

Employee Green Training And Development. What Is It? The Possible Benefits To Corporate Planners

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Abstract:

The depletion of natural resources is costly to humanity since resources are scarce. To preserve the environment for coming generations, businesses must act in a way that is both pro-environment and pro-society. The aim of this research is to explore employee green training and development EGTD and its potential advantages for corporate planners. Ten professionals representing a range of professions and sectors participated in the focus group that we led. Through the application of thematic analysis, we extracted several noteworthy and valuable themes from the qualitative data. A wide range of significances follow from the conclusions, which are noteworthy and helpful for business strategists.

Keywords: EGTD System, Green Human Resources Management, Training and Development Practices;

1. Introduction:

Raising living standards requires economic development, urbanization, and industrialization. The loss of natural resources and environmental contamination are two of industrialization's main disadvantages. Here, industrial planners play a more crucial role in designing and implementing procedures and processes that cause the least amount of environmental harm. These days, "green" HRM procedures and frameworks are essential (Kim & Stepchenkova, 2020). Moreover, pro-environmental behaviour of employees promote green performance (Khattak et al., 2023; Nisar et al., 2021; Piwowar-Sulej, 2023).

Green HRM practices, procedures and frameworks can foster positive working connections between staff members and other stakeholders as well as between staff members and the environment. This is achieved through encouraging employees to adopt eco-friendly behaviours that improve the company's performance in terms of sustainable growth. There is a substantial correlation between innovative work behaviour among employees and green hiring, training, and remuneration practices. Green practices positively improve green behaviour Businesses may foster a sustainable culture (Piwowar-Sulej, 2023). According to a study done in Pakistan by Gul et al. (2023), using EGTD in conjunction with

HRM practices greatly increased green awareness.

The advantages of "Green" HRM Models have also been acknowledged by earlier researchers (Khattak & Khalid, 2022; Piwowar-Sulej, 2023; Gul et al., 2023). Businesses all throughout the world are seeing how important it is to adopt sustainable practices, and they are worried about putting green business practices into effect. Pakistan too faces resource depletion, hence corporate practices need to be socially conscious (Bowen et al., 2018; Gul et al., 2023).

We conducted this qualitative research study to seek the answer to the question, what is employee green training and development? What are the possible benefits to corporate planners? The significance of EGTD lies in its ability to motivate workers in commercial businesses to embrace eco-friendly practices. Researchers have concentrated on the practices of HRM in general and neglected the EGTD in isolation.

1.1. Aim of the Study

Exploring the EGTD, its role in promoting eco-friendly practices among commercial employees, its advantages, and its potential to help the corporate planners move towards a more sustainable work environment. We are aware that businesses require sustainable practices. Business planners' primary responsibilities include developing business strategies and providing training on resource conservation, waste management, and energy efficiency. Teaching employee to save resources is becoming more crucial in order to preserve the planet for next generations.

2. Literature Review:

The growing popularity of "green" corporate and HRM practices is a result of the rapid rate of natural resource depletion brought on by industrial growth. Developing corporate strategies that support the environment is a constant concern. Employees require to receive

green behaviour training (Khattak & Khalid, 2022; Nisar et al., 2021; Piwowar-Sulej, 2023).

Positive effects are produced for both individuals and organisations by the application of green trainings with other HRM practices, which also play a crucial part in the implementation of an organizational sustainable plan strategy (Gul et al., 2023). Green training programmes are becoming increasingly popular worldwide (Renwick, et al. 2016). Workplace dedication among employees has a favourable effect on creativity. Environmental awareness and green trainings are important throughout the entire process of developing environmentally conscious employees that are aware of environmental policies, practices, and programmes (Renwick, et al., 2016, Khattak & Khalid, 2022).

