

# **The Impact of Green HRM Practices on Organizational Performance: Literature Review**

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Green human resource management is one of the contemporary issue in the present business scenario. In the present-day tech driven business environment organisations have to persistently adopt and react to new ecological challenges. Human resource management in the organisations should venture to design and develop specific policies and rules for the benefit of the organisation. Huge exploitation of resources by organisations makes to gain the importance of green hrm in the organisations. Green practices and green hrm practices such as green recruitment and selection, green training and development, green rewards, green performance management, and green employee involvement make employees committed towards the organisation and also promote social responsibility among employees by that enhance the organizational performance. Green hrm practices helps to maintain organizational sustainability and to provide benefits to the organisation and society by preserving the natural resources, reducing carbon footprints, less usage of paper. Green hrm practices acts as an essential tool to enhance organisations green performance. Any nations development is directly proportional to organisations' success. Sustainable performance is the key ingredient to any organisations progress. Green hrm targets to minimize the exploitation of environment while accessing and using the natural resources. Implementation of green hrm practices benefits both employees and organisation besides enhancing the efficiency of resources, reputation of firm and increase economic and eco performance. The main objective of this paper is to make a literature review on green hrm practices and its impact on organizational performance. The study is based on the secondary data. In this review paper, reviewed the articles from 2014 to 2020. The result of this study provides a contribution for green hrm practices and its impact on organizational performance and shows that the variables like green recruitment, green training and development, green performance, green rewards and green employee involvement have a positive relationship with organizational performance.

***Keywords:*** *Green Employee Involvement, Green Human Resource Management, Green Performance, Green Recruitment, Green Rewards, Green Training & Development, Organisational Performance*