**AN EMPIRICAL STUDY ON GREEN HR PRACTICES IN INDIA**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| SL NO |  |  | | | | | |
| 1 | **NAME** | Blesson Inba Densil | | | | | |
| 2 | **GENDER** | **PLEASE TICK WHICHEVER IS APPLICABLE**  x  **MALE FEMALE** | | | | | |
| 3 | **AGE** | 28 | | | | | |
| 4 | **EDUCATIONAL QUALIFICATION(Optional)** |  | | | | | |
| 5 | **DESIGNATION** | Software Engineer | | | | | |
| 6 | **EXPERIENCE** | 5 Yrs | | | | | |
|  | **FACTORS DRIVING GREEN HR PRACTICES** | | | | | | |
| SL NO | FACTORS | | SCALE | | | | |
|  |  | | Strongly  Agree  5 | Agree  4 | Can’t  Say  3 | Disagree  2 | Strongly  Disagree  1 |
| 1 | The green HR practices contribute to the societal welfare | |  | x |  |  |  |
| 2 | Environmental factors compel our company to adopt green practices | |  | x |  |  |  |
| 3 | The green HR practices contribute to the health and safety of the employees | |  | x |  |  |  |
| 4 | Green HR practices are used as public relation strategy to improve the image of the company | |  |  | x |  |  |
| 5 | Green HR practices help company gain competitive advantage | |  |  | x |  |  |
| 6 | Helps in improvement of market share of the company | |  |  | x |  |  |

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| **BARRIERS TO IMPLEMENTATION OF GREEN HR PRACTICES** | | | | | | | | | | | |
| SL No | Factors | Strongly  Agree  5 | | Agree  4 | | Can’t say  3 | | Disagree  2 | | Strongly  Disagree  1 | |
| 1 | The cost of implementation is high |  | |  | | x | |  | |  | |
| 2 | The cost of maintaining programme is high |  | |  | | x | |  | |  | |
| 3 | The programme lacks support of management |  | |  | |  | |  | | x | |
| 4 | The programme lacks support from employees |  | |  | |  | |  | | x | |
|  | **POSITIVE OUTCOMES OF GREEN PRACTICES** | | | | | | | | | | |
| SL No | Factors | | Strongly  Agree  5 | | Agree  4 | | Can’t say  3 | | Disagree  2 | | Strongly  Disagree  1 |
| 1 | It improves employee morale | | x | |  | |  | |  | |  |
| 2 | It improves image of the organization | |  | | x | |  | |  | |  |
| 3 | It enhances the customer confidence in organization | |  | | x | |  | |  | |  |
| 4 | Increases employee loyalty | |  | |  | | x | |  | |  |
| 5 | It enhances brand recognition | |  | | x | |  | |  | |  |
| 6 | It increases employees’ productivity | |  | |  | | x | |  | |  |
| 7 | It reduces the no of employees leaving the organization | |  | |  | | x | |  | |  |

**Thank You**