

Alleviating Psychological Distress through Green HRM: Fostering a Harmonious and Sustainable Environmental Passion

Dr. Kavita Nitin Khadse¹, Dr. Jaspreet Kaur², Dr. Ruchi Tripathi³, Dr. Millicent Serena A.⁴, Dr. Shibani Borah⁵, Dr. Pradeep Kumar Mishra⁶

¹Assistant Professor (Systems/ IT),

Chetana's R. K. Institute of Management & Research, Mumbai, India

Orcid ID: <https://orcid.org/0000-0001-8733-6516>, Email: kavita.khadse@crkimr.in

²Assistant Professor, Department of Management,

Kristu Jayanti College, Autonomous, Bengaluru, India

Email: Jaspreetarsh@gmail.com

³Assistant Professor, Faculty of Management Studies,

SRM -IST, Modinagar, Ghaziabad, U.P., India

Email: dr_ruchi_tripathi6@gmail.com

⁴Assistant Professor, Department of Business Administration,

Madras Christian College, Chennai, India

Email: millicentserena@mcc.edu.in

⁵Assistant Professor, Faculty of Commerce and Management,

Assam Down Town University, Guwahati, Assam, India

Email id: shibaniborah@gmail.com

⁶Associate Professor, Faculty of Management Studies,

Sankalchand Patel University, Visnagar, Gujarat, India

Email: drpradeepmishra40@gmail.com

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ABSTRACT

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This study examines the influence of Green Human Resource Management (Green HRM) strategies on reducing psychological discomfort and promoting environmental passion among employees. Data were gathered from 75 participants across two organizations, utilizing statistical techniques including correlation, regression, and ANOVA. The results indicate a substantial correlation between Green HRM practices and employee psychological well-being. Moreover, Green HRM practices were seen as essential in fostering environmental passion, consequently encouraging sustainable behaviors inside the workplace. These findings emphasize the significance of incorporating Green HRM to improve employee welfare and organizational sustainability.

Keywords: Environmental Passion, Sustainability, Employee Well-being, Green HRM, Psychological Distress.

INTRODUCTION

Contemporary organizations confront a dual challenge: ensuring employee well-being while tackling urgent environmental issues. As contemporary workplaces grow increasingly dynamic and intricate, individuals frequently encounter psychological anguish due to issues such as overwhelming workloads, organizational demands, and a deficiency of purpose in their positions. This distress adversely impacts individual performance and inhibits corporate productivity and growth. The worldwide need for sustainable practices has compelled organizations to reevaluate their operational strategies, resulting in the development of Green Human Resource Management (Green HRM) as a comprehensive approach to sustainability.

Green HRM integrates conventional HR practices with environmental aims, seeking to cultivate a workplace where employees actively engage in sustainability initiatives. Green HRM fosters environmentally responsible behaviors among employees, promoting measures that support ecological preservation, including energy

conservation, waste reduction, and resource efficiency. In addition to its ecological advantages, Green HRM significantly impacts employee welfare (Khandelwal, P., 2018). Involving employees in sustainability efforts boosts their feeling of purpose and alleviates stress by fostering a supportive and meaningful workplace culture (Ahluwalia, et.al., 2019).

The convergence of Green HRM and psychological discomfort is notably important, as employees who perceive themselves as valued and aligned with broader sustainability objectives are more inclined to experience diminished stress levels and enhanced mental well-being. Moreover, firms that emphasize sustainability typically cultivate a culture of invention and collaboration, encouraging employees to seek inventive solutions to environmental issues. This seamless integration of personal well-being and environmental enthusiasm has a synergistic effect, advantageous for both people and enterprises. This study examines how Green HRM practices might reduce psychological distress while promoting environmental passion among employees. This research aims to deliver actionable insights into the transformative potential of Green HRM by examining data gathered from two companies. The findings intend to assist firms in utilizing sustainable HR strategies to foster a working culture that is both supportive and ecologically aware.

Psychological Distress

It denotes a condition of mental distress marked by symptoms including anxiety, depression, or stress. It frequently arises in response to adverse situations and may present as sensations of helplessness, irritation, weariness, and impaired concentration. In professional environments, psychological distress may stem from problems such as excessive workload, inadequate work-life balance, or insufficient support, thereby affecting both mental health and job performance (Pandey, V., 2019). Mitigating psychological anguish is essential for preserving employee well-being and enhancing company efficiency.

