

Topic suggestion sample

Suggested topic:
Green HRM and Employee Engagement

Chapter One: Introduction

1.1. Background

Incorporating ecological practices into the field of human resources (HRM) has evolved to become an essential area of concern toward the development of modern companies' competitive edge. Those working within human resource departments and are responsible for the management of companies' workforce, as well as setting culture have essential roles to play toward the development of sustainability approaches to protect the planet Earth. Therefore, the desire to incorporate ecological practices into HR policy to promote sustainable development has contributed to the emergence and popularization of "Green Human Resource Management," which is approved to have numerous importance in the management and performance of organizations. Recent studies have shown that sustainability approaches are growing drastically in thousands of firms over the past years and provide adequate answers to the diverse catastrophes and challenges attributed to climate change (Ababneh, 2021). Competition in the global business environment has become much stiff and corporations are speeding up their transitions to adapt to the environmental management system in their HRM to improve their competitive advantages concerning employee engagement, behavior, and motivation. Therefore, this research will examine the prevailing relationship between Green Human Resource Management (GHRM) and employee engagement, employee behavior, and employee motivation. An indulgence in research on the prevailing relationship will help to create a good understanding of why GHRM is important for the success of 21st-century organizations.

1.2. Problem Statement

Green HRM is a new, but rapidly growing concept in the field of HR management. According to Ababneh (2021), HRM practitioners should strive to adjust their responsibilities to integrate environmental management in HRM policy, which is commonly known as GHRM, to influence and guide employees' sustainability-related knowledge, attitudes, behaviors, and motivation. The argument suggests that the implementation of GHRM is purposed to enhance employee engagement, employee behavior, and employee motivation, which makes GHRM a fundamental concept for a competitive company. Despite the positive arguments, a significant gap exists in the study on the relationship between, GHRM and employee engagement, employee behavior, and employee motivation.

Therefore, there is the need to study and explain how employees perceive and adapt to GHRM initiatives to understand the prevailing relationship between GHRM and employee motivation, employee behavior, and employee engagement.

1.3. Significance of the Study

Successful completion of the study will be of great importance as it will promote the initiative of sustainable development. By presenting valid and reliable results showing the relationship and how GHRM influences employee engagement, behavior, and motivation, companies that have not adopted GHRM will be motivated to implement the concept – this will improve their performance and promote sustainable development initiatives. Similarly, the completed study will add to the existing knowledge in GHRM and its role in the modern company's competitive edge.

1.4. Research Questions

The following research questions will guide the study toward successful research and they will help to achieve the objectives of the study.

1. What is the relationship between GHRM and employee behavior in organizations?
2. How does GHRM implementation influence the performance of employees in organizations?
3. What impact does GHRM has on employee perception and attitude in the work environment?

