

Cultivating Sustainability: The Influence of Green HRM on Environmental practices in the Healthcare Sector

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Abstract:

Background: This study explores the impact of Green Human Resource Management (GHRM) practices on environmental performance in Pakistan's teaching hospitals. Findings reveal a positive link between GHRM practices, employee involvement, and environmental performance. Healthcare organizations can enhance sustainability by investing in GHRM practices, environmental training, and accountability measures.

Objectives: To explore the role of GHRM practices in enhancing environmental performance in healthcare, and assess how employee involvement in GHRM initiatives affects the sustainability outcomes of teaching hospitals. To identify specific GHRM practices that contribute to environmental accountability in healthcare organizations

Methods

Using a quantitative research approach, this study surveyed employees across departments in selected teaching hospitals in Pakistan. Structured questionnaires gathered data on GHRM practices, employee engagement, and environmental performance. Statistical analyses, including regression analysis, examined the relationships between these factors.

Results: The analysis demonstrated a significant positive correlation between GHRM practices and environmental performance, with employee involvement amplifying this relationship. Green initiatives such as environmental training and accountability were particularly effective in promoting sustainability, showing that GHRM practices can foster both environmental and organizational benefits.

Conclusion: This study highlights the crucial role of GHRM in fostering environmental sustainability in healthcare institutions. Teaching hospitals in Pakistan can improve their environmental impact by adopting effective GHRM practices, prioritizing environmental training, and building a culture of accountability. These findings offer valuable insights for healthcare administrators seeking to embed sustainability in HR practices.

Keywords: Green Human Resource Management, GHRM, environmental performance, sustainability in healthcare, teaching hospitals, employee engagement, Pakistan.

Introduction

One of the largest confronts being faced by humanity today is undoubtedly climate change, which is a serious worldwide issue (AlHamad et al. 2022). Stakeholders have recently put pressure on associations to evaluate the environmental impact that their business practices have on the environment (Singh

et al. 2019). (Singh et al. 2019). As a result, associations do not feel that they are only required to adopt environmental values to achieve their financial aspirations; they are also required to implement environmental operation systems to carry out their social obligations (Kim et al. 2019).

Due to its benefits, such as refining environmental performance, erecting new ideas, motivating employees to commit to green tasks, and adding the staff's commitment position about the environment in pots, the idea of green human resource practices has been organized all over the world (Ali et al. 2022). Pakistan is a developing nation with significant environmental issues. There hasn't been much discussion about how the environment can oppress green human resource practices in organizations, especially in a healthcare setting. Hospitals and medical colleges use toxic materials, and produce hazardous waste as a result of routine tasks that are similar

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to lab work, the use of chemical substances during trials, and automobile CO₂ discharges. Additionally, cleaning up after field installations produces waste that contributes to pollution (Ali et al. 2022). The current state of sustainability trials was emphasized in recent literature. In order to promote environmental issues and increase EP, workers' pro-environmental behavior is crucial (Demon et al. 2020). Additionally, in the health care and education sector there is a need for a sustainable environment because these fields receive more attention as a result of their operations and tasks that have an impact on the environment both directly and indirectly through the use of resources, the production of waste, and the evil operation of electricity plants (Alshuwaikhat and Abubakar 2008). Healthcare and educational institutions are also seen as insignificant consumers of energy and supplies due to the expansion of educational efforts and the evil use of IT equipment (Usman and Radulescu 2022). According to (Ali et al. 2022), the institution is accountable for the environment, including environmental operation features and environmental exertion in its strategies, exploration and development plans, functional tasks, IT, and educational syllabus. However, institutions are still making very little progress when it comes to environmental sustainability (AlRukaibi and AlSalem 2022). According to the researcher's findings, GHRM procedures are necessary in an institution setting for green institutions (Tairu and Research 2018). It is helpful to understand the relationship between environmental commitment and HRM as many experimenters have studied workers' commitment to environmental tasks (Pham et al. 2019). While significant studies focused on the effect of green HRM on marketable EP and employees' "pro-environmental behavior," the relationship between green HRM practices and green commitment has yet to be established. Workers' voluntary actions that result in effective EP in businesses are referred to as OCBE, or employee-affiliated behavior toward the environment (Boiral and Paillé 2012). For all business types, but especially for educational institutions, a welcoming workplace culture is essential (Rayner and Morgan 2018). As the experimenter set up the studies related to green HRM in associations (Gholami et al. 2016), as follows the manufacturing sector (Yusliza et al. 2019), sports combined associations (Gholami et al. 2016), and health sectors (Yang et al. 2021); Apart from this, environmental management (EM) in Asian nations—the continent that is thought to be the weakest—has received little attention. This research paper fills this exploration gap. The available data showed that the staff and students of the teaching hospitals are least aware of environmental performance measures and are not proficient in integrating environmental values into the curricula and

