

A study on Implication of Green Human Resource Management (GHRM) for Sustainable Livelihood of Tribal Community.

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Abstract:

The concept of Green Human resources Management is used in incorporating ecological practices into the area of Human Recourse policy making in organisation. The Green HRM promotes to utilize HR policies to support the sustainable use of environmental resources within business organizations and, more generally, support the reason of environmental sustainability. Green HRM can develop human resource policies for promoting environment management initiatives for environmental sustainability and would benefit the livelihood of tribals and organization as well. Therefore, Researcher give emphasis on the practices of Green HRM and its implication which would turn out for sustainable livelihood of tribal communities.

Keywords: Conservation, Corporate responsibility, environment, sustainability, livelihood Green HRM, tribals.

Introduction:

Now a day, The Green Recourse Management is the buzz word for the organisation in order to incorporate ecological practices into the area of human resources policy. As for Maharashtra state is concern, majority of tribals are directly or indirectly dependent on forest resources and allied businesses and about 65 percent of population are directly involved in agricultural enterprise. The study is related to HR practices by contributing corporate efforts towards conservation and preservation of natural environment which will ultimately ensure environmentally sustainable growth and development of the businesses.

Thus, by adopting the Green HR practices in the management philosophy, the Green HRM will become an important role in the industry to promote environmental sustainability which can benefit the livelihood of the tribal people (Jain G, 2015). Environmentally friendly HR practices can be possible in the vicinity of forest region by not only to satisfy the nutritional gap of tribals but also to promote environmental sustainability to attain the goal of Green HRM.

Unfortunately, the big projects like irrigation dams, coal mining, mineral excavation project of limestone, manganese etc. in the buffer and core zone of forest are disturbing the tuning of sustenance between tribals and wild creatures resulting in man-animal conflict. The encroachment of local governments and private interests on forests and mineral resources has pushed tribal groups onto increasingly degraded land, thus making their survival a constant struggle. In order to have a win-win conditions for the corporate and tribal habitat, there is an emerging need of integrating environment management system into Human resource Management to have Green HRM practices to promote environment sustainability. Thus, Green HRM can develop human resource policies for promoting environment management initiatives for environmental sustainability and would benefit the livelihood of tribals vis-à-vis organization as well. Therefore, emphasis has been given on the practices of Green HRM which would bring out a sustainable livelihood of tribal communities.

Review of literature:

Impact of Globalization and liberalization on Tribal Habitat

Since long back, tribals were backward in all aspects like health, education and economic progress. Tribals were ignored in the process of development in the British age. It is clearly explained by (Samantaray, 1999) that during British empire, the tribals were completely neglected due to the policy of 'leave them alone', which kept them isolate and deprived from fruits of scientific and technological advancement in lifestyle, cultures and languages. After independence situation of tribals did not improve up to expectations. Even today they face major problems like education and economic backwardness.

These habitats started with being monolithic in their composition. In time there was an increase in the tribal population and increasing pressure was exerted by transformation of the tribals into peasant communities but the hilly, arid, forested tracts remained unsuitable, and they moved towards Jhum (shifting) cultivation. With the increase in population and the increasing pressure exerted by non-tribal peasant communities on arable land, tribal communities inhabiting areas suitable for sedentary cultivation were either assimilated by non-tribal communities or were squeezed into those areas of their primeval homelands which were negative from the point of view of settled agriculture. Therefore, the proportion of the non-tribal groups in the tribal areas remained low (Raza and Ahmed 1990).

Many of the tribal communities had to leave their traditional occupations and are forced to seek employment outside the forest as unskilled plantation workers and laborers. They became wage laborers and their labour was mostly determined by season and availability of work. This change from the traditional way of living resulted in a gradual loss of indigenous features and lead to adoption of new attributes among the tribes. The division between the changing environment and their cultural practices influenced the livelihood of tribal people.

In spite of the changes in their livelihood practices most of the tribals still observe their indigenous customs and practices.

The transformation process has affected the indigenous communities of India, particularly their culture, languages and style. Tribal development policies and programs in India envisage that all the tribal communities will develop and will integrate with the mainstream. The advantages of the development programs should reach all sections of tribal communities based on their site plans.

Globalization and liberalization can cause uncontrolled reduction of forest rich regions to fulfill import demands of forest and indigenous communities. In many ways, Globalization destroys tribal identity. Globalization is not merely a question of marginalization for indigenous peoples. The impact of globalization on the tribal communities is diverse, and often they are ones most harmfully affected. The benefits of development build up under globalization have not reached the marginalized sections of the community. It's disturbing shock on family and harm to traditional social life is a main concern. Globalization forces a consumerist culture on the society. In order to ensure the growth of consumerism, globalization has to destroy their social conscience, value system and traditional economic system of indigenous communities.

Unfortunately, even after 73 years of Independence, tribals are away from general progress of country, lying in downward strata of development and being exploited for generations. The constitution of India has provided security justice, liberty, equality and fraternity for all citizens. Nutrient food and good health are right of every citizen. (Ailayah, 2003) has stated that Article 46 of the constitution lays down that the state shall promote with special care regarding education and economic interests of the weaker section of people and in particular, of the scheduled tribes and shall protect them from social injustice and all forms of exploitation.