1.5. Research objective

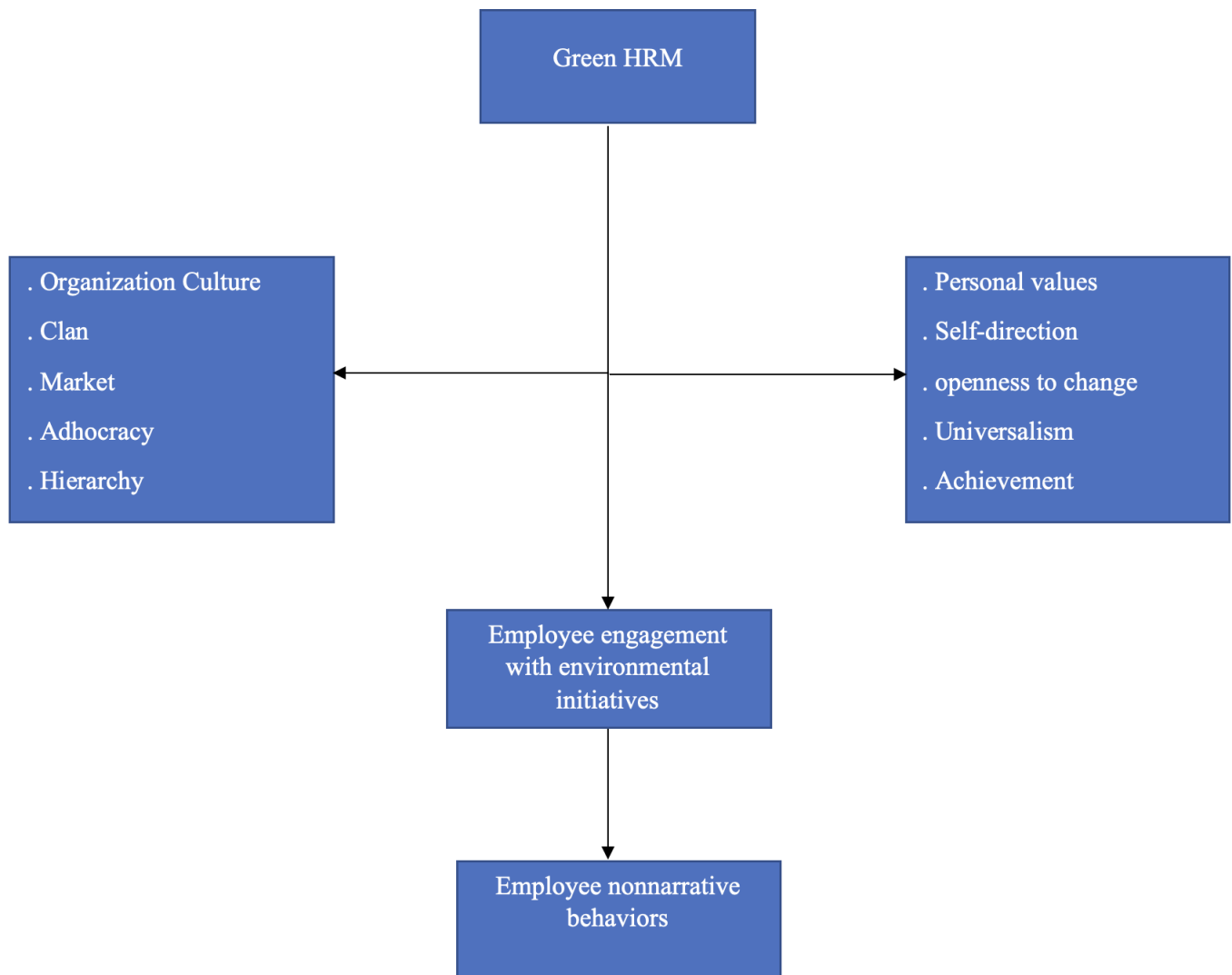
1. To provide a comprehensive report on the impact of GHRM on employee behavior
2. To examine the influence of GHRM on employee motivation and performance
3. To analyze employees' perception and attitude toward GHRM implementation in organizations.

1.6. Study Limitation

The scope of the study will be limited to organizations that have implemented Green HRM for the last 3 years. The sample to be involved in the interview must have been employees of their respective firms for at least two years.

1.7. Conceptual Framework

The conceptual framework below provides a figurative illustration of the variables that will be studied and the expected relationship.



Chapter Two: Preliminary Literature Review

Several scholars have delved into the study of GHMR and presented detailed information relevant to the presented study. This chapter will provide a detailed review of the available literature while upraising the information presented by different researchers. Existing gaps in the past studies will also be highlighted in the literature review.

