

ADOPTION OF GREEN HRM PRACTICES BY THE BANKING INSTITUTIONS AND ITS IMPACT ON ORGANIZATIONAL AND ENVIRONMENTAL SUSTAINABILITY

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ABSTRACT

Objective: *The objective of the study is to look in to the use of Green HRM techniques by the banking institutions which results in sustainability of both banking institution and environment.*

Methodology: *A quantitative research methodology that included a questionnaire was used to collect data from 450 employees of various banks in the state of Odisha.*

Findings: *The study's conclusions show a significant relationship between the variables influencing Green HRM practices in the banking industry and environmental sustainability. The study used regression analysis that demonstrated that Green HRM benefits banks and environmental sustainability. Employees who have received green training and skills minimize waste, reuse materials, improve the company's brand, draw in and keep green clients, and lessen environmental repercussions that have a negative influence on economic output.*

Implication: *By allowing employees to create their own individualized environmental strategies and projects, this implementation benefits the banks in economical and sustainable growth.*

KEYWORDS: *Green HRM, Green HRM Practices, Green Banking, Environmental Sustainability.*

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