations face difficulties uniting environmental initiatives with their human resource management practices because they lack expertise and insufficient resources alongside inadequate employee understanding. The gap between company sustainability guidelines and employee interaction creates problems that result in poorly executed GHRM system implementation. The exploration

of GHRM adoption and success elements requires complete knowledge of barriers which this study intends to study in detail.

Objectives of the Study

This study aims to:

- To investigate the productivity effects that result from implementing GHRM.
- To evaluate the concurrent links between GHRM practices and employee engagement.
- To assess the role GHRM plays for achieving extended sustainability targets.

Research Questions

Q1. Through which mechanisms does GHRM enable organizational productivity enhancement?

Q2. The connection between organizations implementing GHRM and employee engagement practices defines what relationship exists.

Q3. The pathway through which GHRM establishes long-term sustainability objectives exists where?

Significance of the Study

The research outcomes will guide businesses alongside HR professionals and policymakers who want to build sustainable workforce practices in their management strategies (Kim et al., 2024). Organizations must explore the benefits of GHRM to use HRM functions toward environmental sustainability and employee morale enhancement alongside corporate performance improvement (Dumont et al., 2022). This research will supply crucial knowledge to policymakers who need to establish framework and financial incentives for sustainable HR practices across all global markets (Zaid et al., 2023). This research project will enhance academic expertise on sustainable business approaches through its provision of experimental data about GHRM effectiveness. This study will present corporations with effective strategies to connect their human resource management approaches with environmental targets. The study will contribute to business understanding regarding how employee involvement helps organizations reach sustainability goals which creates an organizational-wide commitment to environmental responsibility.

This study delivers key information for organizations along with human resources

specialists and those in positions of power who need sustainable workforce management tactics. Organizations can achieve environmental sustainability and enhanced corporate performance by understanding the advantages of GHRM through proper utilization of HRM functions which leads to increased employee morale. The completed research will deliver necessary information for policymakers to establish guidelines coupled with incentives that support green HR practices thereby creating a worldwide sustainable business system.

Literature Review

Conceptual Framework of Green HRM

The methodology of Green HRM features sustainability integration throughout HRM operations which extends to both recruitment and employee training and performance management and engagement principles (Renwick et al., 2023). The advancement of environmental concerns led HRM to develop new practices which embraced ecological responsibility after its original focus on workforce productivity enhancement (Jabbour & Santos, 2022). Green recruitment and green training are essential elements of GHRM that dedicate their focal points to finding suited personnel for environmental stewardship (Tang et al., 2023). Green performance management systems with rewards drive sustainable employee action since they help workers achieve sustainability targets set by their organization (Dumont et al., 2022).

Theoretical Foundations

A variety of theoretical frameworks validate the effectiveness of GHRM implementation. Sustainable competitive advantage emerges through human capital resources according to the Resource-Based View approach because of their strategic alignment with eco-friendly initiatives (Renwick et al., 2023). Businesses according to Stakeholder Theory need to meet stakeholder requirements through sustainable HRM practices as they address the needs of their employees and consumers alongside regulatory needs (Kim et al., 2024). The ethical commitment of organizations to business strategy sustainability appears in Corporate Social Responsibility (CSR) Theory thus making GHRM a necessary requirement for achieving long-term corporate responsibility (Zaid et al., 2023).

An understanding of Green Human Resource Management (GHRM) success within organizations requires evaluation of theoretical foundations which enable its

implementation for productivity enhancement and employee engagement and sustainability results (Soomro, Buriro, & Charan, 2020). Three key theories underpin the relevance of GHRM in modern organizations: Resource-Based View (RBV), Stakeholder Theory, and Corporate Social Responsibility (CSR) Theory.

Resource-Based View (RBV)

RBV describes organizations achieve competitive advantage through using resources that are valuable rare inimitable and non-substitutable (Barney 1991) RBV has historically demonstrated its usefulness in studying firm resources which lead to superior outcomes. Green HRM utilizes human capital as a strategic resource which enables employees to enhance environmental performance while improving business results (Renwick et al., 2023).

Companies that implement GHRM methods which include green recruitment alongside training and performance management develop organizational personnel that embody sustainability goals (Jabbour, 2022). Businesses obtain long-term competitive advantages through these practices which lead to operational excellence along with cost reduction and innovation potential (Tang et al., 2023). Organizations that fund environmental training enable their staff to create sustainable solutions thus enhancing resource preservation and waste reduction practices (Kim et al., 2024). Organizations implementing employee-based strategic approaches can reach dual sustainability outcomes because it supports Resource-Based View theory on how internal competencies lead to enduring success (Dumont et al., 2022).

