

The Contribution of HRM Practices to Foster the Green Concept

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Green practices are environmental friendly manufacturing and minimizes the negative influence on the environment through the diverse business activities. Business organizations pay more responsibility to safeguard environment. Human Resource Management is a most significant to practice this aspiration within the organization. Human Resource Management assists towards this aspiration as a representation developer and as a model. As a model Human Resource Management Department use diverse Human Resource Practices to execute Green Concept within the organization. Here researcher strives to identify, according to Sri Lankan context what and how Human Resource Management practices are contributed for execute of the Green Concept within the organization.

Researcher selected four Human Resource Managers as the sample from four leading garment factories in Sri Lanka. Depth- interviews were used gather data, and used content analysis to analyze the gathered data. According to the findings, some of the Human Resource Practices in the selected companies are not fostering the green concept, and Human Resource Practices which are being contributed on green concept are not contributed precisely. The current research has not found any HRM practice which is fully contributed on the green concept.

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