

An Empirical Study on the adoption of Green Management Practices at the Workplace

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Abstract

With time, the business activities have gone a sea change and the impact of all these activities can be easily seen on the nature, society and the surroundings. In order to survive in the long run, it is vital that the human and business activities are carried in a way that they cause minimum harm on the society and the surroundings. As such, the importance of adopting Green management practices has gained popularity at the workplace. Today, Corporates and the employees are paying attention towards adopting Green Practices at the work place in order to make the world a better place. Sustainable development has to become an integral part so that we can have a better and safe future. In this research paper, an attempt has been made to find out the adoption of green practices at the workplace by the employees. Questionnaire was sent to 200 respondents and their response was obtained on Likert's scale on a parameter of 1-5. Responses have been obtained regarding the different Green Practices adopted by the employees and their impact on overall adoption of Green management Practice.

Keywords: Green Management, green initiatives, green practices, environment, go green, sustainable development.

Introduction

Sustainable Development is the need of the hour and in this present era it is inevitable to do without it. Therefore, adopting green practices at an early age is a very wise decision for us. We are living in a world where our non-renewable resources will diminish sooner or later. So, it is advisable if we start adopting green practices from our workplace. Green practices such as usage of eco-friendly product, usage of vacant area in the vicinity for tree-plantation, recycling paper, switching off lights when not in use, preferring stairs over lift etc. goes a long way in saving the world. Such small actions can help reduce the carbon footprints of an individual and in longer run the carbon-footprints of the entire organization. The present day organizations should understand their responsibility towards society and encourage the employees working with them to reduce the impact of their activities on nature. This can happen if the employees are educated about the strategies to reduce their carbon footprints by following simple steps such as switching off electrical appliances when not in use, pooling car whenever possible. It has also been observed that due to rise in level of literacy, the employees are aware of the Green Practices and are adopting green management practices at the workplace.

It won't be wrong to say that Green Management is the future of management as the traditional management practices never took into account the environmental aspect associated with nature and this is the major reason why the traditional management is so strongly replaced by Green management. Moreover, organizations have realized the fact that adopting greener practices is not only good for the environment and society at large but it also provides them advantage in the form of improved customer loyalty and enhanced public image over the competitors.

Rationale of the Study

Green management practices are adopted at a large scale and the employees are well aware of the importance of Green management. Traditional management is successfully replaced by Green management at a fast pace. A more detailed research is therefore required to analyse the impact of the steps undertaken by the employees on the adoption of green practices in the today's corporate environment. Through this research, a small step has been undertaken to assess the ways in which green management practices are adopted by the employees at the workplace and these green ways are influencing the adoption of green management practices.

Objectives of Study

1. To analyze the impact of employee's actions on the adoption of Green Practices in the Workplace.

Research Methodology

Exploratory & Descriptive Research Design have been used in the paper. Questionnaire was sent to 200 respondents working in Delhi/NCR. The response of the respondents was obtained on Likert's scale on a parameter of 1-5. Primary data through the questionnaire has been obtained and the Secondary data through reliable sources has been collected.

Sampling Technique

Simple random sampling technique was used to gather data from the respondents so that various respondents belonging to all age group, gender, professions, and religions were covered but it was restricted to areas of Delhi/NCR.

Statistical Tools Used

IBM SPSS (Statistical Package for the Social Sciences), for data analysis which include regression analysis and for the reliability the Cronbach's Alpha was calculated.

About the Questionnaire

A self-constructed well-structured questionnaire is used for the collection of data. It is designed in such a manner to explore the implementation of green practices in the organization.

Research Limitations

Sample size is 200 respondents and it is not necessary that it truly represents the population/universe. Some people might not have given accurate responses, which affects the results of the study. Some respondents have not taken the schedule seriously, and hence, the researcher had to discard those responses.

Hypothesis Formulation

The study shall undertake to assess the impact of various variables on the adoption of green management practices in the workplace. The proposed hypotheses of the study are as follows: - (H0 represent Null Hypothesis while HA represent Alternative Hypothesis)

Hypothesis 1:

H01: There is no significant impact of usage of eco-friendly products on the adoption of green management practices in the workplace.

HA1: There is a significant impact of usage of eco-friendly products on the adoption of green management practices in the workplace.