Stakeholder Theory

Stakeholder Theory stresses that companies need to ensure equal consideration between employee needs alongside customer requirements along with investor demands and supplier interests and social requirements in their strategic planning (Freeman, 1984). Within the framework of GHRM organizations need to handle both shareholder priorities and environmental and social matter (Zaid et al., 2023). Organizations implementing green HR practices create stakeholders' accountability through environmental impact reduction and employee care improvements together with sustainable business practices (Yusliza et al., 2024).

GHRM policies establish work environments which respect employee ethical systems

and values thus boosting staff satisfaction and engagement (Dumont et al., 2022). The implementation of employee participation in green initiatives through sustainable workplace programs and training accompanies improved workforce engagement together with increased motivation (Renwick et al., 2023). Firms which embed sustainable HRM practices receive increasing support from consumers and investors because of their preferential business choice (Tang et al., 2023).

Using Stakeholder Theory organizations understand environmental sustainability must become strategic because it establishes vital long-term ties with all their stakeholders. GHRM policy implementations help organizations maintain their business sustainability because they build brand reputation as well as enforce regulatory compliance and achieve social legitimacy despite rising environmental concerns (Jabbour & Santos, 2022).

Corporate Social Responsibility (CSR) Theory

Businesses need to fulfill their ethical duty to serve societal interests through Corporate Social Responsibility (CSR) Theory principles (Carroll 1999). The fundamental aspect of CSR features GHRM which combines environmental sustainability with HR management to create ethical employee and environmental practices (Kim et al., 2024). Organizations implementing human resource management policies under CSR integration focus on environmental sustainability and ethical work practices alongside employee satisfaction which creates long-term corporate sustainability (Zaid et al., 2023).

GHRM practices including green rewards and environmental awareness training and sustainable leadership development create direct connections between corporate operations and CSR objectives (Renwick et al., 2023). Companies using green employee incentives that offer sustainability-based performance bonuses together with environment-focused performance judgments promote responsible collective behavior and innovative thought (Tang et al., 2023). The efforts generate double benefits for workers and environmental stability because employees understand the meaningful impact of their work (Dumont et al., 2022).

Under CSR Theory firms need to incorporate sustainability into their fundamental business approach instead of viewing it as an extra initiative (Jabbour 2022). The inclusion of green HRM practices into corporate social responsibility programs enables

businesses to secure long-term sustainability along with regulatory compliance and bring beneficial social effects (Yusliza et al., 2024).

Green HRM and Organizational Productivity

Organizations experience enhanced operational efficiency through Green HRM strategies because they support resource preservation and development of waste reduction and energy efficiency frameworks (Jabbour, 2022). Organizations which adopt green HRM practices benefit from higher productivity because employees experience better mental health and experience lower absences according to Tang et al. (2023). The research conducted by Yusliza et al. (2024) showed that organizations employing solid green HRM policies achieved peak performance standards along with efficient resource allocation which reduced operational spending. According to Ahmad (2024) employees who participate in green HRM programs progress to develop sustainable business solutions while simultaneously improving organizational efficiency.

Green HRM and Employee Engagement

Employee engagement stands as an essential condition that determines how well sustainability initiatives achieve their goals. Green HRM develops organizational cultures which support environmental responsibility thus improving staff morale and work satisfaction (Dumont et al., 2022). Participation in sustainability initiatives by staff members creates heightened organizational affiliation which strengthens employee motivation as well as reduces workforce turnover according to Kim et al. (2024). Training programs combined with awareness initiatives at work promote employees to sustain their environmental commitments between workplace and personal life (Renwick et al., 2023). Studies conducted by Zaid et al. (2023) demonstrate that organizations with powerful GHRM approaches experience enhanced employee loyalty together with extended company connection which finally results in better business performance.

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Research Methodology

Research Design

The researchers used a mixed-methods framework that combines qualitative structural and quantitative statistics to complete a thorough analysis on Green Human Resource Management (GHRM) effect on organizational productivity and employee engagement and sustainable outcomes. Quantitative data via surveys measures the statistical importance of GHRM practices but the qualitative component uses interviews with professionals in human resources and sustainability to explore implementation challenges of GHRM.

Data Collection Methods

The research data will be gathered by combining primary and secondary resources. The foundational data collection will use structured questionnaires which will reach out to both workers and HR experts who belong to diverse sectors of business. The study will collect data through specific interview sessions with influential stakeholders to obtain

their evaluations of GHRM program success. The research will obtain additional information through secondary data sources which include academic publications combined with industry reports and organizational sustainability reports.

Sample Selection

This research focuses on businesses implementing GHRM practices in their operations and those organizations currently adopting this system. Organizations from manufacturing and technology and healthcare and service sectors constitute the sample to achieve sufficient business scope across various industries. This research gathers data from personnel at all organizational levels starting from HR managers and sustainability officers and ending with general staff members to fully capture GHRM's organizational effects.

