



GREEN HUMAN RESOURCE MANAGEMENT IN COMPANIES OF CZECH CHEMICAL INDUSTRY

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Introduction

Green human resource management (GHRM) includes specific human resource (HR) policies, procedures and measures in compliance with the sustainability – environmental, social, and economic. Success of these measures depends, to a considerable extent, on the employees and their so-called green behaviour. Most employees feel co-responsible for the environment and show stronger determination, and loyalty to employers going a “green way” and taking an active part in support of the environment. As a result, GHRM can help companies implement measures decreasing the environmental impacts. This paper focusses on chemical companies and emphasises the irreplaceable role of their HR in implementation of GHRM procedures and principles. The research was aimed at the environmental pillar of GHRM and examined its fulfilment in the practice of chemical companies in the Czech Republic (CZ).

Results and Discussion

The research showed that chemical companies comply with the legislative requirements concerning environmental protection. Within the social responsibility and aiming to achieve sustainability, they also pay attention to activities beyond their obligations. They direct green HR activities towards

- the company,
- towards their employees,
- and towards their closest surroundings.

In compliance with their green orientation, they also set green targets for their staff:

- waste separation in the workplace,
- enabling the employees to use bicycles,
- trying to reduce consumption of paper in the workplace.

The researched companies do not include green activities into the process of staff recruitment and selection, but they pay great attention to education of their employees for the responsible approach, and they try to develop their knowledge and skills they can use in their jobs.

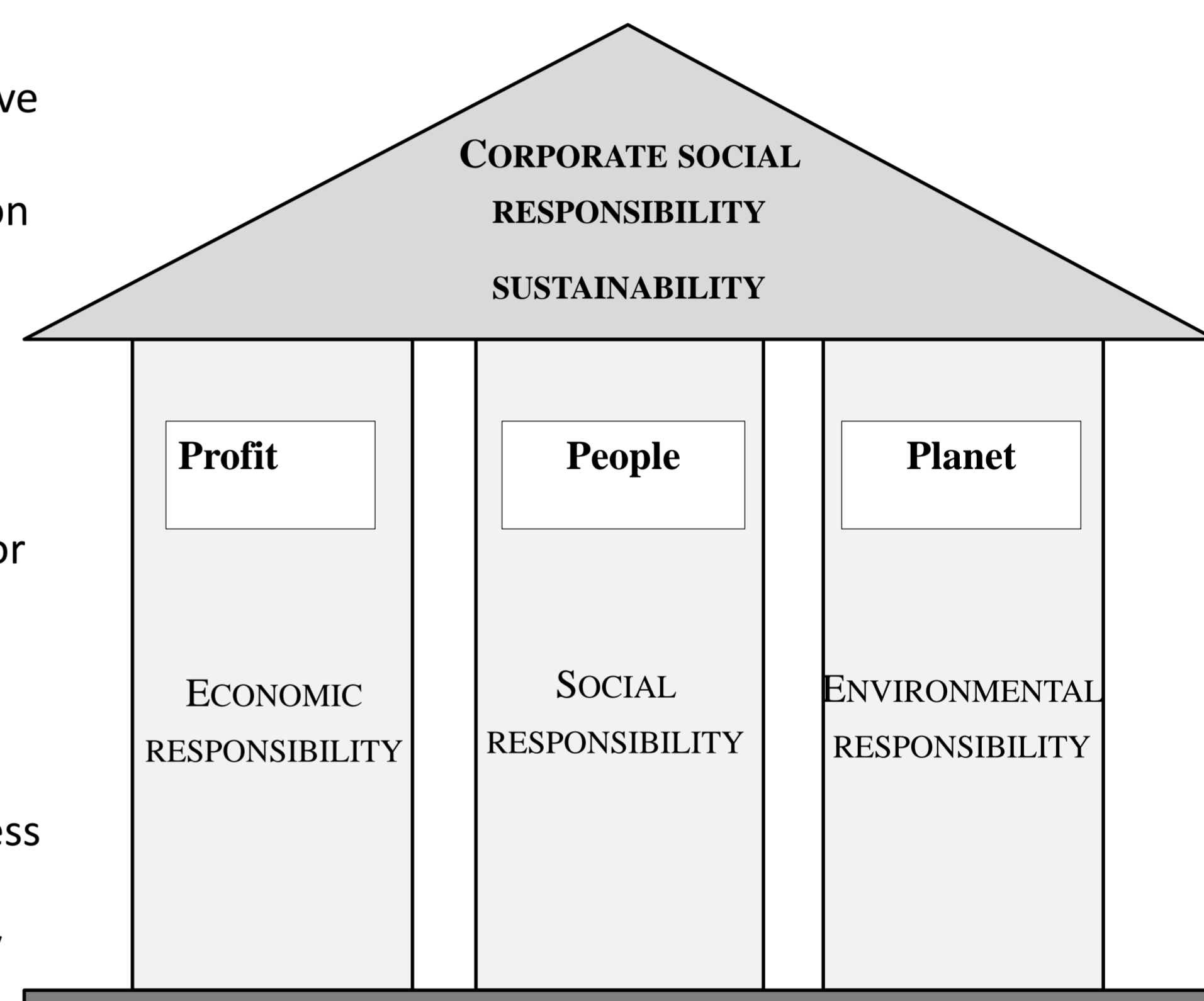
As for implementation of green initiatives for human resources:

- the companies mainly focus on recycling and disposal of separate wastes and on energy and water saving,
 - none of the respondents has implemented a green building,
 - only one of them declares that they have introduced a paperless office, utilization of green energy, or minimization of transport
- The companies have a lot of possibilities how to share green information (meetings, workshops, training, an in-house magazine, etc.). The employees can also (except for one respondent) make their own proposals and recommendations (e.g. in the form of improvement proposals or remarks).

Employees of some companies also take an active part in environmental protection beyond their job responsibilities and in activities outside the company (a half of the respondents stated this fact).

The same number of respondents communicate their activities. This results in the fact that the information gets not only to their employees, but also to the stakeholders, and generally to the company’s surroundings.

The research shows that the assessed companies set the basic GHRM conditions, but the activity of a large part of their employees is not very extensive in this area. Therefore, there is a space for more extensive incorporation of the GHRM procedures into the corporate activities, for consideration of the possibility of reflecting them in the employee remuneration system, for implementation of a larger number of communication tools, and for setting further green targets. We can conclude that there is a sufficient space for greater motivation towards green behaviour in the researched companies.



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Conclusion

GHRM includes specific HR policies, procedures, and measures in compliance with all the sustainability pillars. The GHRM is being applied to the extent of mandatory activities, and some GHRM procedures, e.g. education in environmental protection or communication of such activities, have been implemented. However, the research discovered large reserves in implementation of green activities in the corporate practice. It would certainly be suitable to focus further research on the other two sustainability pillars – economic and social – and to look into the interconnection of all the three pillars (including the environmental one) in chemical companies, or also in some other areas for comparison.