



INFLUENCE OF GREEN REWARDS ON ORGANISATIONAL PERFORMANCE

V VARISHA BEGUM
Ph.D RESEARCH SCHOLAR,
DEPARTMENT OF COMMERCE,
VELS INSTITUTE OF SCIENCE, TECHNOLOGY & ADVANCED STUDIES,
PALLAVARAM, CHENNAI.
CORRESPONDING AUTHOR

Dr.M.KAVITHA
PROFESSOR & RESEARCH SUPERVISOR,
DEPARTMENT OF COMMERCE,
VELS INSTITUTE OF SCIENCE, TECHNOLOGY & ADVANCED STUDIES,
PALLAVARAM, CHENNAI.
E MAIL: kavitha.sms@velsuniv.ac.in

DR. YOGESH KUMAR JAIN
PROFESSOR & DEAN INCHARGE
SCHOOL OF COMMERCE & MANAGEMENT SCIENCES,
SANDIP UNIVERSITY, NASHIK

INTRODUCTION

Green compensation and reward have been defined as “a firm should praise and appreciate the efforts of employees in gaining sustainable advantage and give them incentives and rewards, in this way organization will achieve sustainable advantage and employees will also be motivated” (Ahmad, 2015).

Organisations set reward systems to recognise their employees’ performances and to motivate them to keep high standards of productivity or service. Rewards can be monetary, non-monetary and psychological.

Intrinsic rewards are non-physical, intangible rewards and are internal to the individual. Examples: words of praise from seniors, working with higher level of freedom and autonomy, personal achievement and growth, and receiving more challenging tasks.



Extrinsic rewards are tangible, physical, and external to the individual. These rewards may be in monetary form or as other forms of benefits (e.g. company car, discounted or free health insurance, better office, etc.).

It involves designing and implementing reward policies and practices that support organisation's objectives, resulting in a motivated and effective workforce. An organisation's pay and reward structure has often evolved without any overall goal, sometimes allowing bias and unequal pay risks to creep in. However, applying a strategy to your pay and reward efforts can deliver real benefits to your workforce and business. In the same way that our organisational values define our culture, our reward principles define our approach to pay and reward. And enable us to communicate this clearly to employees.

With the increase of green businesses, reward systems also have to align with the new approach. For example, giving employees free access to printing and copying may not be in line with a green mindset. In order to be effective, rewards and incentives in green companies need to reflect the comprehensive sustainable approach embraced by the organisation. They need to connect to the organisation's culture and conceptually sustain the behavioural change the business is promoting.

REVIEW OF LITERATURE

Wahidul Sheikh (2019) Implementing Green Human Resource Management: Cost-Effective Strategies and Tools. *Journal of Entrepreneurship & Organization Management*. This paper aims at suggesting some cost-effective tools and techniques for HR managers in implementing green HRM and sustainability. Through an extensive review of the literature on green HRM practices and collecting primary data using observational and experimental techniques, this paper proposes the tools and techniques which can be used in any organization without any major change in the existing infrastructure. Besides, various benefits of implementing green HRM, both monetary and non-monetary benefits, have been pointed out. Finally, the paper suggests some pragmatic initiatives for HR managers for going green in HR function and making the organization green as a whole.



GulbashDugga (2020) Green Hrm – A Way To Greening The Environment. Globus An International Journal of Management & IT A Refereed Research Journal Vol 11 / No 2. Human. Greening employees from top to bottom is not an easy task, but pro environmental plan and implementing Green human resource management (GHRM) practices practically has produced a positive result toward the Green environment. The paper focuses upon the GHRM, various Green Human Resource Practices and explains the role of green human resource process in going green. Finally, the paper suggests some social implication of Green human resource practices for green organization.

NetaniaEmilisa (2020) Consequences of Green Human Resource Management: Perspective of Professional Event Organizer Employees in Jakarta. Review of Integrative Business and Economics Research, Vol. 9, Supplementary Issue 1 361. This study aimed to analyze the consequences of Green Human Resource Management (GHRM) on professional event organizer employees in Jakarta Hypotheses testing results indicate that Green Human Resource Management enhances Employees Organizational Commitment, Employee Eco-Friendly Behavior and Work Performance. Implications for managers that the companies should give reward and compensation to employees who apply Green Human Resource Management (GHRM) so they can be more motivated to do the green movement

Joyce (2020) A Theoretical Study on Green Human Resource Management (Ghrm): An Innovative Practice for Organizational Sustainability. European Journal of Molecular & Clinical Medicine ISSN 2515-8260 Volume 7, Issue 11. This paper examination is to investigate the green human asset the executive's practices of associations dependent on the existing literature Organizations. The required data for this study were collected from various research papers, websites and companies report. The paper proposes some potential HR activities for Green organizations. This study aims to highlight the Green Human Resource Management through various HRM functions in the companies.



