

GREEN HUMAN RESOURCE MANAGEMENT PRACTICES AND THE ROLE OF THE MINISTRY OF CLIMATE CHANGE AND ENVIRONMENTAL COORDINATION, PAKISTAN: A QUALITATIVE DOCUMENT ANALYSIS

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ABSTRACT

“Green HRM” is a revolutionary and strategic approach to managing human resources. Organizations are becoming more attractive to both domestic and global consumers when they use green HRM practices. Global as well as local institutions strongly support green HRM practices in order to preserve the environment for coming generations. We evaluated the strategic and regulatory role of Pakistan's The Ministry of Climate Change and Environmental Coordination to guide the policy makers, students and other interest groups. We conducted document analysis and collected the qualitative data from on line websites. We also conducted thematic analysis to identify relevant themes within the data. We came to a number of noteworthy conclusions. We found that in order to promote green behavior, green employees, and green organizations, organizations need to adopt environmental strategy. Without the support of upper management, goals might not be accomplished. To promote green behavior and a green organization, organizations coordinate and integrate their HR and environmental strategies. Green behaviour of employees is needed to implement the NEQS standards. Additionally, to improve the sustainability of the company, a consistent green HRM strategy must be developed.

Keywords: Green HRM, Ministry of Environment, Future Generations, Green Organization.

INTRODUCTION

Green HRM practices are rapidly moving to the top of the list of essential practices for people management in businesses (Hameed, Mahmood & Shoaib, 2022). Green HRM is an approach to employee management at work that is pro-social and pro-environmental. Given the scarcity of resources, corporate planners now have the primary responsibility of preserving the environment for future generations and to use resources in ways that are sustainable (Lakshmi & Battu, 2018). However, the implementation of green HRM practices is challenging due to employees' resistance to altering their behavior (Hameed, Rehman, Tufail & Kiziloglu, 2023). We

can solve the problem of enlightening workers about the advantages and inspiring them (Chan, Hon, Chan & Okumus, 2014). Green HRM improves the company's positive reputation with domestic as well as international customers and also a regulatory compliance (Lakshmi & Battu, 2018).

Pakistan's "Ministry of Environment" is one of the primary regulatory bodies for environmental sustainability in Pakistan. The Ministry of Environment, which is currently known as the Ministry of Climate Change, was entrusted with the primary responsibility of organizing, promoting, safeguarding, and supervising the

execution of government-approved environmental and forestry initiatives in Pakistan (Ministry of Climate Change and Environmental Coordination, 2024).

The conducted qualitative document analysis to examine the Ministry of Climate Change and Environmental Coordination's policies, procedures, and involvement in creating and implementing Green HRM practices. Organizations should confront the issues brought on by climate change, and prior research studies have focused on addressing the negative effects of change (Duchaeva & Magomadov, 2023).

Literature Review

The Pakistan Environmental Protection Act (1997) “provide for the protection, conservation, rehabilitation and improvement of the environment, for the prevention and control of pollution, and promotion of sustainable development.” The Ministry of Environment now the Ministry of Climate Change and Environmental Coordination, in Pakistan is one of the main regulatory agencies in the country for planning, and overseeing the implementation of environmental and forestry projects in Pakistan. The National Climate Change Policy, established in 2012, was designed by the ministry and is a significant step forward in Pakistan's response to climate change. The National Climate Change Policy provides a strong core framework for subsequent Climate Change Action Plans, Programs, and Projects while thoroughly addressing all potential difficulties related to adaptation and mitigation of climate change (Ministry of Climate Change and Environmental Coordination, 2024).

Developing and putting into practice Green HRM practices is crucial for organizations operating on a national or international level (Hameed et al., 2022; Hameed et al., 2023; Chan et al., 2014). We conducted the qualitative document analysis and explored the role of the Ministry of Climate Change and Environmental Coordination in developing and executing Green HRM practices.

Research Methodology

We looked at the Environment Ministry of Pakistan's involvement in green HRM initiatives. After gathering the information, we carried out a qualitative document analysis. We assessed and

looked over the electronic and printed information. Bowen (2009) introduced document analysis as a suitable tool for qualitative research. To obtain consistent data, numerous studies have used and recommended qualitative document analysis (Morgan, 2022). We selected and extracted useful and developing themes using thematic analysis method (Braun & Clark, 2006).

Analysis and Results

We assessed Pakistan's Ministry of Climate Change and Environmental Coordination strategic and regulatory role in involvement in green HRM initiatives. We gathered the qualitative data from online resources and performed document analysis. The Pakistan Environmental Protection Act (PEPA) (1997) “provide for the protection, conservation, rehabilitation and improvement of the environment, for the prevention and control of pollution, and promotion of sustainable development.” The PEPA (1997) give the framework for the National Conservation Strategy, Provincial Sustainable Development Funds, Environmental Tribunals, Environmental Magistrates, Initial Environmental Examination (IEE), Environmental Impact Assessment (EIA), and protection and conservation of species and renewable resources. The Pakistan Environmental Protection Council was reorganized.