discourse programs. According to the literature, academic staff members working in institutional settings have received the majority of attention when it comes to improving environmental performance through green HRM practices (Anwar et al. 2020). However, institutions have a sizable population and have difficult tasks that ultimately affect an EP. To improve the institution's overall EP, multidisciplinary participation of functional staff, training staff, scholars, and senior operations is required. Because institution staff members' perceptions vary, the current study's main objective is to determine how green HRM practices at the institutions of KPK in Pakistan affect environmental performance. Given the information below, the current study also contributes many noteworthy benefits to the literature on environmental administration. The goals of this study are twofold, specifically. In order to advance associations' environmental performance, the study first makes a contribution by examining the connection between green HRM practices and environmental performance. The current investigation also contributes by examining the impact of healthcare employees' and medical Students' passion for and involvement in the environment on the link between environmentally friendly HRM practices & environmental performance.

Literature Review

The definition of green HRM states that it involves integrating environmental operations into workforce management (Mandip 2012). The term "green HRM" is frequently used to refer to the contributions that HRM practices and programs make to the association's larger environmental agenda (Yong et al. 2020). It entails adding knowledge and a commitment to sustainability among workers and academics, as well as using all work to support ongoing practices. To fulfill the needs of the expedition, general green exercises are carried out via videotape settlements or through the use of online and video exchanges. It entails creating HR practices that benefit associations as well as the environment, resulting in better performance, lower costs, and better employee engagement and retention (Cook 2008). Green HR initiatives assist businesses in finding additional cost-cutting measures without sacrificing their top talent (Parihar Suresh Dahake and Bansod 2022). Thus, a challenge for administrators is to change the organizational culture through GHRM practices. Promoting a green culture can have an impact on employee performance and mute some values that define an internal culture. The adoption of legal environmental strategies and the propagation of a green HRM culture are both permitted despite unethical behavior. (Mandip 2012) asserts that the implementation of green HR practices into HR procedures such as hiring, training, compensation, etc. is necessary.

Green HRM unites all HRM-related activities such as decision-making, registration, planning, improvement, pay, incentives, performance evaluation, labor relations, etc. (Nath et al. 2016). Green HRM strategies are prepared to bring a novel force into the organization and also assist in further lowering the cost of fill-in. In addition to preserving the association's beneficial use, green practices and methodologies and road preservation also foster employee confidence and satisfaction (Bangwal et al. 2015). This leads to the conclusion that to create and maintain any healthcare organization that is green and environmentally friendly, Green HRM calls for the involvement of all members of the organization. Consequently, the assumptions are that

H1. Green HRM practices and environmental performance are positively correlated. H2. Employees' and students' involvement practices are positively correlated with environmental performance in the healthcare and medical education sector.

Methodology

A Quantitative approach was used to conduct this research. The data was collected through an online questionnaire using online Google forms from the employees and students of hospitals and their affiliated medical colleges. Subordinates were asked to rate their observations of GHRM and supervisors were asked to rate their subordinates related to pro-environmental behavior. There were 160 valid responses gathered through an online survey. The majority of respondents were male (64.37%) and the females were (35.62%). In this research, the transformational leadership theory and demand ability fit the notion of Edward's theory were used. Measurement

Discussion:

In general, hospitals and medical colleges have a big impact on the environment because they are centers of extensive usage of materials. More people are learning about the miracle of green organizations. However, it's crucial that being green is more than just a claim. This topic hasn't been explored very deeply so far. Therefore, the differences in green and non-green hospitals/ medical colleges' participation in environmental performance, employee and student involvement practices in environmental sustainability, and hospitals' part in environmental performance were analyzed in this paper. The constructed scales for dimension served as the foundation for comparing the constructs. The findings also clearly show that one of

Scale In this research the data is collected on these variables; Green hrm practices, employees' and students' Involvement practices, and environmental performance. The variables were measured through 5 point Likert scale. There were six items to measure GHRM; the scale adopted by (Dumont et al. 2017).

Results

Demographic Characteristics

The demographic profile of the respondent includes details like age, rank, and gender. To gather precise information about the characteristics of the population taking part in a survey, a demographic profile is thought to be a crucial factor (Friel and Wyse 2012).

Demographic Characteristics

Items	N	Frequency (N)	Percentage (%)
GENDER	160		
Male		103	64.37%
Female		57	35.62%
STATUS	160		
Single		103	64.37%
Married		57	35.62%
AGE	160		
18-22		51	31.87%
23-30		67	41.87%
31-40		42	26.25%

Variables Statistics

The mean score on the five-point Likert scale and the SD of the variables used as the study's base are covered in this section of the findings. Green human resource practices, employee and student involvement practices, and environmental performance are some of the variables.