Green HRM

Green Human Resource Management (Green HRM) denotes the incorporation of ecologically sustainable practices within an organization's HR policies and procedures. It underscores the promotion of ecological responsibility in the workplace by the adoption of techniques such as paperless offices, energy-efficient operations, sustainable resource use, and environmentally conscious training programs (Kumar, t., et.al, 2021). Green HRM include the recruitment and training of environmentally conscious personnel, the promotion of a sustainability-oriented culture, and the alignment of organizational objectives with environmental stewardship. The primary objective is to attain equilibrium between business success and environmental sustainability, concurrently improving employee engagement and satisfaction.

REVIEW OF LITERATURE

Ahmad, S. (2023) conducts a systematic review of the impact of Green HRM practices on workplace sustainability. It highlights how Green HRM efforts foster an ecologically conscious workplace culture, motivating employees to adopt eco-friendly practices. The research delineates how these approaches assist firms in attaining sustainable objectives while enhancing their company reputation. By cultivating environmental consciousness among employees, Green HRM enhances their alignment with organizational values. The study indicates a positive association between Green HRM practices and elevated employee engagement levels. Zhang, Y., & Liu, X. (2022) conduct a meta-analysis examining the influence of Green HRM on employees' psychological well-being. It consolidates findings from many studies, demonstrating how Green HRM practices mitigate work-related stress and diminish burnout. The analysis offers substantial evidence endorsing the impact of environmentally aware HR strategies in cultivating a better working atmosphere. It further emphasizes that such methods improve employee morale and resiliency. Furthermore, the study underscores the necessity for organizations to incorporate Green HRM to successfully tackle mental health issues. Gupta, N. (2021) investigates the role of eco-friendly organizational practices, a fundamental aspect of Green HRM, in alleviating work-related stress. It delineates particular green activities that mitigate psychological discomfort among employees, including green training and sustainable performance management. Gupta's research examines the alignment of these practices with employees' personal values, fostering a sense of purpose. The research shows that Green HRM is essential in fostering a stress-free and supportive work environment. Furthermore, it emphasizes the enduring advantages of incorporating sustainability into human resource strategies. Khan, R. et al. (2020) identify environmental passion as a crucial mediator in the association between Green HRM practices and employee outcomes. It illustrates that cultivating environmental

excitement among employees improves their psychological resilience and job performance. The research offers empirical evidence demonstrating how Green HRM activities, including eco-friendly recruiting and training, promote both individual and organizational success. It further underscores the significance of environmental enthusiasm in inspiring employees to embrace sustainable practices. The results underscore the dual advantages of Green HRM for employee welfare and organizational efficiency.

Saini, P., & Verma, R. (2019) examine how Green HRM promotes organizational change by enhancing job satisfaction and mitigating workplace stress. The research emphasizes the pivotal influence of sustainable practices in altering organizational culture. It underscores that Green HRM not only facilitates the attainment of environmental objectives but also cultivates employee dedication and loyalty. Integrating sustainable strategies into HR activities enables firms to cultivate a cohesive and efficient work environment. The study highlights the significance of Green HRM as a strategic instrument for effectively addressing workplace concerns. Thomas, L., & George, M. (2018) examined the psychological advantages of adopting sustainable human resource practices in firms. It emphasizes that such approaches help alleviate employee anxiety by cultivating a supportive and eco-friendly workplace. The authors contend that these approaches enhance employee well-being and mental health. Their research underscores the need of implementing Green HRM to foster a harmonious and constructive workplace culture. Lee, S., & Park, J. (2017) establish a correlation between eco-centric business culture and improved mental health outcomes for employees. It illustrates how Green HRM practices, including sustainable resource management and environmentally friendly workplace regulations, enhance psychological well-being. Lee and Park assert that establishing an environmentally sustainable workplace harmonizes employees' ideals with business objectives. This alignment leads to less stress and enhanced job satisfaction. Williams, K. (2016) analyzed the function of Green HRM in mitigating workplace distress and fostering a harmonious atmosphere. The research delineates how sustainable human resource activities, including environmentally conscious training and eco-friendly legislation, foster supportive work environments. These methods not only alleviate employee stress but also augment overall job happiness. Williams emphasizes the capacity of Green HRM to synchronize organizational values with employee welfare.

