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THE EFFECT OF GREEN HUMAN RESOURCE MANAGEMENT METHODS ON LONG-TERM PERFORMANCE IN HEALTHCARE ORGANIZATIONS, AND THEIR IMPACT ON THE GENERAL PUBLIC

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ABSTRACT

As of now, human resources is considered as the most important factor in organizations, and the "Green" concept has become important concept around the world. So, it can be noticed that greening human capital of an organization can be considered as an effective way for achieving green firm for all. The purpose of this study is introducing a conceptual modeling for investigating green practices in the base of human resources balanced scorecard. In this way, we extracted the most effective green practices according to the said literature, and it should also be noticed also we used expert opinions, advices from the healthcare system of nation. As the result, the most key practices known as "green recruitment" and "environmental training". Managers can now turn hospital's culture into green and reduce environmental effectively and effects on the way of improving the healthcare system by the good results.

Over the past few years, organizations have faced pressure from stakeholders to adopt environmentally friendly business practices, where it is becoming critical to identify green practices that boost sustainability. Despite green human resource management receiving significant interest from scholars, studies related to green practices remain limited, and are still emerging in a developing countries context. This paper aims to assess the level of implementation of green human resource management practices in Indian healthcare organizations, and their impact on sustainable performance in this important service sector.

Keywords: Green human resource management, Sustainable performance, Environmental management, Healthcare sector.

INTRODUCTION

The arising overall worry for the climate and the extension of worldwide guidelines has constrained organizations to take up perceived procedures and carry out them onto their associations. An enormous number of associations have utilized the consistence approach in their natural or green administration drives driven by regulations and guidelines. Notwithstanding, ecological powers, for example, client blacklists, strong inclinations and new customer necessities have impacted strategies of the business (Sudin, 2011). The subject of natural manageability is drawing in expanded consideration among the board researchers. Regardless of its significance to administrators, workers, clients and different partners, nonetheless, there are not many exploration concentrates on that consider the job of human asset the executives frameworks in associations endeavoring to accomplish natural manageability. Hence there is a developing requirement for the combination of natural administration into human asset the board (HRM) - green HRM-research practice

Be that as it may, Green HRM is the utilization of human asset the board strategies to advance the practical utilization of assets inside business associations and all the more by and large, advances the reason for natural supportability. Green HR basically comprises of two significant components specifically climate well-disposed HR rehearses and the conservation of information capital (Mandip, 2012). The reason for becoming environmentally viable is to utilize items and techniques that would not contrarily sway the climate through contamination or draining regular assets. In this manner, Green HRM includes harmless to the ecosystem human asset arrangements and practices that, from one viewpoint, will assist associations with accomplishing its financial objective through ecological marking and then again safeguard climate from any adverse consequences that could cause by the strategies and activities by the associations. Further, we continue on to surveying the writing on the HR parts of GHRM, which helps in recognizing how organizations today foster human asset arrangements for practicing environmental awareness. The concentrate likewise intends to give worked on knowledge on some normal GHRM cycles and endeavors to propose a few green drives for HR.

REVIEW OF LITERATURE

Trong Tuan Luu, (2018), in his article Employees' green recovery performance: the roles of green HR practices and serving culture has tried to rule out the importance of green hr practices when it comes to any organization even if its hospitals the green hr place vital role for the people as well

Mullen-Gomez, Padman, & Willinger, 2016. The environmental or green values has tried to give a brief

- **Decision making:** with the help of cloud school management can take further decision with the help intelligence tools provide by cloud and help for making future policies
- **E-learning:** cloud computing associate with E-learning system ,so cloud is indirectly providing advantages of E-learning system.
- **Green computing:** usage of less hardware machines, less power consumption reduce carbon footprint.

RESEARCH METHODOLOGY:

Research began on February 5 2022.this is secondary research and the data collected from different research papers about cloud computing ,modern education system and role of technology Indian school education system from internet, and analysis of collected data is to focus on how cloud computing can use in Indian education system and make quality of education better.

Challenges of using cloud computing Indian school education system :

Cloud computing comes as a solution for the digital education system ,in India, where government working schemes and campaigns like mid day meal ,beti bachao beti padhao and many other schemes .Providing education is still challenging in some region in India. Working with recent technologies and making it affordable for all students is difficult, the government school is affordable but lacks infrastructure where else private education is providing better quality of education infrastructure but not affordable paying high demand of fees is not possible. The quality of education in different regions of India is different, Access to technologies is still challenging in India in home, rural areas, implementing the cloud computing system or we can say cloud school is challenging .the availability is necessary for digital education system and for cloud education system we required high bandwidth of internet low internet bandwidth may cause low data .providing hardware devices to rural areas and people from low socio-economic issue is difficult .training the teacher is challenging most of the teacher work on particular domain about their subjects ,adapting the technology for teachers is must .

SUGGESTIONS AND FUTURE WORK

Providing equal quality of education in every region of India .Providing internet to all regions of India.

Public cloud is free, which will be helpful for small schools and schools in rural area to start working on cloud system. Google is one of the best examples for this.

Coordination of social services campaign NGO, government providing awareness to the people about the technology and importance of cloud education system.

Focusing on providing internet everywhere in India

Teacher is ready to adopt technology, teacher training is important.

Focusing on Education funds and implementation for future development

Mobile device availability, creating campaign where government can provide mobile devices and students can come study.

Focusing on Equal quality of education at all regions of India for better future of the student and country.

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