Hypothesis 2:

H02: There is no significant impact of usage of the vacant area in vicinity for plantation of trees on the adoption of green management practices in the workplace.

HA2: There is a significant impact of usage of the vacant area in vicinity for plantation of trees on the adoption of green management practices in the workplace.

Hypothesis 3:

H03: There is no significant impact of buying electrical appliances with energy saving mode (at least 3 stars) on the adoption of green management practices in the workplace.

HA3: There is a significant impact of buying electrical appliances with energy saving mode (at least 3 stars) on the adoption of green management practices in the workplace.

Hypothesis 4:

H04: There is no significant impact of following E-File Management system over traditional file management system on the adoption of green management practices in the workplace.

HA4: There is a significant impact of following E-File Management system over traditional file management system on the adoption of green management practices in the workplace.

Hypothesis 5:

H05: There is no significant impact of following the Reuse

Policy for one side used papers on the adoption of green management practices in the workplace.

H05: There is a significant impact of following the Reuse Policy for one side used papers on the adoption of green management practices in the workplace.

Hypothesis 6:

H06: There is no significant impact of following the Recycle Policy for both side used papers on the adoption of green management practices in the workplace.

H06: There is a significant impact of following the Recycle Policy for both side used papers on the adoption of green management practices in the workplace.

Hypothesis 7:

H07: There is no significant impact of switching off lights, fan, AC etc. when not in use on the adoption of green management practices in the workplace.

H07: There is a significant impact of switching off lights, fan, AC etc. when not in use on the adoption of green management practices in the workplace.

Hypothesis 8:

H08: There is no significant impact of putting the system on Sleep Mode when not in use on the adoption of green management practices in the workplace.

H08: There is a significant impact of putting the system on Sleep Mode when not in use on the adoption of green management practices in the workplace.

Hypothesis 9:

H09: There is no significant impact of preferring stairs over lift whenever convenient on the adoption of green management practices in the workplace.

H09: There is a significant impact of preferring stairs over lift on the adoption of green management practices in the workplace.

Reliability Analysis

In order to check the reliability of the questionnaire, the Cronbach's Alpha test was applied. The value of Cronbach's alpha is found to be 0.849. As the value of Cronbach's Alpha is more than 0.6, the data to be reliable for hypothesis testing.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .861 | .849 | 9 |

Hypothesis Testing

Hypothesis 1:

H01: There is no significant impact of usage of eco-friendly products on the adoption of green management practices in the workplace.

HA1: There is a significant impact of usage of eco-friendly products on the adoption of green management practices in the workplace.

Regression analysis: Impact of usage of eco-friendly products on the adoption of Green Management Practices

Table 1: Impact of usage of eco-friendly products on adoption of Green Management Practices

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|----------------|-------------------------|---------|------|----------------------------|-------|
| | R | R ² | Adjusted R ² | F | | Std. Error of the Estimate | Sig |
| | .745 | .555 | .550 | 122.042 | .745 | .73462 | .000* |

From table 1, it is clear that there is significant relationship between the usage of eco-friendly products on the adoption of Green Management Practices. Here the value of R^2 is 0.555 which means that 55.5% of the variance in the adoption of Green Management Practices is explained by the usage of eco-friendly products. Also beta value is 0.745 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between the usage of eco-friendly products on the adoption of Green Management Practices.

Table 2: Impact of usage of vacant area in the vicinity on the adoption of Green Management Practices.

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|-------|----------------|---------|---------|----------------------------|-------|
| | R | R^2 | Adjusted R^2 | F | β | Std. Error of the Estimate | Sig |
| | .716 | .513 | .508 | 103.295 | .716 | .76807 | .000* |

From table 2, it is clear that there is significant relationship between the usage of vacant area in the vicinity on the adoption of Green Management Practices. Here the value of R^2 is 0.513 which means that 51.3% of the variance in the adoption of Green Management Practices is explained by the usage of vacant area in the vicinity. Also beta value is 0.716 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between the usage of vacant area in the vicinity on the adoption of Green Management

Hypothesis 2:

H02: There is no significant impact of usage of the vacant area in vicinity for plantation of trees on the adoption of green management practices in the workplace.

HA2: There is a significant impact of usage of the vacant area in vicinity for plantation of trees on the adoption of green management practices in the workplace.