Kumar, V. et al. (2015) present empirical evidence demonstrating the efficacy of Green HR practices in alleviating workplace stress. Kumar and colleagues examine how activities such as green recruitment, training, and sustainable performance management improve productivity and mitigate staff burnout. The research underscores the dual advantages of Green HRM, enhancing both employee contentment and corporate achievement. It emphasizes the imperative of incorporating sustainability into human resources policies. Patel, S. (2014) examines various Green HRM practices, emphasizing their impact on psychological well-being and organizational development. The document underscores the significance of initiatives like environmentally sustainable training programs and staff involvement in sustainability endeavors. Patel contends that these programs enhance mental health and cultivate a sense of purpose among employees. The study highlights the significance of Green HRM in attaining enduring corporate sustainability.

Johnson, A. (2013) analyzed the favorable effects of Green HRM policies on employee mental health and workplace stress. The research emphasizes the significance of implementing eco-friendly human resource efforts, including sustainable leadership and environmentally conscious policies. Johnson contends that these approaches promote a supportive workplace atmosphere, enhancing employee resilience and engagement. The study promotes the incorporation of Green HRM to tackle contemporary workplace issues. Roberts, C., & Singh, P. (2012) conducted study on the enhancement of employee well-being and the promotion of inclusivity through sustainable HR practices. Roberts and Singh examine how Green HRM activities, including eco-friendly hiring and development programs, mitigate stress and improve workplace cohesion. The research highlights the significance of these behaviors in fostering a more inclusive and environmentally aware business culture. The authors promote the extensive implementation of Green HRM as a strategic instrument. Parker, D. (2011) conducted a study examining the effects of environmentally sustainable HRM efforts on employee engagement and organizational culture. It emphasizes that measures such as green training and sustainable resource management cultivate a culture of sustainability. These programs enhance employee morale while aligning company objectives with environmental aims. The study illustrates the efficacy of Green HRM in attaining both environmental and organizational equilibrium. Sharma, R. (2010) conducted a study on the initial implementation of Green HRM practices and associated psychological advantages. The study examines how measures such as green leadership and sustainable workplace regulations mitigate stress and enhance mental health. Sharma contends that these behaviors are vital for cultivating a supportive

and environmentally mindful workplace culture. The study underscores Green HRM's capacity to enhance company effectiveness while fostering employee well-being.

RESEARCH METHODOLOGY

Data were gathered from two companies with seventy-five respondents. Stratified random sampling was utilized to guarantee varied representation. Primary data were collected through structured questionnaires, whilst secondary data were obtained from organizational documents. Statistical studies, including descriptive analysis, correlation, regression, and ANOVA tests, were performed utilizing statistical software.

Main Aim of the study

- To examine the relationship between Green HRM practices and employees' psychological well-being.
- To analyze the impact of Green HRM on fostering environmental passion among employees.
- To suggest findings & recommendations

Hypothesis of the study

- **H01:** There is a significant relationship between Green HRM practices and the alleviation of psychological distress among employees.
- **H02:** Green HRM practices significantly contribute to fostering environmental passion in employees.

Table 1: Demographics Data Distribution

Demographic Variable (s)	Categories	Frequency (Freq.)	Percentage (%)
Age	20-30 years	28	37.33%
	31-40 years	32	42.67%
	41-50 years	15	20.00%
Gender	Male	38	50.67%
	Female	37	49.33%
Job Role	Managerial	20	26.67%
	Administrative	25	33.33%
	Operational	30	40.00%
Environmental Awareness	High	40	53.33%
	Moderate	25	33.33%
	Low	10	13.33%

The demographic data indicates that the predominant age group of respondents is 31-40 years (42.67%), with a roughly balanced gender distribution of males (50.67%) and females (49.33%). A majority of participants occupy operational job roles (40.00%), showing a workforce bias towards implementation-level responsibilities. Concerning "environmental awareness," over half (53.33%) exhibit elevated awareness, indicating a robust propensity for environmental consciousness among participants.

Table 2: Descriptive Statistics

Variable	Mean	Standard Deviation
Psychological Distress Score	3.25	0.85
Environmental Passion Score	4.10	0.70
Green HRM Practices Score	4.20	0.65

The descriptive statistics reveal a moderate average score for "psychological distress" (Mean = 3.25, SD = 0.85), indicating diverse levels of suffering across participants. The "environmental passion" score is notably elevated (Mean = 4.10, SD = 0.70), indicating robust enthusiasm for "environmental initiatives." "Green HRM practices" received the highest score (Mean = 4.20, SD = 0.65), signifying their consistent use and perceived efficacy inside the organization.