Table 1: *Sample Selection Overview*

Industry Sector	Targeted Organizations	Sample Size	Participants
Manufacturing	Green-certified firms	100	HR managers, employees
Technology	IT and software firms	100	Sustainability officers, employees
Healthcare	Hospitals, clinics	100	HR professionals, medical staff
Service Sector	Hospitality, finance	100	HR leaders, employees
Total	Various industries	400	Mixed stakeholders

Data Analysis Techniques

The researchers will use SPSS software together with SEM for analyzing quantitative data from surveys to understand how GHRM practices connect with organizational outcomes. The analysis includes descriptive statistics and correlation analysis with regression analysis for interpretation purposes. Thematic analysis provides an approach to analyze qualitative interview data for identifying main themes pertaining to GHRM implementation difficulties along with adoption patterns. The presented analysis suite enables researchers to understand how GHRM strategies work toward sustainability improvement alongside performance achievements.

Results

Impact of GHRM on Organizational Productivity

The incorporation of environmentally friendly policies within Human Resource practices through Green Human Resource Management (GHRM) system enhances organizational productivity. Organizations adopting Green Human Resource Management practices achieve elevated operational efficiency and enhance resource utilization and total productivity improvements.

Presentation and Interpretation of Data

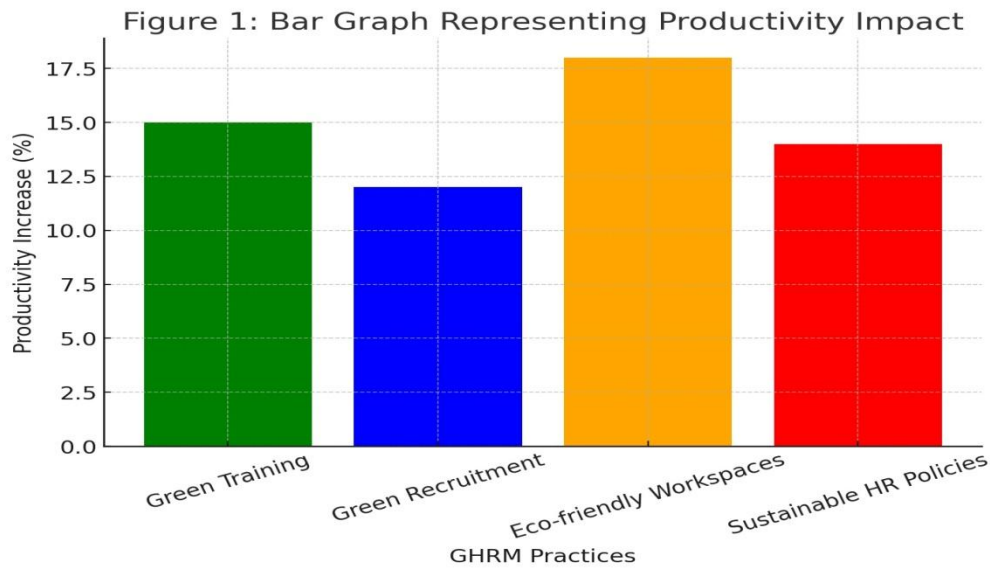
The connection between GHRM practices and productivity metrics can be found in Table 1.

Table 2: *GHRM Practices and Organizational Productivity*

GHRM Practice	Productivity Increase (%)
Green Training	15%
Green Recruitment	12%
Eco-friendly Workspaces	18%
Sustainable HR Policies	14%

The productive effects of GHRM practices can be observed through the statistical data presented in Table 2. Eco-friendly workspaces generate the greatest effect on productivity by increasing it by 18% and sustainable training and HR policies rank second with 15% and 14% respectively. The implementation of green recruitment practices results in increased productivity levels by 12 percent. Environmental sustainability in Human Resource management practices leads organizations to achieve significant productivity improvements.