Green HRM

The existing literature in the HR implication on the topic of Green HRM suggests that there should be more corporate social obligations in order to initiate green activities to promote the cause for natural sustainability and welfare of the tribal community. The relationship of society and business can be undertaken by a company to fulfil corporate obligations which include education and gender equality, setting up homes for women, orphans and the senior citizens.

The Green HRM promotes to utilize HR policies to support the sustainable use of environmental resources within business organizations and, more generally, support the reason of environmental sustainability. As per Liu (2010), Business organizations play a key role in the problems of environmental management since they are part of our society and cannot be isolated from the environment. According to Yusliza Mohd Yusoff (2015), The concept of Green HRM is still unclear and needs to be developed, the study has done Qualitative-based research to gain deeper insights and understandings in this regard to Developed broad conceptualizations of Green HRM. Corporate green HR focuses on high levels of technical and managerial competencies for employees as the firm wants to develop innovative environmental initiatives and functions that have tremendous managerial implications (Hosain, S., and Rahman, M. S, 2016).

Dutta postulates that, the Green Human resource Management is a manifesto which helps to create green workforce that can understand and appreciate green culture in an organization. Such green initiative can maintain its green objectives all throughout the HRM process of recruiting, hiring and training, compensating, developing, and advancing the firm's human capital (Dutta, 2012). Hence, the Green HRM policies promotes to make sustainable use of

resources within business organization and create improved employee morale and satisfaction.

Sharma and Gupta stated that, the Environment Management (EM) as an element of Green HRM, training and development should focus on development of employees' skills, knowledge and attitudes about environment conservation and EM initiatives. The activities should include training people working methods in how to conserve energy, reduce waste, diffuse environmental awareness and provide opportunity to engage employees in solving environmental problems.

From the above discussion, the researcher envisages that, Green HRM is a need of an hour and could only be possible in intermingle the policies of Green HRM to promote tribal Habitat.

Objective of the Research

1. To study the Green HRM and its relevance to Environmental sustainability.
2. To analyse the implication of Green HRM on the livelihood/Habitat of tribal Community.

Research Methodology

Data Collections: Primary data for research study was to collect samples by means of a survey method which were conducted in North region of Maharashtra i.e., Khandesh region. The sample size was 400. The Questionnaire was used to collect Primary Data.

Framework of Analysis

Researcher represent the data by Graphically by using Pie Charts and Bar Diagrams.

Researcher has used chi-square test for checking dependency of attributes and for testing equality proportion we use proportion test.

Analysis and Interpretation

H₀₃: Policies/Schemes and subsidies have failed in disseminating HR Practices for Sustainable Livelihood/Habitat.

H₃: Policies/Schemes and subsidies have not failed in disseminating HR Practices for Sustainable Livelihood/Habitat.

Table 1: Benefits of Polices/Schemes/Subsidies

			benefits of Polices/Schemes/Subsidie s		Total
			Yes	No	
Government/NGO 's/ Local Bodies / Organisation (Under CSR) are taking concern in disseminating HR Practices for Sustainable Livelihood/Habitat	Yes	Count	55	107	162
		Expected Count	49.0	113.0	162.0
		% Benefits of Polices/Schemes/ Subsidies	33.3%	28.2%	29.7%
	No	Count	110	273	383
		Expected Count	116.0	267.0	383.0
		% Benefits of Polices/Schemes/ Subsidies	66.7%	71.8%	70.3%

Total	Count	165	380	545
	Expected Count	165.0	380.0	545.0
	% Benefits of Policies/Schemes/ Subsidies	100.0%	100.0%	100.0 %

(Source: Survey Data)

Table 6 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.475	1	0.225

Interpretation

As per table 6 revealed that, a Pearson chi-square test showed that there was a significant relation. Therefore, researchers can conclude that, Policies/Schemes and subsidies have failed in disseminating HR Practices for Sustainable Livelihood/Habitat of tribals.

$$\chi^2 (1, N = 545) = 1.475, P = 0.225.$$

Conclusion

From the research study, it is concluded that, though the Green Movement is creating awareness within organizations and compelled to embrace environment-friendly to promote environmental sustainability; but on the other side it seems that, there is no such benefit avails to the tribal people even though they are possessing major share of Forest land and natural resources. Most of the CSR activity of corporate are merely used when companies are

more indulge in profit oriented and their activities are all subservient to their Green Movements or Green objectives. Superficially, the organizations ensure to meet future expectations of people by implementing social development projects such as green activity, Poverty, tribal welfare etc. but in reality, no such projects help in changing life of such downtrodden peoples.

By and Large the Green HRM is effective if the organization really wants to carry out green movement and it can only possible with the help of employees and stakeholders. Green HRM practices would definitely leads to sustainable livelihood of tribals by accomplishing the goals of green movements within the organization with the help of employees and stakeholders. Thus, Green HRM practices motivates to conserve natural environment vis-à-vis tribal habitat. At last, the researcher emphasises on the organizational initiative to practice green movement which should be intermingle with the tribal movement in conserving the environment and habitat of the tribals.

Limitation:

The study has been confined to only one districts of Maharashtra i.e., North Maharashtra Region. However, only district may not be a representation of the entire tribal population of Maharashtra state. CSR activity and Green HRM practices may be differ from place to place which could be beneficial for tribal community.

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