Descriptive of Variables Statistics

Variable	Number	Mean	Std. Deviation
Environmental performance	160	3.8725	.7481
GHRM practices	160	3.7145	.8175
Employees and students involvement practices	160	3.8097	.8362

Reliability test shows that environmental performance, green human resource practices and employee and student involvement practices all has high reliability coefficients of .704, .812, and .722, respectively.

Reliability Test of Study Variables

Variable	Response	Items	Cronbach Alpha
Environmental performance	160	6	.704
GHRM practices	160	4	.812
Employees and students involvement practices	160	11	.722

Multiple Linear Regressions

To check the relationship of variables and test the hypothesis, regression analysis in Table 5 below displays the predictors that incorporate the independent variables and explain 67% of the dependent variable.

Summary of Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.542 a	.676	.613	.4247076

a. Predictor: (Constant), GHRMP, ESIP

Outcome of Multiple Regressions (Organizational Performance) Coefficient a

Model	Unstandardized B	Coefficient Std.Error	Standardized Coefficient Beta	t	Sig.
(Constant)	.254	.144		3.757	.000
GHRMP	.493	.081	.493	6.121	.000
ESIP	.432	.083	.422	5.230	.001

a. Dependent Variable: EP

Two

Hypothesis	Statement	Decision
H1	Green HRM practices are positively correlated with environmental performance.	Supported
H2	Employees' and students' involvement practices are positively correlated with environmental performance in the healthcare and medical education sector	Supported

variables included in this study were found to be impactful in predicting Environmental Performance: GHRMP (=0.493 t= 6.121 sig= 0.001) and ESIP (=0.432 t= 5.230 sig= 0.000).

Hypotheses Testing

Hypothesis	Statement	Decision
H1	Green HRM practices are positively correlated with environmental performance.	Supported
H2	Employees' and students' involvement practices are positively correlated with environmental performance in the healthcare and medical education sector	Supported

Implications and Conclusion

The main objective of the current investigation was to ascertain how GHRM practices affect worker and environmental performance as they support Pakistan's healthcare sector's sustainability. The findings demonstrate that green human resource management practices have a significant but least significant impact on worker and student environmental performance. A study by (Daily et al. 2012) among 220 companies in Mexico found that green HRM practices had the greatest impact on environmental performance. (Masri and Jaaron 2017) claim that green HRM practices improve overall performance. These findings imply that Pakistan should increase its investment in green human resource management in order to more effectively implement GHRM practices. The current study's findings concur with those of (Bai and Sarkis 2010), who contend that by training, we can improve environmental performance. (Hameed et al. 2018) pointed out that all social and environmental issues need to be covered in employee training and development programs. Previous research suggests that in order to maintain overall performance standards, associations need to set up environmental administration information systems and environmental inspections (Arulrajah et al. 2015). According to researchers, in order to accurately estimate environmental performance, directors must set goals and liabilities related to green performance (Emel and Caliskan 2019). The importance of forming green teams with the pool included in the green management staff has been emphasized by numerous experimenters (Jabbar and Abid 2014). Even so, virtually all manufacturing companies use the green team's work. Understanding green management styles is expected to be useful in-service sectors like health care and medical education.

Recommendations

The findings of this study suggest that commitment

itself might not inescapably lead to the sustainability of teaching hospitals and should be considered with further caution, even though some research (Lozano et al. 2015) indicates that institutions tend to engage in sustainable development accomplishment more in comparison to non-committed ones. These opinions are consistent with the claims made by (Nejati and Nejati 2013), who claim that committing to transnational programs and adhering to transnational declarations "would not be comprehensive enough." From the perspectives of the employees and students, information provision and lot sustainability may be indicators of sustainability and may have a greater influence on their behavior than approved affirmations. In addition, Avila et al. (2017) emphasize the importance of the academic community's involvement in breaking down sustainability barriers in cutting-edge institutions. However, this requires an increase in staff and student mindfulness.

Limitations

There are several limitations to this study. We have only included teaching hospitals of Khyber Pakhtoon Khwa (KPK) in our research sample. In order to achieve detailed findings, the researchers chose to incorporate certain limitations into the research process. In particular, this study only looks at the effects of GHRM and ESIP actions or strategies within the higher education sector. In this research work, the healthcare and education sector mainly refers to teaching hospitals only.

Future Direction

However, future researchers can do research in a different industry to determine whether this model has a positive or negative impact on environmental performance. In this study, we included only the independent variables (Green HRM, employee-student Involvement practices). However, future research may include more independent variables in the relationship-testing relationship model.

Disclosure

The authors declared no conflict of interest.

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pants included in the study.

Author's contributions

FK was involved in the execution of the project. MK designed, executed the study and wrote the manuscript. US and IG helped in organization of data and writing. FK helped in the editing. All named authors have read and approved the final version of the manuscript.

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