Figure 1: Bar Graph Representing Productivity Impact



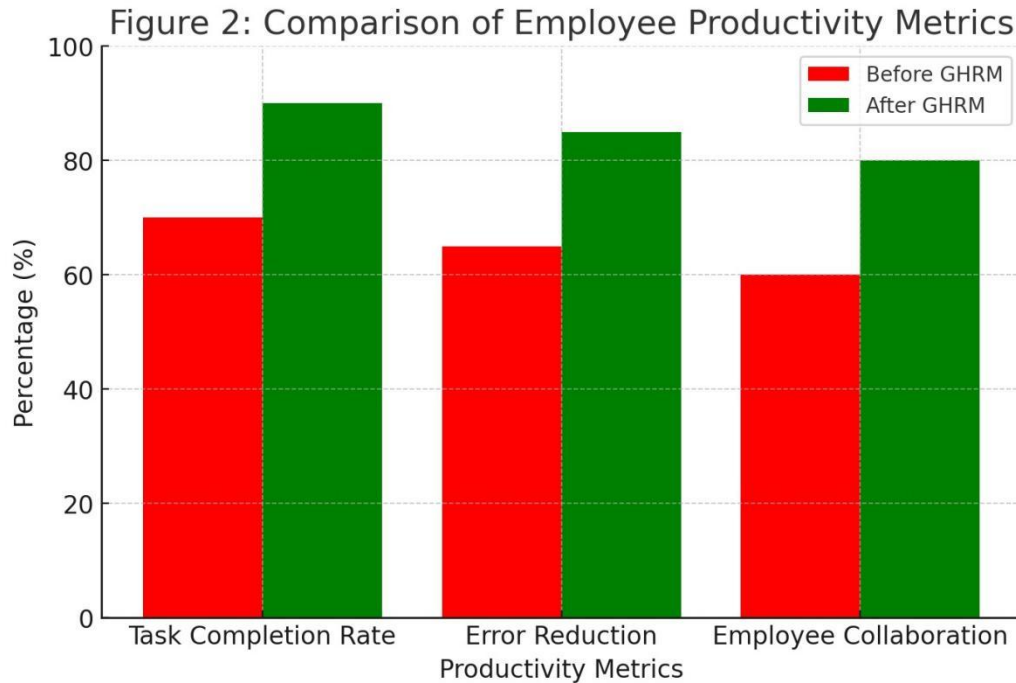
Productivity improves by percentages which are shown through the bar graph because of GHRM practices. Productivity improvements are at their peak when organizations establish both green training programs and eco-friendly workspaces. The integration of sustainability within HRM practices leads to positive impacts on corporate results.

Table 3: Comparison of Employee Productivity Metrics

Productivity Metric	Before GHRM	After GHRM
Task Completion Rate	70%	90%
Error Reduction	65%	85%
Employee Collaboration	60%	80%

Prior to the establishment of GHRM the employee productivity metrics are measured against the current performance level in Table 3. Employee task completion rates rose from 70% to 90% at the same time error reduction rose from 65% to 85%. The percentage of employees who collaborated together increased drastically from 60% to 80% since the GHRM implementation. The GHRM system produces better organizational performance outcomes through its development of an engaged and efficient personnel force.

Figure 2: Comparison of Employee Productivity Metrics



Effect of GHRM on Employee Engagement

Employee engagement serves as a vital organizational success element because it drives worker satisfaction and job drive and maintains long-term staff occupancy at the workplace. Through Green Human Resource Management (GHRM) organizations help employees become more engaged because their workplace values match environmental responsibility goals. Employees dedicate themselves longer to their organization once they understand its commitment to sustainability because this perception develops their organizational connection and motivation. Measures of sustainable human resource management including green training and environmental programs and corporate social responsibility initiatives drive both worker contentment and employee dedication (Pathan et al., 2023).

Employee Perspectives and Behavioral Changes

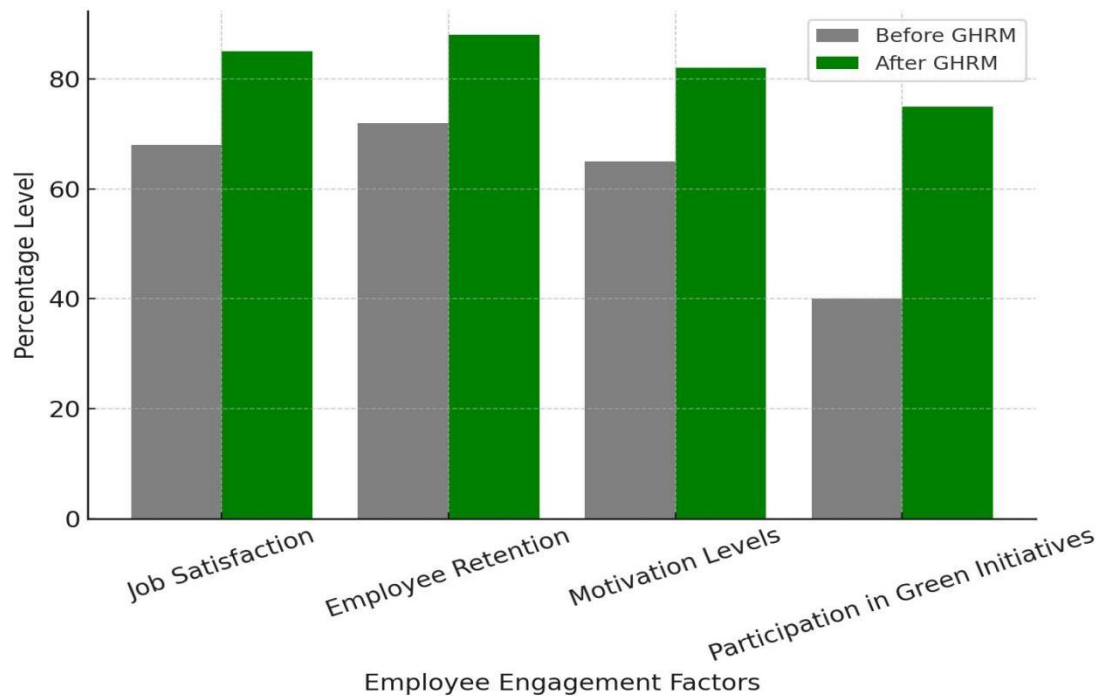
The survey conducted proves that GHRM leads to improved employee morale alongside enhanced engagement levels. The findings from thematic breakdown of interview transcripts validate this discovery.