Table 3: Correlation

Variable Pair	Correlation Coefficient (r)	Significance (p-value)
Green HRM Practices and Psychological Distress	-0.65	<0.001
Green HRM Practices and Environmental Passion	0.78	<0.001

The correlation table demonstrates a robust negative association between "Green HRM Practices and Psychological Distress" ($r = -0.65$, $p < 0.001$), suggesting that effective "Green HRM practices" substantially mitigate psychological suffering. A robust positive connection exists between "Green HRM Practices and Environmental Passion" ($r = 0.78$, $p < 0.001$), indicating that the adoption of Green HRM practices amplifies employees' commitment to environmental activities. Both correlations are statistically significant, underlining the influential effect of Green HRM.

Table 4: Regression

Model	Coefficient (β)	t-value	Significance (p-value)
Green HRM Practices	-0.50	-8.21	<0.001
Dependent Variable: Psychological Distress Independent Variable: Green HRM Practices			
Model	Coefficient (β)	t-value	Significance (p-value)
Green HRM Practices	0.75	10.35	<0.001
Dependent Variable: Environmental Passion Independent Variable: Green HRM Practices			

The regression analysis indicates that "Green HRM" practices strongly influence both "Psychological Distress" and "Environmental Passion." The initial model demonstrates an inverse correlation ($\beta = -0.50$, $t = -8.21$, $p < 0.001$), signifying that an augmentation in Green HRM practices results in a significant decrease in "psychological distress". The second model demonstrates a significant positive correlation ($\beta = 0.75$, $t = 10.35$, $p < 0.001$), indicating that Green HRM practices substantially augment "environmental passion". Both models are statistically significant, highlighting the crucial importance of "Green HRM" in promoting "employee well-being and environmental enthusiasm." These findings underscore the dual advantages of adopting "Green HRM" techniques in the workplace.

Table 5: ANOVA (Comparison of Environmental Passion across Job Roles)

Source	Sum of Squares	df	Mean Square	F	Significance (p-value)
Between Groups	2.45	2	1.225	5.89	0.004
Within Groups	15.15	72	0.210		
Total	17.60	74			

The ANOVA results demonstrate substantial variations in "environmental passion" among employment types ($F = 5.89$, $p = 0.004$). The between-groups sum of squares (2.45) indicates significant variation in "environmental passion" ratings due to employment positions, but the within-groups mean square (0.210) represents individual variability within those roles. The significance ($p < 0.01$) indicates that job responsibilities are essential in influencing employees' "environmental passion."

Table 6: Hypothesis Results

Hypothesis	Value	p-value	Decision
H1	-8.21	<0.001	Reject Null Hypothesis
H2	10.35	<0.001	Reject Null Hypothesis

FINDINGS & RECOMMENDATIONS FOR THE STUDY

- Green HRM approaches markedly diminish psychological discomfort in employees ($\beta = -0.50$, $p < 0.001$).

- A robust positive correlation is shown between Green HRM practices and environmental enthusiasm ($\beta = 0.75$, $p < 0.001$).
- Individuals in managing positions demonstrate greater environmental enthusiasm than those in operational and administrative jobs ($F = 5.89$, $p = 0.004$).
- The statistics confirm that Green HRM practices are essential for enhancing employee well-being by alleviating stress levels.
- Organizations ought to implement comprehensive Green HRM policies that encompass both environmental objectives and employee mental well-being.
- Customized training programs can improve awareness and implementation of sustainable practices among staff.
- These methods effectively foster environmental stewardship, especially among employees with significant organizational influence.
- Subsequent research may investigate the enduring effects of Green HRM practices across other sectors.

CONCLUSION

Implementing Green HRM practices is essential for companies seeking to align employee welfare with environmental goals. The findings demonstrate that these activities significantly reduce psychological distress, promoting a healthier and more supportive work environment. Moreover, Green HRM fosters environmental passion, aligning individual values with organizational objectives and enhancing employee engagement. The positive correlation between Green HRM and reduced stress, together with increased environmental passion, underscores its twin benefits for employee morale and ecological sustainability. Furthermore, the use of these principles allows organizations to cultivate a culture of collective responsibility, enhancing both individual and collective success. By integrating Green HRM principles into their operations, organizations can achieve environmental goals while improving employee loyalty, satisfaction, and performance. These findings confirm Green HRM as a vital tool for addressing modern workplace challenges and supporting broader sustainability efforts.

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