

“Green Human Resource Practices: Substantial for Sustainable Growth
of Public and Private Sector Organizations of Pakistan”



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Abstract

Even though 'Going Green' and being 'Eco-Friendly' in general are topics of interest and focus these days, Green Human Resource Practices is a new area of importance which is gaining attention. The current study comprehends a more concrete definition of Green Human Resource Practices by explaining all the green practices and policies involved in all the steps of HR. Additionally, it examines what could be the possible role of Green Human Resource Practices in the sustainable growth of an organization and how it can be integrated in all business processes.

Literature was reviewed from different research papers and books for the better understanding and description of study undertaken. A questionnaire was circulated through an internet link to 50 different organizations of Pakistan that included both public and private sector organizations. No single questionnaire was printed in order to support the research topic under discussion. 100 individuals responded to the questions and submitted their answers online. All the questions were related to the variables that are basically different areas of HRM like recruitment and selection, performance management, training and development, employee relations, employee commitment, retention and productivity etc. The responses were analyzed through SPSS Software and the results were evaluated to prove the 4 hypothesis that were generated at the start of research.

All the results of quantitative analysis proved the hypotheses and supported the effect of independent variables on dependent variable effectively. Based on the results comprehensive recommendations are given at the end of research.