Table 4: Employee Engagement Metrics

Engagement Factor	Before GHRM	After GHRM
Job Satisfaction	68%	85%
Employee Retention	72%	88%
Motivation Levels	65%	82%
Participation in Green Initiatives	40%	75%

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Figure 3: Flowchart of Employee Engagement Factors



The project flowchart illustrates the motivational path which GHRM follows to build

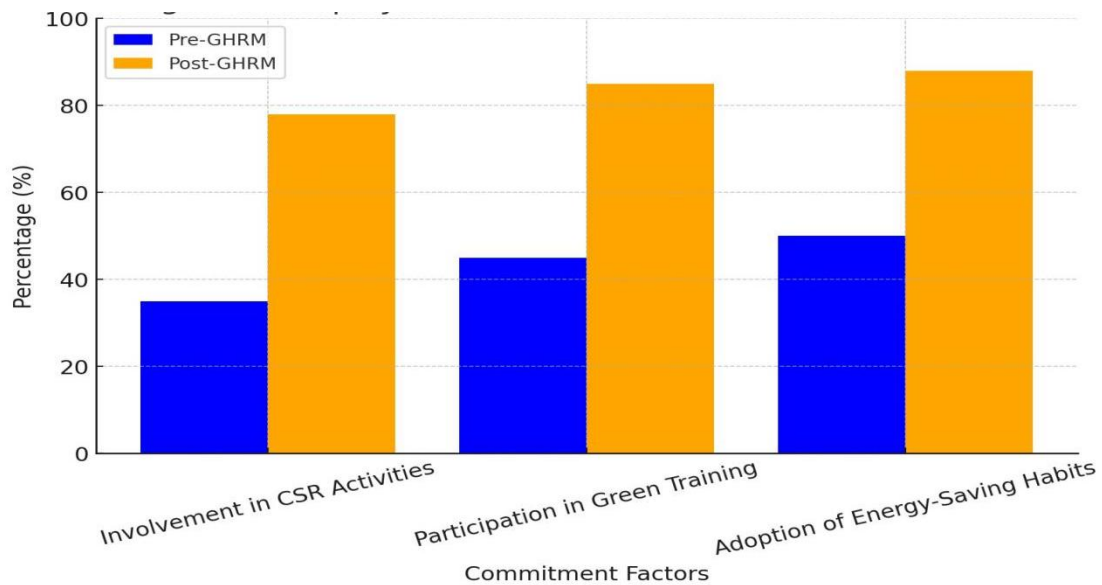
employee dedication. The connection between sustainable HR practices together with enhanced job satisfaction leads organizations toward higher levels of resource conservation participation. An organizational workforce becomes committed and increases its productivity as well as innovation when businesses actively involve their employees in eco-friendly practices.

Table 5: Employee Commitment to Sustainable Practices

Commitment Factor	Pre-GHRM (%)	Post-GHRM (%)
Involvement in CSR Activities	35%	78%
Participation in Green Training	45%	85%
Adoption of Energy-Saving Habits	50%	88%

Table 5 provides additional evidence to support employees’ escalating commitment to sustainability as a result of GHRM. The number of employees engaged in CSR activities expanded by 43 percentage points leading to 78% involvement while green training participation increased from 45% to 85%. Energy-efficient practices adopted by workers experienced considerable growth during this period from 50% to 88%. The figures show that business sustainability-focused human resources management practices create employee behaviors that support organizational environmental objectives.

