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**Greening Human Resource Practices and Their Influence on Employee
Behaviour in Private Sector Banks**

Anil Sharma

Research Scholar, Department of Commerce and Management, Arni University,
Kangra, Himachal Pradesh, India.

ABSTRACT

In recent years, private sector banks have increasingly integrated environmental sustainability into their organizational strategies, with Green Human Resource Management (Green HRM) emerging as a vital mechanism for promoting eco-friendly workplaces. This study examines the effect of Green HRM practices on employee behaviour in private banks, focusing on how environmentally responsible HR initiatives shape employees' attitudes, commitment, and pro-environmental actions at work. Green HRM practices such as green recruitment and selection, environmental training and development, green performance appraisal, and reward systems are explored to understand their influence on employee engagement, job satisfaction, organizational citizenship behaviour, and environmental responsibility. The study highlights that effective implementation of Green HRM not only enhances employees' environmental awareness but also fosters positive behavioural outcomes such as increased motivation, ethical conduct, and voluntary participation in sustainable initiatives. By aligning human resource policies with sustainability goals, private banks can strengthen their organizational culture, improve employee performance, and contribute to long-term environmental and business sustainability. The study underscores the strategic importance of Green HRM as a tool for shaping responsible employee behaviour and achieving sustainable growth in the competitive private banking sector.