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GO GREEN

with these
Top Human Resources Management Practices

A rising number of forward thinking companies are starting to put efforts into promoting sustainability in their workplaces by adopting environmentally friendly practices that go in line with the rising pressure to be more environmentally sensitive. At the core, HR people play a vital role in promoting company wide adoption of eco-friendly practices.

WHAT IS GREEN HUMAN RESOURCES MANAGEMENT OR GREEN "HRM"?

Green HRM is generally divided into two parts, the first is dedicated to the efforts put into digitizing HR tasks, which in some cases is referred to as paperless HRM, and the latter pertains to the design and execution of green HRM practices.

Managing the entire employee life cycle right from onboarding a new employee until their off-boarding on a digital human resource management platform, would be a prime example of Green HRM.

Under green HRM, an organization would be capable of digitizing all personnel documents and make all processes automated, which would make retrieving all required personnel data easy and fast.

WHY SHOULD YOU ADOPT GREEN HR PRACTICES?

Going green will inevitably result in lower costs and better employee engagement and interviewing. Moreover, using technology for pre-screening, interviews, onboarding, etc. can reduce the need for paperwork, ultimately reducing the carbon footprint for both the employer and the job seeker.

Morale has been found to be *55% higher* at companies with *sustainability programs*

THE DESIGN AND EXECUTION OF GREEN HR PRACTICES

Creating company-wide **green practices** and most importantly, getting employees on board with your new plans might seem like an overwhelming undertaking at a glance. However, there are some fairly **easy-to-implement sustainability practices** without requiring a **hefty monetary investment.**

Adopting a strict smoke free premises policy

Cigarettes release dangerous fumes and chemicals into the air we breathe, so it would make perfect sense to ban employees from smoking inside your premises.

Conducting tree planting initiatives for employees

Why not arrange a fun tree planting day for your employees? Tree planting is not only a fun activity, but it will also boost employee morale.

## Announcing rewards for employees who adopt green ideas

Rewards may come in the form of financial and non-financial rewards - and if executed properly, employees will perceive the same value in both.

Switching off lights and using sunlight

Some companies adopt green architecture in building their offices in a way that allows bright sunlight to get into the workplace even during winter time.

Use Fans to control Temperature

Using fans to enhance air movement and maintain comfort can save about three percent on cooling costs.
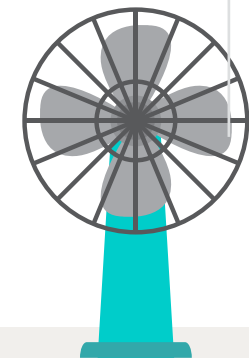
Use Laptops instead of computers

Use Laptops instead of computers because they consume less than half the energy desktop computers do.
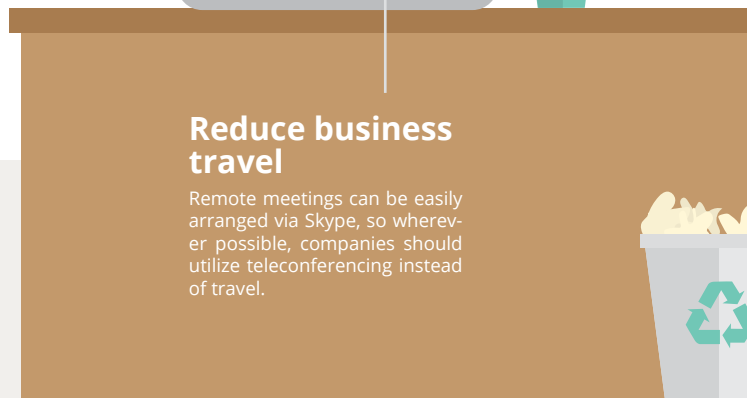
Buy your office equipment from local vendors

This reduces the CO2 contribution of anything transported too far.

Reduce the use of paper and printing

Some companies go to the extreme by counting the number of total pages printed by an employee during his/her performance review.
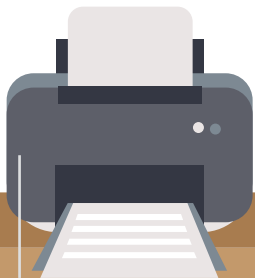
Reduce business travel

Remote meetings can be easily arranged via Skype, so wherever possible, companies should utilize teleconferencing instead of travel.

Recycle office waste

Add special bins throughout your office for recyclable material, like plastic and paper.

THE DIGITIZATION OF HR TASKS

From recruitment/onboarding to the exit of an employee, your HR team can now easily and smoothly eliminate the use of paper and spreadsheets and move to an entirely electronic process!

Some examples of digitizing your HR tasks are:

Choose the right HRMS for your team

The transition from traditional spreadsheets to an electronic Human Resource Management System (HRMS) should be as seamless as possible; therefore, you should opt for a user-friendly HRMS like www.zenhr.com, which will allow you to automate your repetitive HR tasks with a click of a button.

Use telephones or video interviewing platforms to pre-screen candidates

Opting to use telephone and video interviewing is not only more convenient for both the interviewer and interviewee, but it will also minimize the carbon footprint of travel.

Conduct online training activities for employees

Employers can opt to train their employees by connecting with a certified trainer via the internet, or by subscribing to online educational websites instead of sending them off to training centers.

Move to an entirely electronic talent acquisition process

This will allow your company to eliminate all paper — including brochures, forms, reports and other items — that had previously been used during hiring.

Companies with greater corporate responsibility performance can reduce average turnover by as much as 50%.

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67% of businesses are now relying on *HR technology*

HOW CAN YOU MOTIVATE YOUR EMPLOYEES TO FOLLOW YOUR GREEN HRM PRACTICES?

Empowering your employees to adopt environmentally friendly practices all starts with you providing environmental training to both your managerial and non-managerial employees. With that said, finding ways to further entice your employees into following your new sustainable office initiatives might seem like a struggle, however, it doesn't have to be.

Here are some smart reward schemes that'll make sure your sustainable plans get a head start:

Senior managers can present awards in company meetings to employees who constantly go above and beyond in adopting their company's green policies.

Praising employees that constantly adopt environmentally friendly practices via internal and external company news articles.

Other Reward schemes can include: paid vacations, time off, favored parking, and gift certificates.

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Request a Demo

It's good to talk

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