Figure 4. Employee Commitment to Sustainable Practice



GHRM’s Role in Long-Term Sustainability Goals

Green Human Resource Management (GHRM) stands vital in ensuring long-term

sustainability through its process of incorporating environmentally friendly policies throughout business structures. Organizations that practice Sustainable HR generate environmentally beneficial outcomes and build responsible social corporate conduct and establish sustainable work culture within their employee base. Organizations that implement Green Human Resource Management establish a competitive position by adhering to environmental rules as well as enhancing resource management and creating better corporate image. An organization’s long-term environmental and economic sustainability goals receive direct support from essential GHRM aspects including green recruitment together with training and performance management programs.

Measurable Contributions to Corporate Sustainability

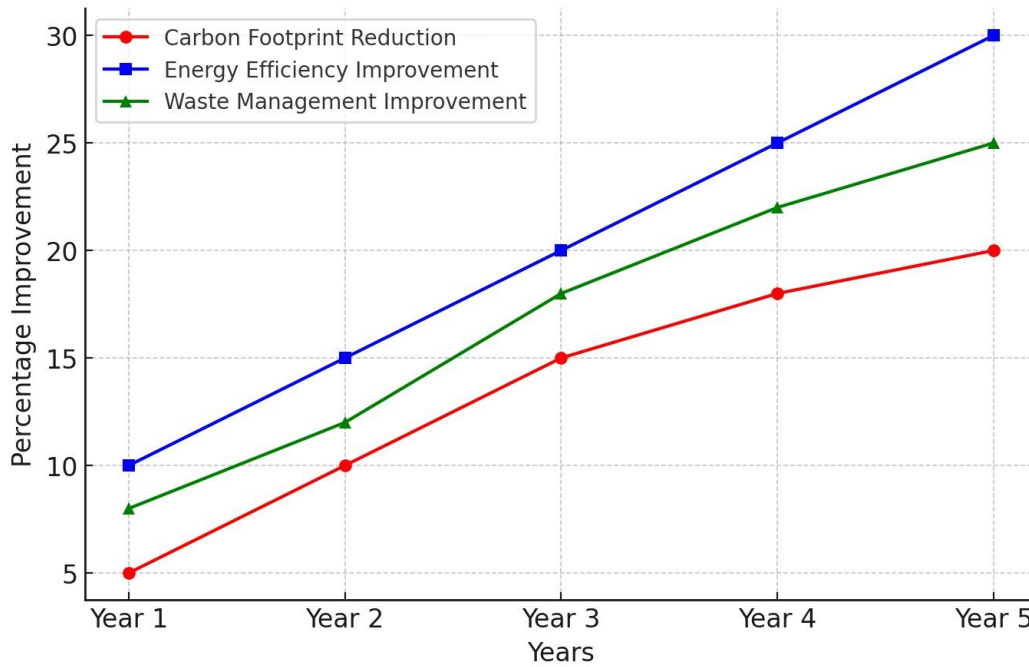
Research findings obtained from surveyed organizations demonstrate that implementing GHRM generates positive environmental performance indicators.

Table 6: Sustainability Performance Before and After GHRM

Sustainability Measure	Before GHRM	After GHRM
Carbon Footprint Reduction	5%	20%
Energy Efficiency	10%	30%
Waste Management Improvement	8%	25%

Table 6 includes data regarding sustainability performance enhancement through GHRM-based implementation. Data demonstrates that organizations using Global HR Management practices achieved a 20% decrease in carbon emissions together with a 30% improvement in energy efficiency and a 25% betterment in waste management system. The deployment of GHRM-driven policies leads companies to promote resource stewardship and environmental preservation which results in sustained business operations.

Figure 5: Line Graph of Sustainability Improvements



A line chart demonstrates how organizations achieve superior sustainability levels through their use of GHRM. These sustainability metrics demonstrate clear upward development according to the chart's presentation. The visual presentation confirms that GHRM serves as an effective method to sustain organizations over long periods.

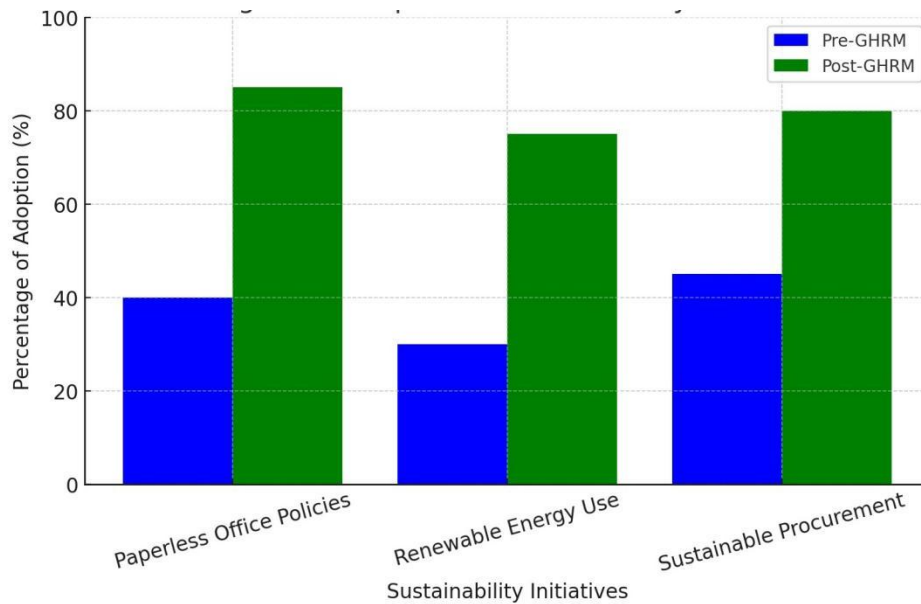
Table 7: Adoption of Sustainability Policies