Numerous scholars and researchers have elaborated upon the concept of green training and development, each providing their own unique definition. However, research indicates that GTD is a strategy with a pro-social and pro-environmental orientation. Employers use this more established method to evaluate workers, help them become more competent, improve their performance in relation to "greening," and give out rewards. Green employees are those who have improved knowledge, skills, competencies, behaviour, attitude, and awareness regarding "greening" (Yafi, 2021). Kumarasinghe (2018) examined how business performance is affected by GTD methods for individuals. The everyday sustainable procedures are impacted by both individual and environmental changes (Gul et al., 2023).

Ability Motivation Opportunity (AMO) (Applebaum et al., 2000) is a key theory that directs this study. According to Shen, Dumont, and Deng (2018), this theory backs up the application of EGTD techniques to influence employees' unique behaviours towards environmental sustainability. Emerson (1976) emphasized that a company's employees enjoy a quality relationship based on mutual trust and adherence to exchange rules. The company also

knows that employees who are aware of their surroundings and have developed the necessary skills to maintain them will be rewarded. Employee cooperation with the organisations to prevent environmental deterioration is expected because of the management's significant investment in green HR practices (Nisar et al., 2021; Piwowar-Sulej, 2023).

Since there is no set framework for green practices and training and development are required to develop the requisite skills and behaviours (Gul et al., 2023), we conducted this qualitative study to find the answer to the questions of what EGTD is and how it benefits planners and employees in organizations. Four experts from business and three from academia participated in the focus group that we organized. Some of the respondents' demographic features include their M.Sc. in environmental sciences (1), B.Sc. in engineering (1), and other degrees, as well as their professional experiences in plant management (2), IT and social system (1), HRM (1), and finance (1).

3. Research Methodology:

The study aims to investigate employee green training and development. What is that? And how it might help corporate planners. A qualitative research design was employed. Seven experts participated in our focus group: three from academia and four from industry. The snowball method was employed during the sampling process. The interview schedule that we created is as follows:

Table 1 Interview Schedule

S.No.	Interview Questions
1.	EGTD. What is it? What are the possible benefits of EGTD to the corporate planners?

Since the data of the study were gathered all at once, it is cross-sectional in nature. To identify different concepts and themes in the qualitative data, thematic analysis is performed. Braun and Clarke (2006) has pointed out that the analysis

is to "identify, analyse, and report patterns, themes, and ideas within data." Our goal in the data analysis was to investigate participants' perceptions of the phenomena.

To guarantee its reliability, the data underwent meticulous processing and analysis. We adhere to Braun and Clarke's (2006) six-step thematic analysis process. The procedure starts with understanding the data. To become comfortable with the text of the data, we emphasized it multiple times and took informal notes. The second phase was coding the data, wherein we highlighted specific sentences and phrases. The codes facilitate comprehension and offer a succinct synopsis of the main concepts. The last step is to identify patterns in these codes that contribute to the development of distinct themes. We combine multiple codes to build a theme. The fourth step in thematic analysis process is reviewing topics. We revisit the initial data set and compare our findings with it. The fifth step is identifying and labelling these subjects. The process of establishing themes involves defining each theme carefully and figuring out how it contributes to our understanding of the facts. The sixth step is to write up the data analysis.

4. Analysis and Results:

The objective of the study is to investigate employee green training and development. We arranged a focus group with seven experts, comprising three from academics and four from business. The M.Sc. in environmental sciences (1), B.Sc. in engineering (1), and other degrees, along with professional experiences in plant management (2), IT and social system (1), HRM (1), and finance (1), are among the demographic characteristics of the respondents.

Experts highlighted that improving employees' knowledge, skills, and abilities at work is achieved through green training and development. Workers receive training on how to save the environment for future generations. We impart new working techniques to them and enable them to minimize waste, conserve

energy, and save resources. Well-aware employees may educate other all stakeholders on pro-environmental, earth-friendly and pro-societal standards. So, EGTD is need of the day for corporate planners and environmental experts.