MdEnamul Islam (2021) Factors Influencing Managers' Proclivity For Using Green Human Resource Management Practices To Achieve Environmental Sustainability In Bangladesh. This research addressed the factors affecting managers' proclivity for using the Green Human Resource Management concept for achieving environmental sustainability in Bangladeshi Textile Industries. Due to the impact of COVID-19, data was collected from 357 managers and non-managers of textile industries located across Bangladesh using the online platform. Data analysis revealed that managers' motivation, easy access to IT facilities, and employee commitment significantly influence managers perception to adopt Green Human Resource Management practices. This research is a significant starting point for organisations that want to implement Green Human Resources practices and policies to achieve environmental sustainability. Potential researchers can research other aspects, such as monetary involvement and infrastructural requirements.

Pratiksha, M Kavitha (2023) Green Blockchain Technology for Sustainable Smart Cities. Elsevier, 1(1). In this modern world, pollution and nonsustainable practices are deadly rust that erodes the core of this world. It needs to be handled efficiently and intellectually in order to spread peace and harmony among people and country. The deadly impact of pollution causes various health issues, psychological disorders, and other political related problems. All these will convert our habitual planet into the nonhabitual planet. Various initiatives have been taken worldwide in order to reduce pollution. The use of green blockchain in marketing field creates initiatives to reduce the carbon print from the production-distribution-reuse cycle—that initiative is called “green blockchain in marketing.”

INDENT OF THE STUDY

To study implementation of Green rewards in the IT sectors

To analyse the influence of Green rewards on Organisational performance

HYPOTHESES OF THE STUDY

There is no significant difference among the implementation of Green rewards in the IT sectors

There is no significant influence of Green rewards on Organisational performance

ANALYSIS AND DISCUSSION

The right reward strategies can help you achieve this for employees, using benefits, bonuses and pay to encourage employee loyalty. Motivated staff will go the extra mile to contribute towards organisational success and better results. A thriving environment will inevitably attract new talent, give existing employees a sense of belonging, and help retain your key people.

ANOVA-INFLUENCE OF GREEN REWARDS ON ORGANISAIONAL PERFORMANCE						
		Sum of Squares	df	Mean Square	F	Sig.
Appreciation	Between Groups	34.067	1	34.067	44.969	.000
	Within Groups	367.412	485	.758		
	Total	401.478	486			
Work with Freedom	Between Groups	30.774	1	30.774	32.760	.000
	Within Groups	455.604	485	.939		
	Total	486.378	486			
Opportunities	Between Groups	135.362	1	135.362	76.699	.000
	Within Groups	855.948	485	1.765		
	Total	991.310	486			
Personal achievement	Between Groups	56.560	1	56.560	59.824	.000
	Within Groups	458.537	485	.945		
	Total	515.097	486			
Challenging tasks	Between Groups	49.578	1	49.578	55.723	.000
	Within Groups	431.518	485	.890		
	Total	481.097	486			
Free health Insurance	Between Groups	57.879	1	57.879	61.563	.000
	Within Groups	455.977	485	.940		
	Total	513.856	486			

Source –Computed data

It was observed in the above table Appreciation (F=44.969, P=.000) Work with Freedom (F=32.760, P=.000), Opportunities (F=76.699, P=.000), Personal achievement (F=59.824,



P=.000), Challenging tasks (F=55.723, P=.000), Free health Insurance (F=61.563, P=.000) are statistically significant at 5% level. This established to the mean comparison of green rewards and organizational performance of IT companies. It is found that offers more opportunities to the employees leads to effective organizational performance.

FINDINGS AND CONCLUSIONS

Organisations set reward systems to recognise their employees' performances and to motivate them to keep high standards of productivity or service. With the increase of green businesses, reward systems also have to align with the new approach. For example, giving employees free access to printing and copying may not be in line with a green mindset. In order to be effective, rewards and incentives in green companies need to reflect the comprehensive sustainable approach embraced by the organisation. **Rewards can be monetary, non-monetary and psychological. Green rewards are appreciation, offers more opportunities, challenging tasks, free health insurance, work with freedom and personal achievement.** It is found that offers more opportunities to the employees leads to effective organizational performance.

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