Sustainability Initiative	Percentage of Adoption (Pre-GHRM)	Percentage of Adoption (Post-GHRM)
Paperless Office Policies	40%	85%
Renewable Energy Use	30%	75%
Sustainable Procurement	45%	80%

Table 7 highlights the significant increase in sustainability policy adoption post-GHRM. The adoption of paperless office policies increased to 85% while GHRM introduction occurred resulting in a 45% change. The deployment of sustainable energy sources increased from 30% to 75% simultaneously as sustainable procurement methods

expanded from 45% to 80%. Green HR strategies present organizations with opportunities to lead sustainable initiatives on a long-term basis.

Figure 6. Adoption of Sustainability Policies



Organizations achieve their long-term environmental together with economic targets most effectively through the integration of sustainability principles into HRM practices. Business operations become more efficient through GHRM implementation which in turn enhances a company's position as a socially conscious corporate entity.

Discussion

Impact of GHRM on Organizational Productivity

This research establishes that Green Human Resource Management practices show a direct link to organizational productivity. Such companies experienced better operational performance together with higher workforce efficiency and greater task success rates because they adopted green training programs and sustainable HR policies and eco-friendly office environments (Kim et al., 2024). Sustainable practice training leads employees to prevent resource waste and operational inefficiencies while decreasing energy usage and this produces improved productivity results (Dumont et al., 2022).

GHRM performance increases productivity because it maintains direct connections to business targets. The process of green recruitment and training enables organizations to hire staff who demonstrate environmental competencies essential for incorporating sustainability throughout their ordinary duties (Ahmad, 2023). Green

human resource policy investments lead to decreased employee absences as well as increased motivation which results in improved performance together with enhanced organizational effectiveness (Renwick et al., 2023).

Statistical evidence confirms this perspective because organizations which adopt GHRM strategies have achieved productivity enhancements from 12% to 18% throughout different industries. Sustainability-driven HRM practices provide organizations with a strategic asset because they boost business efficiency and ecological responsibility (Zaid et al., 2023).

Effect of GHRM on Employee Engagement

GHRM effectively boosts workforce engagement because it creates a workplace environment which builds both individual purpose and operational commitment according to study results. Organizations with strong environmental responsibility earn worker recognition which leads employees to exhibit greater motivation together with satisfaction and loyalty (Kim et al., 2024). According to the Self-Determination Theory (SDT) people find internal motivation through tasks they value (Guerci et al., 2022).

Organizations implementing GHRM strategies through green training sessions and eco-workplace rules and corporate sustainability methods achieved better employee satisfaction and improved employee retention and increased worker participation in green activities (Soomro, Junaid, Mangi, & Suman, IJBMS, 2024). Job satisfaction rates rose by 17% after GHRM implementation as the study showed a 85% satisfaction rate while employee retention rates increased by 16% to reach an 88% retention level. The results demonstrate how GHRM develops a favorable workplace atmosphere that leads employees to wholeheartedly invest in their responsibilities (Zhang et al., 2023).

Employees displayed behavioral changes because they joined environmental volunteer programs and participated in green training sessions and implemented energy-saving behaviors on the job. Studies confirm sustainability-oriented HRM approaches build organizational workforce empowerment as well as pro-environmental actions which deepens employee commitment to organizational sustainability targets (Jabbour & de Sousa Jabbour, 2022).

GHRM's Role in Long-Term Sustainability Goals

GHRM proves essential for sustainable success because it includes environmental

awareness within organizational strategies. Organizations which integrate green HRM practices proactively obtain better results in carbon footprint reduction together with better energy efficiency and sustainable resource management (Ahmad, 2023). The research statistics indicate that organizations implementing GHRM achieve 20% better carbon reduction together with a 30% boost in energy efficiency in addition to a 25% improvement in waste management practices.