According to Ababneh (2021), GHRM is an important facet for a competitive organization because it equips employees with relevant skills, knowledge, attitudes, and competencies that prepare them to handle environmental concerns while safeguarding natural resources. The argument put forth by Ali Ababneh, Awwad, and Abu-Haija (2021) indicates that Green HRM creates and promotes employee motivation and enables them to have a positive attitude in the work environment. Martins et al. (2021) supported the finding in their research – the scholar theorized that GHRM instills eco-behaviors among the organizational employees and aligns the

behaviors and skills with the sustainability goals in the firm. The scholar supported his findings by giving an example of employees engaging in work processes that involves attaining sustainable consumption of resources (Martins et al., 2021). Concerning the findings, the researcher advocated that the management of human service organizations, including the hotel industry, should give their employees proper training on enhancing Green HRM such as the use of equipment that conserves electricity and water, sustainable procurement, agricultural ecology, recycling procedures, proper waste disposal, environmental management standards, as well as hazard control systems.

In another study, Carollo and Guerri (2018) recorded that Green HRM promotes the commitment and engagement of employees toward the success of organizations, and further increases their knowledge on sustainability initiatives that promote efficiency, reduce production costs, and increase the overall work output for employees. Ali Ababneh, Awwad, and Abu-Haija (2021) affirmed the study by Carollo and Guerri (2018) in a study where the scholar reported a strong employee engagement in organizations that have implemented GHRM. The report increases the level of relationship between individual green behavior and GHRM practices. Both Ali Ababneh, Awwad, and Abu-Haija (2021) and Carollo and Guerri (2018) agreed that the improved employee engagement attributed to Green HRM contributes to increased employees' involvement incorporate environmental initiatives, which adds toward the attainment of sustainable development.

Unlike the results presented by Carollo and Guerri (2018) and Ali Ababneh, Awwad, and Abu-Haija (2021), which pinpointed that GHRM contributes to improved employee engagement, Ren, Jiang, and Tang (2021) emerged with different results indicating that employee engagement contributes toward GHRM. In this case, the positive relationship between GHRM and employee engagement was that the latter leads to the former. In his further arguments, Ren, Jiang, and Tang (2021) posited that an increase in employee engagement contributes positively toward GHRM implementation and practice in organizations – this implies that employee engagement is quite a crucial element in the fulfillment of green human resource management. Nevertheless, further studies need to be done to ascertain the level of interdependence between the two variables to build a good understanding of the variable that depends much on the other.

Chapter Three: Methodology

3.1. Study Design

The research will be the primary type of research and it will adopt a qualitative research design, precisely the case study type of qualitative study. Case studies will be relevant in this study as it is best in exploratory research. Its deployment in the study will help in generating new important ideas that can be validated by other methods.

3.2. Data collection method

A survey approach will be used for the collection of primary data. This will include face-to-face interviews with the study sample. The use of interviews will be effective in this study because it will provide a platform for the interviewer to make a clarification and dig deep into the responses. The data will be recorded in audiotapes for analysis purposes.

3.3. Study sample and sampling approach

A purposive sampling approach will be adopted to obtain a sample of 50 respondents who will participate in the study. The respondents will be generated from 10 competitive companies that are already implementing GHRM. The respondents must have worked in their respective organizations for a minimum of 2 years and must be knowledgeable about GHRM.

3.4. Data Analysis Approach

Thematic data analysis approach will be used to analyze the data obtained from the study. This will involve reading through the dataset and organizing the findings into common themes that reflect the actual data presented from the research. This qualitative data analysis approach will be the most feasible because it will allow the researcher a lot of flexibility in data interpretation and it will also enable the researcher to approach large sets of data more conveniently by sorting the data into broad themes.

3.5. Validity and reliability Approach

Both face and content validity will be used to verify the quality of the research findings. The face validity will be used to measure the existence of a relationship between GHRM and employee engagement, employee, motivation, and employee attitude. Content validity will be used to measure the extent of the relationship between the variables.

3.6. Ethical Standards

The study will adhere to all the essential codes of ethics in research. The identity of the respondents and their respective companies will remain anonymous during the publication of the results. Also, the respondents will be notified two weeks before the day of research to make them prepared in advance.

Works Cited

References

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