From the qualitative data, a subject matter of sustainable practices was identified. These initiatives foster a green workplace culture, green ideals, and environmentally conscious business priorities. New management concepts and global trends place a strong emphasis on employee dedication to the environment. Experts argue that in order to create a policy and corporate strategy and find out more about how to support sustainable functioning within their firms, HRM managers and top management play a more crucial role. Success in this area may result from top management's dedication. Every organisations should work for environmental sustainability.

How can training and development for green practices be carried out? The experts assert that teaching new and existing employees about their daily obligations is any organization's principal responsibility. Establishing paperless work environments, utilizing digital and web-based modules, enforcing strict policies on waste management, safety, and adherence to global, and national environmental laws, rules and regulations are all ways that organisations can create a greener workplace. The matter of the environmental management system's (EMS) necessity was also extracted. Every organization must create an EMS in accordance with the guidelines and standard of ISO 14001.

Organisations of any size, sector, location, or industry type can profit from EMS provided it is implemented successfully and efficiently. EMS is a crucial system that offers guidance to businesses on how to reduce the negative effects of operations. In order to increase their visibility and acceptance both locally and globally, organisations use the EMS framework to track, manage, and improve their

environmental performance. Experts strongly advocated the application of relevant environmental laws. Related clauses must be incorporated into business strategies and training plans to make the plans environmentally friendly. Employees must receive regular trainings.

Experts caution against global warming, which will soon become a major problem. Green trainings are unquestionably more crucial for minimizing global warming effects. Once more, industries have a greater role in developing green policies.

5. Discussion

This study focuses on employees green training and development. What is it? And its potential advantages for corporate planners. The focus group experts provided insightful information and shared their experiences, from which we extracted valuable themes. The study's conclusion is that improving employees' green knowledge, abilities, and skills at work requires green training and development. Previous researchers have also highlighted the need of green systems and plans. Trainings are more strategic in nature to gain green behaviours (Norton, 2016; Khattak & Khalid, 2022; Mahdy et al., 2023).

The findings show that the primary objective of EGTD is to modify workplace behaviours so that workers become more "green" Training programmes and strategies are designed with this goal in mind. They keep pollution out of society and the environment and are resource-aware, saving resources for future generations rather than waste them. Research studies have also the main goal of EGTD which match with our findings (Khattak & Khalid, 2022; Kerrie et al., 2021, Shakeel et al., 2023).

The study found that green practices like employee green trainings develop green workplace culture, ecologically conscious workplace principles, and environmentally conscious business priorities. A worker's

dedication to the environment is greatly appreciated in light of global advancements and new management concepts. Senior management and HRM managers are more significant since they may learn more about fostering sustainable functioning inside their organisations and contribute to the development of company strategies and policies. Success in this area could result from high management's commitment. Global warming is another concern that Gul et al. (2023) have brought to light and that has a negative impact on how organisations operate. This is where corporate managers play a bigger role.

By introducing paperless work environments, utilizing digital and web-based modules, enforcing strict safety and waste management standards, and abiding by local, state, federal, and international environmental laws, rules, and regulations, organisations can make their workplaces greener. It was also extracted to discuss the necessity of the EMS. Every organization must create an EMS in accordance with the guidelines and requirements of ISO 14001. Experts emphasized that companies should establish environmental goals, plan to meet these goals, and take steps to minimize the harmful consequences of their operations on the environment. Previous studies have advocated that controlling industrial waste and environmental risks are the main goals of ISO 14001 certification. The certification facilitates an organization's ability to conduct business internationally.

Companies that follow subpar environmental and operational norms do not face consequences (Gul et al., 2023). Organisations are unwilling to take the next step and control industrial effluents in a methodical manner. Nonetheless, the approach has improved Multinational Corporations' quality and employee positive behaviour in several areas (Khattak & Ilyas, 2019; Gichira et al., 2023). The findings recommend trainings of employees on the relevant environmental

legislations' provisions (Piwowar-Sulej, 2023; Gul et al., 2023).

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