Regression analysis: Impact of Usage of vacant area in the vicinity on adoption of Green Management Practices

Practices.

Hypothesis 3:

H03: There is no significant impact of buying electrical appliances with energy saving mode (at least 3 stars) on the adoption of green management practices in the workplace.

HA3: There is a significant impact of buying electrical appliances with energy saving mode (at least 3 stars) on the adoption of green management practices in the workplace.

Table 3: Impact of following energy saving mode while buying electrical appliances on the adoption of Green Management Practices

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|-------|----------------|--------|---------|----------------------------|------|
| | R | R^2 | Adjusted R^2 | F | β | Std. Error of the Estimate | Sig |
| | .630 | .397 | .391 | 64.464 | .630 | .79806 | .000 |

From table 3, it is clear that there is significant relationship between following energy saving mode while buying electrical appliances on the adoption of Green Management Practices. Here the value of R^2 is 0.397 which means that 39.7% of the variance in the adoption of Green Management Practices is explained by the following energy saving mode while buying electrical appliances. Also beta value is 0.630 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between the following energy saving mode while buying electrical appliances on the adoption of Green Management Practices.

Hypothesis 4:

H04: There is no significant impact of following traditional file management system or E-File Management system on the adoption of green management practices in the workplace.

HA4: There is a significant impact of following traditional file management system or E-File Management system on the adoption of green management practices in the workplace.

Regression analysis: Impact of the usage of E-File Management system over traditional file management system on the adoption of Green Management Practices

Table 4: Impact of the usage of E-File Management system over traditional file management system on the adoption of Green Management Practices

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|----------------|-------------------------|-------|---------|----------------------------|-------|
| | R | R ² | Adjusted R ² | F | β | Std. Error of the Estimate | Sig |
| | .651 | .424 | .418 | 71.99 | .651 | .83578 | .000* |

From table 4, it is clear that there is significant relationship between usage of E-File Management system over traditional file management system on the adoption of Green Management Practices. Here the value of R² is 0.424 which means that 42.4% of the variance in the adoption of Green Management Practices is explained by usage of E-File Management system over traditional file management system. Also beta value is 0.651 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between the usage of E-File Management system over traditional file management system on the adoption of Green Management Practices.

Hypothesis 5:

H05: There is no significant impact of following the Reuse Policy for one side used papers on the adoption of green management practices in the workplace.

H05: There is a significant impact of following the Reuse Policy for one side used papers on the adoption of green management practices in the workplace.

Regression analysis: Impact of following Reuse Policy for one side used papers on adoption of Green Management Practices**Table 5: Impact of following Reuse Policy for one side used papers on adoption of Green Management Practices**

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|----------------|-------------------------|--------|---------|----------------------------|------|
| | R | R ² | Adjusted R ² | F | β | Std. Error of the Estimate | Sig |
| | .447 | .200 | .192 | 24.509 | .447 | .98454 | .000 |

From table 5, it is clear that there is significant relationship between following Reuse Policy for one side used papers on the adoption of Green Management Practices. Here the value of R² is 0.200 which means that 20% of the variance in the adoption of Green Management Practices is explained by following Reuse Policy for one side used papers. Also beta value is 0.447 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between following Reuse Policy for one side used papers on the adoption of Green Management Practices.

Hypothesis 6:

H06: There is no significant impact of following the Recycle Policy for both side used papers on the adoption of green management practices in the workplace.

H06: There is a significant impact of following the Recycle Policy for both side used papers on the adoption of green management practices in the workplace.

Regression analysis: Impact of following Recycle Policy for both side used papers on adoption of Green Management Practices**Table 6: Impact of following Recycle Policy for both side used papers on the adoption of Green Management Practices**

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|----------------|-------------------------|--------|---------|----------------------------|-------|
| | R | R ² | Adjusted R ² | F | β | Std. Error of the Estimate | Sig |
| | .672 | .451 | .445 | 80.481 | .672 | .8158 | .000* |

From table 6, it is clear that there is significant relationship between following Recycle Policy for both side used papers on the adoption of Green Management Practices. Here the value of R^2 is 0.451 which means that 45.1% of the variance in the adoption of Green Management Practices is explained by following Recycle Policy for both side used papers. Also beta value is 0.672 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between following Recycle Policy for both side used papers on the adoption of Green Management Practices.

