

How Human Resource Management Processes Go Green: The Greenfield Concept in HRM Sri Lanka

Wanshapala, G. G. M. A. P., Karunarathna, R. A. S. M., Mendis, B. C. P., Nadishani, H. A. S., Kaushalya, G. A. G., Perera, J. G. J. S., Nishani, R. P. S., Perera, K. A. V. S.

Department of Human Resource Management- University of Kelaniya
stenanadishani@gmail.com

HRM concepts has evolved during the past centuries with the changes of globalization, deregulation, social responsibilities and technology. This study, referring a novel concept of Green Human Resource Management (GHRM) practices in Sri Lankan context. It is accepted that this concept is given less attention among the HRM researchers and practitioners. And though some knows about this concept, very less effort has been taken to introduce it into the work places. Thus this study aims to explain and make the future researchers and practitioners aware of green HRM processes in Sri Lankan context. Recently, there has been growing interest as well as awareness within the business communities about the significance of "going green" and adopting various environment management techniques. As the corporate world is globalized, the business is experiencing a shift from the conventional financial structure to a modern capacity-based economy which is ready to expect green economic facets of business. Today, Green Human Resource Management (GHRM) has become a key business strategy for organizations where Human Resource Departments plays a significant role in focusing on going green. The methodology applied in this study is documentary review type research. This research largely focuses upon the several Green Human Resource Management Processes pursued by the organizations in Sri Lanka and, explains the simplified meaning of Green Human Resource Management (GHRM). This concept is introduced as an important and valuable practice for Sri Lankan organizations to achieve competitive advantage at globally.

Keywords: *Green Human Resource Management, Greening, Environmental, HRM Processes*