The Ministry of Climate Change and Environmental Coordination oversees the Pakistan Environmental Protection Agency (Pak-EPA). The Agency is tasked with safeguarding both human health and the environment through the drafting and implementation of regulations that are grounded in legislation enacted by Parliament (Pakistan Environmental Protection Agency, 2024). Pak-EPA is mandated to prepare or revise, and establish the National Environmental Quality Standards (NEQS) with approval of Pakistan Environmental Protection Council (PEPC). Pak-EPA gives the following standards on its website (Pakistan Environmental Protection Agency, 2024).

1. National Environmental Quality Standards for Ambient Air, Drinking Water and Noise
2. National Environmental Quality Standards for Motor Vehicle Exhaust and Noise

3. National Environmental Quality Standards (Self-Monitoring and Reporting by Industries) Rules, 2001
4. Revised National Environmental Quality Standards for Municipal and Liquid Effluents, and NEQS for Gaseous Emissions
5. National Environmental Quality Standards Relating to Municipal and Liquid Industrial Effluents

The areas covered by the NEQS are as follows: NEQS for Gaseous Emissions, Municipal and Liquid Industrial Effluents, Motor Vehicle Exhaust and Noise, Drinking Water and Noise, and Ambient Air. The pollution level of industrial units is employed to categorize them into categories A, B, and C. Any industrial facility may simply improve the environment and become more environmentally friendly if it is willing to reap the benefits and adhere to the standards. The NEQS (Self-Monitoring and Reporting by Industry) rules are designed to make sure that industries in Pakistan follow the country's environmental quality standards. By mandating that businesses track and report on their waste, pollutants, and effluents, they offer a structure that guarantees adherence to environmental quality requirements (Khalid Zafar, 2024).

Li et al. (2023) conducted a study and the results demonstrate that Green HRM explains how employees' pro-environmental behavior is stimulated by the psychological green climate, leading to improved environmental performance. Additionally, the employee's conduct is moderated for improved environmental performance by their particular green value. This study provides significant practical implications for regulators and upper management in ensuring employee involvement with green HRM practices. According to Li et al. (2023), positive employee behavior is crucial for putting green HRM tactics into practice and following government policies that support the environment. Pro-environmental actions by employees improve an organization's output and environmental results. Therefore, in order for any Pakistani firm to apply the NEQS requirements, the organization's employees' behaviors must modify. According to Naz et al. (2021) and other research, a consistent strategy is necessary to increase the organization's sustainability.

Organizations in Pakistan must create policies and procedures to suggest, enhance, and modernize green HRM practices (Yousfani & Shaikh, 2023). To increase their efficacy in verifying sustainability, organizations need to link HRM processes like selection procedures, training and development and reward systems to make them more environmentally conscious. Building pro-environmental behavior in employees requires well-thought-out, well-executed HRM strategies and policies (Iftikar et al., 2022).

Green HRM makes use of HRM procedures for hiring, choosing, training, empowering, and rewarding employees. To achieve their green goals, organizations need to cultivate "green employees" and "green behavior" in the workplace (Mathapati, 2013). With operational efficiency, proper environmental strategy, and human motivation to engage in environmental activities, organizations can excel in environmental performance through the development of environmental strategies and pro-environmental behavior (Aftab et al., 2022).

Conclusion

We explore the strategic and regulatory role of Pakistan's Ministry of Climate Change and Environmental Coordination in green HRM practices. Pakistan Environmental Protection Act (PEPA) (1997) directed to establish National Environmental Quality Standards (NEQS), the Pakistan Environmental Protection Council (PEPC), the Ministry of Climate Change and Environmental Coordination, the Pakistan Environmental Protection Agency, Environmental Tribunals, and Environmental Magistrates. The Pakistan Environmental Protection Council (PEPC) must grant Pak-EPA approval in order for it to draft, update, and compile the National Environmental Quality Standards (NEQS). Standards for Gaseous Emissions and Standards Relating to Municipal and Liquid Industrial Effluents, Motor Vehicle Exhaust and Noise, and Ambient Air were produced by Pak-EPA.

Numerous studies have found that in order to promote green behavior, green employees, and green organizations, organizations need to adopt environmental strategies. Without the support of upper management, goals might not be accomplished. To promote green behavior and a green organization, organizations coordinate and

integrate their HR and environmental strategies. Therefore, the behaviors of the organization's personnel must change for any Pakistani company to apply the NEQS regulations. To improve the sustainability of the company, a consistent strategy is required.

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