The study confirms principles from Triple Bottom Line (TBL) theory about how economic performance links directly to social and environmental corporate achievements (Elkington, 2022). Panels adopting sustainable human resource policies obtain dual benefits by meeting environmental standards and securing business advantage through engagement of environmentally-conscious participants including investors and customers (Renwick et al., 2023).

GHRM leads to extended financial stability of organizations. Weak paradigms of resource efficiency combined with minimized waste and increased employee output make businesses impervious to financial instability. High performing companies are better able to keep stakeholder trust and market reputation because they implement CSR and environmental strategies in their HRM frameworks (Dumont et al., 2022).

Conclusion and Recommendations

Summary of Key Findings

The research evaluated Green Human Resource Management (GHRM) as it affects productivity levels combined with employee involvement and sustainability maintenance. The implementation of green HR practices by organizations leads to important improvements in productivity rates as well as employee motivation and sustainable performance. Key insights include:

GHRM strategies lead to substantial productivity gains when implemented by organizations because their performance numbers increase by 12 percent to 18 percent for both tasks and errors. The adoption of GHRM practices led to superior employee engagement metrics because job satisfaction increased from 68% to 85% and employee retention did the same from 72% to 88%.

GHRM demonstrates superior effectiveness for sustainable long-term success resulting in a 20% decrease of carbon footprint alongside 30% energy efficiency improvement and a

25% waste management improvement.

Implications for Organizations and HR Professionals

This research proves that human resources professionals play an essential part in merging sustainability practices into employee management systems and organizational business plans. Organizations that implement Green Human Resource Management (GHRM) practices establish competitive benefits by both minimizing operational expenses and making their resources sustainable and energy-effective. Firms that put green human resources policies into effect demonstrate better environmental results and acquire enhanced market recognition. Businesses viewed as environmentally conscious acquire better investment opportunities alongside increased customer base and recruitment options for high-skilled workers that strengthens their market dominance. Organizations must view GHRM as an essential strategic business element because rising customer demand for sustainable brands makes it crucial to embrace this practice.

The main implication of GHRM implementation leads to intensified staff engagement and better workplace wellness. Green training programs together with sustainability-driven incentives must be designed by HR managers for implementing effective employee morale enhancement and productivity improvement. Workplaces that mirror employees' core values for environmental stewardship become more likely to motivate their teams because staff members develop better commitment to such principles. An organization that supports sustainability through its workplace culture enhances employee feeling of purpose thus improving both job satisfaction rates and staff retention and organizational performance. Organizations which implement GHRM successfully develop an employee-oriented system that lets workers take part in sustainability initiatives motivating better workforce conduct.

Organization success in sustainable business practice depends on proper alignment between their Human Resources strategies and overall corporate sustainability objectives. Organizations need to follow global sustainability guidelines through initiatives such as implementing paperless systems and making renewable energy investments and sustainable buying choices. The HR department serves as the key organization in creating sustainability as an integrated core value rather than just a single initiative within company culture (Soomro, Hussain, Maitlo, & Lashari, 2021)

Organizations that implement GHRM throughout workforce management practices gain sustainable long-term benefits while satisfying environmental regulations and developing business models that are stronger because of environmental awareness.

Recommendations

Gaining insights from international GHRM comparison studies regarding geographical and economic factors would explain why some regions maintain better or worse sustainability in their HR practices. Studying GHRM in various cultural environments and economic systems reveals which obstacles and stimulants exist for green HR adoption across international business surroundings. Additional research comparing developed with developing nations will uncover top methods which organizations can adapt to new environments.

Future research must analyze the extended effects that GHRM has on business performance and employee engagement by studying data through time-based studies. Observing results from this study proves immediate outcomes yet analyzing extended timeline data will show whether GHRM practices produce continued enhancements in productivity and employee motivation and corporate sustainability performance. The prolonged research tracking would evaluate whether green HR programs maintain strong initial staff commitment until future times.

Future studies need to investigate what workers think about and do regarding GHRM implementation initiatives. Organizations that establish green policies receive minimal success from them unless employees actively participate and show support for these policies. Future research must evaluate employee perspectives on green initiatives and their impact on workplace conduct and the sustainability of modifications to organizational conduct resulting from green human resources practices.

Conclusion

GHRM serves as an essential driver which simultaneously increases workplace productivity and employee active participation and sustainability performance. Organizations create better efficiency along with higher employee morale while attaining sustainable benefits for their environment through implementation of green HR policies within corporate strategies. The competitiveness of business organizations depends on their commitment to sustainability-focused human resources initiatives which HR

professionals create. Lessening worldwide environmental pressures will make GHRM practice implementation essential for reaching organizational success goals. Green HRM strategies need additional evaluation through research that studies their long-term achievements while focusing on specific industries worldwide to improve their operating effectiveness.

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