Table 7: Impact of Switching off lights, fan, AC etc. when not in use on adoption of Green Management Practices

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|-------|----------------|--------|---------|----------------------------|-------|
| | R | R^2 | Adjusted R^2 | F | β | Std. Error of the Estimate | Sig |
| | .512 | .262 | .255 | 34.827 | .512 | .92133 | .000* |

From table 7, it is clear that there is significant relationship between Switching off lights, fan, AC etc. when not in use on the adoption of Green Management Practices. Here the value of R^2 is 0.262 which means that 26.2% of the variance in the adoption of Green Management Practices is explained by Switching off lights, fan, AC etc. when not in use. Also beta value is 0.512 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between switching off lights, fan, AC etc. when not in use on the adoption of Green Management Practices.

Table 8: Impact of putting the system on Sleep Mode when not in use on adoption of Green Management Practices

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|-------|----------------|--------|---------|----------------------------|-------|
| | R | R^2 | Adjusted R^2 | F | β | Std. Error of the Estimate | Sig |
| | .608 | .369 | .363 | 57.369 | .608 | .80750 | .000* |

From table 8, it is clear that there is significant relationship between putting the system on Sleep Mode when not in use on the adoption of Green Management Practices. Here the value of R^2 is 0.369 which means that 36.9% of the variance in the adoption of Green Management Practices is explained by putting the system on Sleep Mode when not in use. Also beta value is 0.608 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between putting the system on Sleep Mode when not in use on the adoption of Green Management Practices.

Hypothesis 7:

H07: There is no significant impact of switching off lights, fan, AC etc. when not in use on the adoption of green management practices in the workplace.

H07: There is a significant impact of switching off lights, fan, AC etc. when not in use on the adoption of green management practices in the workplace.

Regression analysis: Impact of Switching off lights, fan, AC etc. when not in use on adoption of Green Management Practices

Hypothesis 8:

H08: There is no significant impact of putting the system on Sleep Mode when not in use on the adoption of green management practices in the workplace.

H08: There is a significant impact of putting the system on Sleep Mode when not in use on the adoption of green management practices in the workplace.

Regression analysis: Impact of putting the system on Sleep Mode when not in use on adoption of Green Management Practices

Hypothesis 9:

H09: There is no significant impact of preferring stairs over lift whenever convenient on the adoption of green management practices in the workplace.

H09: There is a significant impact of preferring stairs over lift on the adoption of green management practices in the workplace.

Regression analysis: Impact of preference of stairs over lift, whenever convenient on adoption of Green Management Practices

Table 9: Impact of preference of stairs over lift, whenever convenient on adoption of Green Management Practices

| Independent Variable | Dependent Variable: Rating of the Organization on a Scale of 1-5 | | | | | | |
|----------------------|--|----------------|-------------------------|---------|------|----------------------------|-------|
| | R | R ² | Adjusted R ² | F | β | Std. Error of the Estimate | Sig |
| | .733 | .537 | .533 | 113.808 | .733 | .65633 | .000* |

From table 9, it is clear that there is significant relationship between preference of stairs over lift, whenever convenient on the adoption of Green Management Practices. Here the value of R^2 is 0.537 which means that 53.7% of the variance in the adoption of Green Management Practices is explained by preference of stairs over lift, whenever convenient. Also beta value is 0.733 and p value is 0.000. Since p value is significant at 5% level of significance so the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, there is significant relationship between preference of stairs over lift, whenever convenient on the adoption of Green Management Practices.

Conclusion

Green management must replace the traditional management to achieve Sustainable Development. This study shows that there is a significant association between usage of eco-friendly products, usage of the vacant area in vicinity for plantation of trees, buying electrical appliances with energy saving mode (at least 3 stars), following traditional file management system over E-File Management system, following the Reuse Policy for one side used papers, following the Recycle Policy for both side used papers, switching off lights, fan, AC etc. when not in use, putting the system on Sleep Mode when not in use, preferring stairs over lift whenever convenient on the adoption of green management practices in the workplace. Through this research, we can suggest that employers should pay more attention towards the steps undertaken by employees at the workplace. By taking this step, greater contribution can be achieved by the employees at the work place. Special efforts can be taken by the government also in this regard. Such small steps can contribute a lot towards making this world a better place to live in for the present as well as future generation.

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