

# Green HRM Practices & Their Implementation in UAE Higher Education Institutions

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## ABSTRACT

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Majority of the corporates in UAE are adopting environmental management activities and processes every year as a part of the social responsibility. Many researchers are conducting researches and coming up with interesting and informative findings on how the environmental practices act as a major objectives in the functioning of the organization. This also helps us to recognize the importance of green human resources and green human resource practices and policies that will help in the successful promotion and implementation of environmental management activities. There has been a debate and discussion how to get the organizational workforce involved in the implementation of the green management practices. This research article will discuss the green HRM practices that are developed and identify how they are implemented in the UAE Higher Education. In this research paper, the researcher emphasizes on studying the employee awareness and level of acceptance on the implementation of green HR practices in UAE higher education institutions. This researcher paper has enabled the investigator to also identify the HR components where Green HRM faces resistance to change, like selection, performance appraisal and a few other mundane activities. The study of the Green HRM practices and their implementation in UAE Higher Education Institutions is ideal and timely with growing importance of environmental sustainability.

**Keywords:** Green HRM, Environmental Sustainability, Higher Education, Training, Development, Recruitment